



Vice President | Public Sector Banking Strategist

Riverside County, California

HCN Bank is dedicated to providing exceptional banking services with a focus on customer satisfaction and technological innovation. Join our team and contribute to a dynamic and supportive environment where your skills can thrive.

Position: Vice President / Public Sector Banking Strategist

Department: Deposit Growth

Reports to: Sales Director

Type: Full-time

Pay Range: \$85,000 - \$125,000/yr (plus performance incentives)

Posted Date: 01/14/2025

Job Summary

HCN Bank is seeking a highly experienced and strategically minded individual to drive growth in our public sector and non-profit banking vertical. This position is dedicated to building, managing, and expanding complex banking relationships with school districts, municipalities, special districts (such as water or utility authorities), and non-profit institutions.

As a key member of our deposit growth team, you will lead efforts to identify and win large-scale opportunities—often through formal RFP or proposal processes—and position HCN Bank as a trusted partner for treasury, deposit, and cash management solutions. This role is ideal for a proven performer who thrives on pursuing high-value, relationship-based opportunities and navigating the unique regulatory, governance, and procurement landscape of public entities.

Key Responsibilities

- Develop and manage a portfolio of complex deposit and treasury relationships with public entities including K-12 school districts, cities, counties, water districts, and non-profits.
- Lead RFP/RFQ responses, pricing models, and proposal development for institutional clients; coordinate across internal departments for solution delivery.
- Cultivate deep institutional relationships with finance officers, boards, and senior administrative leaders.



- Prospect for new public-sector relationships, leveraging market knowledge and professional networks.
- Serve as a subject matter expert for government and non-profit clients on regulatory compliance, public fund collateralization, and cash flow optimization.
- Collaborate with product, operations, and compliance teams to customize banking services and ensure high service standards.
- Represent the bank at local government and education association events, procurement fairs, and industry roundtables.

Qualifications

Experience:

- Minimum 5–7 years of experience in institutional or public sector banking, with direct responsibility for municipalities, school districts, or other government-affiliated entities.
- Demonstrated success acquiring and managing large public or non-profit accounts, including those with formal procurement or RFP requirements.
- Strong knowledge of public fund banking regulations, treasury management products, and public finance practices.
- Proven ability to navigate political environments, governance frameworks, and multi-stakeholder sales cycles.
- Experience structuring and negotiating complex deposit and cash management proposals.
- Existing relationships within Southern California public entities preferred.

Skills:

- Advanced communication, presentation, and relationship management skills.
- Strong understanding of government banking trends, compliance obligations, and market challenges.
- Ability to manage long sales cycles and meet strategic revenue goals.
- High-level proficiency in proposal writing and presentation software.
- Collaborative, analytical, and deeply client-focused.

Other:

- Ability to travel to area branches and client locations as needed.
- Must be highly responsive, client-focused, and a collaborative team player.
- Ability to attend events outside of normal operating hours to foster business relationships.



Why Join HCN Bank? At HCN Bank, we know that in order to support our customers and provide for our shareholders, we first must support and provide for our employees. We encourage a collaborative work environment and empower our employees to take ownership of the Bank's success and growth.

We are committed to the growth and progress of our employees. The Bank has an education assistance program offering tuition assistance, invests in our employees' future through an Employee Stock Ownership Plan, and matches a portion of their 401K contributions. We also pay a portion of employee and dependent healthcare premiums.

At HCN Bank, we believe in a healthy work-life balance and provide generous vacation and sick time to ensure our employees can recharge and take care of themselves and their families. Over half our employees have been with us for over 5 years, with one-third exceeding 10 years of service. We treat our employees to annual events such as summer picnics, holiday parties, and recognition events to show our appreciation for their hard work. Our team members are the driving force behind the Bank's success, and our benefits program is our way of giving back.

Although we think we've built something special, we are always looking for ways to make the Bank an even better place to work. We hope you will consider being a part of our journey.

Apply Now: Submit your resume and cover letter to hrjobs@hcnbank.com.

HCN Bank is an Equal Opportunity Employer.