Cornerstone Executive Search has been exclusively retained by Outdoor Bank to conduct its search for a new Chief Financial Officer / Chief Operating Officer.

CHIEF FINANCIAL OFFICER / CHIEF OPERATING OFFICER

Outdoor Bank

Fast Facts

- **Organization**: Family-owned commercial bank with roots in rural Kansas.
- **Location**: Manhattan, Kansas or Overland Park, Kansas; primarily onsite with limited travel throughout the bank's footprint.
- **Leadership Partnership**: Direct financial reporting to the Board of Directors; close partnership with the CEO and executive team.
- **Key Focus:** Financial strategy, balance sheet management, pricing, and bank-wide operational leadership and process improvement.

The Organization

Outdoor Bank is a family-owned bank serving communities across western Kansas, Manhattan, and Overland Park. The Foote family purchased Peoples State Bank in 2018, acquired Stanley Bank in Overland Park in 2021, and renamed the bank Outdoor Bank in early 2023.

The ownership group's farming and cattle-feeding background shapes the bank's understanding of land and its lending approach. Recreational land financing across much of the Great Plains and Rocky Mountain regions is a distinctive focus, complemented by agricultural and commercial lending in the communities the bank serves.

Outdoor Bank builds deposit relationships around competitive money market accounts that respond to market rates, alongside CDs and other banking services. Its owners have continued to contribute capital to support growth and improvement, with a long-term emphasis on building the bank. Leaders work closely together in an accessible, hands-on environment where direct communication and shared accountability matter.

The Opportunity

Outdoor Bank is seeking a CFO/COO who will use financial insight to help shape the direction of the business and follow through on implementation. This leader will have direct access to ownership and the Board, with an influential role in executive decisions, and responsibility for improving operational effectiveness across the bank from the outset.

The bank has undergone a significant transition in strategy, leadership, staffing, and its loan portfolio. The incoming CFO will need to assess current performance with discipline, understand the changes underway, and help translate the bank's growth plans into sustainable financial results.

The Position

The CFO/COO will lead financial strategy, accounting oversight, treasury, asset-liability management, liquidity, capital planning, and financial reporting for the Bank and Holding Company, while also providing cross-department operational leadership. An experienced Controller handles much of the accounting work, allowing the CFO/COO to combine strong financial oversight with business analysis, process improvement, and executive leadership.

The incoming leader will establish a strong understanding of the bank's financials, balance sheet, funding model, and performance drivers while simultaneously getting to know its branches, people, and operational workflows. Working alongside the CEO, President and Head of Credit/Lending, and Head of Corporate Banking/Deposits, the CFO/COO will identify and implement improvements across the bank, particularly in lending and deposit operations. This is a collaborative executive role with bank-wide influence, rather than one defined by a large number of direct reports.

The CFO/COO will report financial performance directly to the Board through its regular meeting cadence and maintain frequent communication with ownership and executive colleagues. The role may be based in Manhattan or Overland Park, with travel throughout the bank's footprint.

The Ideal Candidate

The ideal candidate combines deep banking finance and accounting experience with the judgment, initiative, and operational mindset to lead beyond the finance department. This person can explain what the numbers mean, form a practical recommendation, and work actively with colleagues across the organization to put it into action.

They understand how liquidity, rates, lending, deposits, and operating decisions affect one another. They enjoy identifying inefficiencies, building better processes, and collaborating directly with branch and department teams. They are comfortable challenging assumptions respectfully, developing people, and working directly with an involved ownership group. Strong Excel skills, openness to AI and modern banking tools, and an approachable, proactive communication style will help this leader earn trust throughout the organization.

Key Relationships

- Board of Directors and ownership, with frequent collaboration with Andrew Foote.
- Jon Roberts, CEO; Jim Bothwell, President and Head of Credit/Lending; Connor Caldwell, Head of Corporate Banking/Deposits.
- Controller; Technology; Legal and Compliance; People/HR; branch and department leaders; executive loan committee; auditors, regulators, and banking partners.

Key Responsibilities

Executive and Operational Leadership

- Translate financial findings into specific actions across departments, including lending activity, deposit strategy, resource allocation, and operating efficiency. Work directly with department leaders to implement changes, standardize workflows, and monitor results.
- Partner with the CEO and executive team on daily decisions and longer-term priorities. Provide hands-on, cross-functional operational leadership from the beginning, using executive-level authority and collaboration to drive improvements even where departmental staff do not report directly to the CFO/COO.

Organizational Processes and Bank Operations

- Partner with lending and credit leadership to streamline loan origination, approval paperwork, loan servicing workflows, improving turnaround times, operational effectiveness, risk management and the client experience
- Partner with Deposit Operations, digital & corporate banking operations leaders to evaluate and enhance processes, technology utilization, controls, and service delivery, ensuring operational excellence and a consistent client experience across all banking channels.
- Serve as executive sponsor of the customer Relationship Management (CRM) system, ensuring the platform supports business development, client engagement, and visibility into client interactions, with emphasis on the premier banking customer segment.

