

COMMERCIAL BANKING DEVELOPMENT PROGRAM



Developing future commercial bankers and leaders in the financial services industry is a significant focus for First Business Bank. Our Commercial Banking Development Program provides young professionals with an opportunity to be a key contributing member of the Credit Analysis team starting on Day 1, while taking part in an accelerated development path to master core commercial banking skills and explore targeted career tracks offering long-term growth and success as an impactful member of the First Business Bank team.

Our size, focus, and proven track record of success allow us to develop you differently than our competitors – offering a hands-on, focused program with three main components:

LEARNING | IMMERSION | MENTORSHIP

DEVELOPMENT PATHS

PHASE 1: Foundational Mastery

The first phase of the program focuses on knowledge and skill development to help in building a commercial credit and banking foundation, as well as opportunities to explore different areas within the bank to allow the individual to select their career track of interest.

- Credit courses
- Loan committee participation
- Business Development overview
- Project assignments
- Job Shadows & Mentorship
- Upon completion of all Phase I Key Benchmarks, the individual will identify a career track to focus on as they enter Phase 2.

PHASE II: Focused Immersion

The second phase of the program provides focused immersion opportunities, depending on the career track selected. Individuals will spend the core of their role within Credit Analysis, however, will spend a dedicated percentage of time deepening their knowledge, skills, and expertise within the focus area selected.

- Learning
- Immersion
- Mentorship
- Upon completion of all Phase II Key Benchmarks, the individual will be considered for placement on one of our commercial banking teams.

WHY FIRST BUSINESS BANK

- Specific exposure to commercial banking & career exploration of all business units
- Hands-on experiential learning
- Dedicated partnerships with key mentors
- Leadership Development for long term success using our Competency Framework
- Exposure to senior executives via committee meetings, and one-one interaction
- Valuable work experiences and networking opportunities
- Ability to share in the company commitment to the community
- Attractive Total Rewards Package

PROFILE

- Completed post-secondary degree, preferably in a business-related field of study
- Desire to pursue a career in financial services, preferably in a business development/sales position
- Business acumen (finance, accounting, management)
- Hard working and driven
- Confident and developed interpersonal communication skills
- Tech savvy
- Inquisitive
- Analytical

FIRST BUSINESS BANK FAST FACTS



300+ Employees



Asset Size \$2.9b



Founded 1990



8 Niche Services



Nasdaq: FBIZ



Headquartered
in Madison, WI

Visit our Career section to Learn More about joining the team!

firstbusiness.bank