



MANAGEMENT ASSOCIATE (MA)

Commercial Banking Development Program

The Management Associate Commercial Banking Development Program provides a personalized and unique combination of experiences: classroom learning, e-learning, peer-partnering, job shadowing, and team building events during a 12-month training period. Successful completion of the program leads to placement as a Credit Analyst, Loan Operations Specialist, or Treasury Associate for Signature Bank.

THE OPPORTUNITY:

Phase 1: Retail Overview

This four-week rotation provides a thorough understanding of the consumer side of banking from customer service to banking systems, policies, regulations, and basic functions.

Phase 2: Treasury Management

A six-week portion of the program with the treasury department covers the internal operations from risk and account analysis to ACH and online banking transactions, as well as assisting with the expansion of our corporate credit card program.

Phase 3: Information Technology / Information Security

This one-week rotation introduces the associate to various IT guidelines, performance reporting requirements, and information security compliance policies, as well as how the Bank audits and continuously updates its security plans.

Phase 4: Loan Operations

Another four-week rotation is spent in loan operations educating the associate to various due diligence best practices as well as how various loan servicing requests are handled.

Phase 5: Marketing

This two-week piece of the program immerses the associate into the Signature Bank brand messaging and how we ensure consistency and effectiveness across our marketing channels as well as how we optimize the use of Salesforce.

Phase 6: Foundational Skills

This ten-week phase focuses on knowledge and skill development in the areas of financial accounting, credit analysis, underwriting, persuasive communication and personal effectiveness. Classes are taught by subject matter experts and industry professionals.

Phase 7: The Credit Analyst Pool

Over a 17-week period the MA uses and hones the skills developed during the sixth phase of the program while being introduced and exposed to the lending segment in the Bank as they assist with annual reviews, risk ratings, industry research, underwriting credits, and new business pitches.

Phase 8: Market Rotation

The program culminates with an eight-week segment during which the associate spends time working on both new and existing client relationships while gaining exposure to the relationship managers and their responsibilities. Additionally, the MA will have continued opportunities to work with Credit Analysts and the other areas previously visited to best compare and contrast different roles to best discern placement opportunities and their career path.

What Signature Bank has to offer:

- Valuable work experience and networking opportunities
- Exposure to a variety of industry sector experts

What makes us unique:

- Holistic development of a broad set of skills
- Extensive exposure to industry-leading methods and practices
- A disciplined and tested career path
- In the field learning with hands-on work experience and exposure to industry experts
- Opportunities for interaction with senior leaders

Who we are looking for:

- 3.0 or better GPA
- Two accounting courses required
- Excellent written and verbal communicator skills
- Proven analytical skills
- Leadership experience
- Strong personal and team work ethic

Turn your potential into performance.

info@signaturebank.bank

<https://www.signaturebank.bank>