Financial Leadership and Reporting

- Lead financial strategy, budgeting, forecasting, tax coordination, and capital planning for the Bank and Holding Company. Provide clear recommendations on profitability, growth, and the use of capital.
- Oversee the Controller and finance team, ensuring accurate, timely financial statements, Call Reports, regulatory reporting, and management and Board reporting. Maintain effective internal controls and financial policies.
- Serve as the primary financial contact for auditors, regulators, tax advisors, and other professional partners. Coordinate examinations and audits with the appropriate internal leaders and follow through on financial findings.

Liquidity and Balance Sheet Management

- Lead asset-liability management, interest rate risk monitoring, funding strategy, and liquidity planning. Lead or participate in ALCO and other relevant management committees.
- Maintain access to appropriate liquidity sources, including the Federal Home Loan Bank, Federal Reserve, and correspondent banking relationships. Evaluate funding costs and liquidity needs as the bank grows.

Pricing and Market Strategy

- Track market interest rates and help establish competitive deposit and lending rates in partnership with credit/lending leadership, the Board, and executive loan committee.
- Guide money market, CD, and other deposit pricing, including guidelines for exceptions on special customer accounts. Support the bank's goal of offering rates among the top quartile of comparable money market offerings.
- Evaluate pricing, loan structures, deposit trends, and profitability by market and business area. Recommend changes that support customer relationships, disciplined growth, and appropriate returns.

Investments and Interest Rate Strategies

- Manage the securities portfolio, primarily government bonds, within Board-approved policies, liquidity requirements, and risk limits. Evaluate corporate bonds or mortgage-backed securities when appropriate.
- Bring knowledge of interest rate swaps and related strategies, or develop that expertise, to evaluate their suitability for the bank's balance sheet and risk objectives.

People and Technology

- Coach and develop the Controller and finance team, setting clear expectations for accuracy, accountability, and continuous improvement.
- Champion practical use of Excel, banking software, dashboards, and AI to improve analysis and workflows across departments. Partner with Technology and Legal and Compliance to apply tools with appropriate data protection, controls, and human judgment.
- Perform the corporate and fiduciary responsibilities assigned to the Cashier.

Qualifications

Required Experience

- Bachelor's degree in accounting, finance, business administration, or a related field.
- Ten or more years of progressively responsible banking finance, accounting, treasury, or balance sheet management experience.
- Strong knowledge of GAAP, bank accounting, Call Report preparation and review, regulatory reporting, budgeting, forecasting, and financial analysis.
- Demonstrated experience in asset-liability management, liquidity and funding, capital planning, interest rate risk, and investment portfolio oversight.
- Experience working directly with banking regulators, external auditors, executive leadership, and Boards or Board committees.
- Bank operations leadership or demonstrated ability to lead process improvements across lending, deposit, branch, or servicing functions; experience expanding from finance into cross-department executive responsibilities.
- Strong Excel and analytical capabilities; experience with, or willingness to learn, relevant banking software and AI applications. Knowledge of interest rate swaps or willingness to develop that expertise.

Preferred Experience

- Master's degree, CPA, or another relevant professional credential.
- Broader bank operations leadership or experience expanding from finance into cross-department executive responsibilities.
- Experience in a family-owned or closely held bank and in implementing dashboards, process improvements, or technology-enabled financial analysis.

Key Success Metrics

- Accurate, timely financial and regulatory reporting, with effective controls and responsive audit and examination follow-through.
- Well-managed liquidity, funding costs, capital, and interest rate risk within approved policies and limits.
- Pricing and investment decisions supported by market data, risk analysis, and profitability objectives.
- Financial insights that produce implemented improvements in lending, deposits, loan documentation and servicing, resource use, and operating performance.
- A capable, accountable finance team and effective, collaborative CFO/COO leadership that strengthens processes and coordination across departments.

Additional Expectations

- Work primarily onsite in Manhattan or Overland Park. Limited remote flexibility may be available under bank policy and business needs.
- Travel throughout the bank's footprint and remain accessible to the Board, executive team, and department leaders.
- Communicate proactively, raise concerns constructively, and handle sensitive financial and customer information with discretion.
- Model Outdoor Bank's core values and maintain compliance with bank policies, regulatory requirements, and sound risk practices.

About Cornerstone Executive Search

Cornerstone Executive Search is a leading retained executive search firm that helps great companies recruit great people. For more than 40 years, our firm has excelled in serving our client companies with executive talent acquisition, leadership development and career transition services in Kansas City and across the Central Midwest region of the United States. Our firm has successfully completed more than 1,600 retained executive search assignments for C-suite, President, Vice President, Director and Management-level positions. To inquire about how Cornerstone Executive Search can serve your executive talent acquisition needs, please click here to visit our website.

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