



## POSITION POSTING

**POSITION:** Chief Executive Officer (CEO)

**DATE:** April 15, 2025

**Reports To:** Board of Directors

**LOCATION:** Statesville, NC

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### ABOUT US

AgSouth Farm Credit, a rural lending cooperative headquartered in Statesville, North Carolina, is one of the most experienced rural real estate and agricultural lenders in the Southeast. We operate 51 offices covering 147 counties throughout Georgia, North and South Carolina. Our lenders understand the needs of farmers, ranchers, agribusinesses and rural homeowners because they live and work in the areas they serve. AgSouth Farm Credit is a robust organization with approximately 500 employees and a great future. With nearly \$5 billion in assets, AgSouth Farm Credit has a tremendous runway for growth.

AgSouth Farm Credit is part of the Farm Credit System, a nationwide network of borrower-owned lending institutions and specialized service organizations. The Farm Credit System provides loans, leases, and related services to farmers, ranchers, rural homeowners, aquatic producers, timber harvesters, agribusinesses, and agricultural and rural utility cooperatives and has more than \$400 billion in assets.

Established in 1917 as part of the nationwide Farm Credit System, AgSouth Farm Credit has maintained long-standing traditions of independence, strength, stability and service in meeting the financing needs of our customers / owners, whether for real estate, operating equipment, livestock funds or agribusiness needs. Throughout our history, the dedication of our directors and staff to these qualities has enabled the Association to succeed at its primary purpose: to provide competitive loan products, a fair return on the stockholders' investment, and to preserve the safety of that investment.

The board of AgSouth Farm Credit is currently seeking the CEO to lead this vibrant organization into the future.

### POSITION PURPOSE

In collaboration with the Board of Directors, the CEO is responsible for the overall operation of the Association with the objective of providing value-added financial services to member/owners on a profitable, competitive and financially sound basis. She / he will also represent the Association to the community, financial community, and Association membership. The CEO will develop supervisory controls and present reports to the Association board and provide executive leadership and direction to the operating units consistent with safe and sound business practices; local board policies; compliant with the financing agreement with the funding bank (AgFirst Farm Credit Bank); FCA regulations; and federal, state and local laws. The CEO will foster a culture that promotes ethical practices, encourage individual integrity and fulfill its social responsibility.

### KEY ACCOUNTABILITIES

#### Credit & Lending Leadership

- Maintains risk management philosophy toward credit that supports the values and objectives of the Association within regulatory guidelines.
- Ensures that appropriate policies, procedures, systems, and staffing are developed, implemented, and maintained to identify, measure, monitor, and control credit risks of the Association.
- Contributes to the overall strategic objectives aimed at long-term sustainable growth and profitability.

<b>Financial &amp; Operations Leadership</b> <ul style="list-style-type: none"> <li>• Maintains a cost-effective association and manages the financial results measured by financial ratio goals as set forth in the annual and strategic business plan.</li> <li>• Accountable for accurate reporting of association accounting and operations, including budgeting, internal controls, and other tools of financial and accounting management in accordance with prescribed accounting principles.</li> </ul>
<b>Marketing &amp; Business Development Leadership</b> <ul style="list-style-type: none"> <li>• Develops marketing and business plans and strategies in accordance with the mission objectives of the association.</li> <li>• Maintains a favorable business image by taking a leadership role in promoting the Association at the local, district, and national levels.</li> <li>• Ensures continued excellence of service to its membership and implements processes to support business growth, through customer and market definition.</li> </ul>
<b>Human Capital Leadership</b> <ul style="list-style-type: none"> <li>• Manages the human capital of the Association in accordance with related federal and state laws and regulatory compliance.</li> <li>• Assures a well-trained, developed, engaged, and appropriately compensated staff capable of meeting the challenges of the Association goals.</li> <li>• Maintains a positive and ethical work climate that is conducive to attracting, maintaining, and motivating a diverse group of top quality employees at all levels.</li> <li>• Develops and maintains a sound organizational plan and ensures management development and succession.</li> </ul>

## QUALIFYING CHARACTERISTICS

<b>Education</b>	<b>Required:</b> Bachelor's Degree in Business, Finance, or Agricultural Field or previous Farm Credit CEO <b>Preferred:</b> Master's Degree or certificate from a Banking School
<b>Prior Work Experience</b>	10 or more years of middle to upper-level management/administrative positions
<b>Certifications</b>	None
<b>Other Skills &amp; Abilities</b>	Broad knowledge of agriculture
	Broad knowledge of credit and financing structure, complex financial structuring, and troubled credit resolution
	Management Skills including organization & planning, judgement/decision making, analytical, delegation and control, communication, interpersonal relationship development, and marketing
	Leadership Skills including ability to motivate, train, and develop employees, provide constructive feedback
	Ability to be assertive and decisive in arriving at sound business decisions which serve the best interest of customers and the Association
	Ability to communicate (written and verbal) effectively with all levels of the organization, including the internal staff and external contacts
	Positive & professional attitude and appearance

	Ability to travel extensively across the organization to carry out essential responsibilities of the job
	Contributes to building and leading a positive team atmosphere
	Mastery of Farm Credit Association policies and procedures

It is the policy of AgSouth Farm Credit to provide equal employment opportunity (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state or local law. In addition, AgSouth Farm Credit will provide reasonable accommodations for qualified individuals with disabilities.

### NOTE ON THE SELECTION PROCESS

The Board of Directors of AgSouth Farm Credit will be working with FCCS to manage the CEO selection process. Leading the process is Jay Lux, Vice President of Organizational Development at FCCS.

### FINAL DATE FOR APPLICATION: May 15, 2025

Interested candidates should email a cover letter and resume to [executiverecruiting@fccsconsulting.com](mailto:executiverecruiting@fccsconsulting.com).

If you have any questions, please contact Jay Lux, FCCS, at 651.982.4568 or [jay.lux@fccservices.com](mailto:jay.lux@fccservices.com).