

# THE EXECUTIVE GROUP NEWSLETTER

## OCTOBER 2002

The Executive Group, Executive Search and Recruitment Firm based in Billings, MT. Serving the Banking and Financial Community in 23 Western and Midwestern States since 1985.

### THINKING OF YOU

This monthly *Newsletter* provides us with yet another means of speaking with you, of sharing information we believe will further our relationship with you, in addition to enhancing our understanding of your ongoing needs.

### Food for thought

*Success at the expense of faith and family really is failure.*

### Hot Jobs

#### Ag Lender for 2 Sites in Eastern Montana

Large regional independent bank is expanding and looking to hire Ag Banker with 1-3 years of experience. One site located in town of 10,000 people and second site in town of 3,000 people. Great location for outdoorsman; offers hunting, fishing and rural living. Compensation: **\$30-45K**. Contact **Bill** at 1-800-755-5161 or email [bill@exegrp.net](mailto:bill@exegrp.net).

#### Head of Personal Trust Department based in Montana

Very progressive Trust Company is looking for the right person to supervise a staff of +15, oversee all new business development and coordinate with Trust Investments. Compensation: **\$+90K**. Contact **Bill** at 1-800-755-5161 or email [bill@exegrp.net](mailto:bill@exegrp.net).

#### Commercial Lender in Southwestern Wyoming

Corporate Bank System seeking to hire a **Commercial Lender** to do business loans in a three-branch area. Compensation: **\$40-50K base plus bonus**. Excellent growth and career potential. Contact **Bill** at 800-755-5161 or email [bill@exegrp.net](mailto:bill@exegrp.net)

#### Vice President-Head of Ag Lending in Southwestern Minnesota

A Dynamic \$5.4 Billion System is looking for a Vice President-Head of Ag Lending for one of its 134 branches. They are looking for a goal-setter and achiever, a hard-charger that can assume a personal portfolio, manage a staff and be an integral part of bringing his company into 21<sup>st</sup> century banking. They offer a competitive salary, additional on-going bonus revenue, promotable potential and excellent benefits. Contact **Jim** at 1-800-755-5161 or email [jbrowne@exegrp.net](mailto:jbrowne@exegrp.net).

#### Mortgage Originator in Wyoming

High-end mortgage origination in a resort-like environment. Jumbo, non-conforming 1-4 family dwellings and construction loans. Compensation: **\$70-85K + commission**. Contact **Meg** at 1-800-755-5161 or email [meg@exegrp.net](mailto:meg@exegrp.net).

# THE EXECUTIVE GROUP NEWSLETTER

## OCTober 2002

### Ag Lender in Rural North Central Montana

Progressive, independent bank system seeking an **Ag Lender** to carry an established Ag portfolio. Will work closely with FSA. Rural college community. Compensation: \$30-45K. Contact **Bill** at 800-755-5161 or email [bill@exegrp.net](mailto:bill@exegrp.net)

### Commercial Lender in Western Montana

A \$25MM bank in Western MT is looking to hire a **Commercial Lender** who will share a loan portfolio with the senior loan officer. Background desired includes two or more years experience in commercial lending, some SBA knowledge, general lending skills as well as some consumer lending, first mortgage loans and Bank may want the person to set up mortgage packaging. Community located in a beautiful area near the mountains. Contact **Bill** at 800-755-5161 or email [bill@exegrp.net](mailto:bill@exegrp.net)

### Title and Escrow Positions in Billings, MT

Excellent opportunity for a technical **Real Estate Title or Escrow/Closer** type person in a booming real estate market in Billings, MT. Well-established corporation with a strong following. Compensation: \$30-45K plus benefits. Contact **Bill** at 800-755-5161 or email [bill@exegrp.net](mailto:bill@exegrp.net)

### Make \$100

Email or phone a name and phone number of someone who gets hired for one of our hot jobs listed above. Contact the team leader for that job via email or phone and if your referral results in a placement for that position, we will send you \$100.

### Make Another \$100

Email or phone a job vacancy to our research department. If we successfully fill that vacancy, we will send you \$100.00.

### Keeping each other informed

We will try to keep you in touch with new job tasks on our desks. Please keep us informed of yourself as well. You are important to us, please let us know when your status changes, i.e., relocation, new position, increase in salary or if you want to be dropped as a potential candidate from our database. Please email any significant changes to [research@exegrp.net](mailto:research@exegrp.net)

### INTERVIEW TIPS of THE MONTH

Do your homework prior to the interview, and do it as soon as possible, not at the last minute. Learn as much about the prospective employer as you can. First of all, it will impress the interviewer and, secondly, it will enable you to ask intelligent questions.

The Job Interview is often referred to as a "listening interview" because success depends far more on active listening than on talking. The "listening process" starts before you arrive at the interview; it increases in importance as the interview progresses; it ensures constant awareness of what is happening from the moment the interview starts; and it enables you to steer the interview to achieve your predetermined objectives.

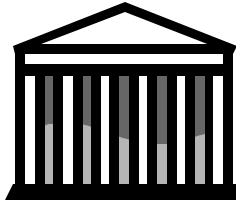
# THE EXECUTIVE GROUP NEWSLETTER

## OCTOBER 2002

### Part IV of an Ongoing Series

#### **Most Commonly Asked Questions and Appropriate Responses During An Interview:**

- 10. What would you like to be doing five years from now?**
- ✓ To answer this question, make sure you know exactly what can or cannot be accomplished by the ideal candidate in your shoes. Too many job-hunters butcher this question because they have not done their homework and have no idea where their career will lead them. If you see yourself at another company, or in another department of the company you are interviewing with, then tread lightly. You can't afford to tell your interviewer that you think you'll be more successful than they.
- 11. What training/qualifications do you have for a job like this?**
- ✓ Deliver a short, fact-filled summary of your two or three most important qualifications. "I have a background in accounting. I've demonstrated proven selling skills. I'm capable of handling several projects simultaneously."
- 12. Why do you want to change jobs?**
- ✓ This is one of the first questions interviewers ask. Be sure you are ready to answer it satisfactorily. If you are currently in a dead-end position, locked out of advancement opportunities, explain this. The interviewer will understand. If your job has become a routine, void of learning experiences, say so. If you feel your present employer is losing ground to competition through no fault of yours, the interviewer will also accept that. If you say that your salary is too low, you'll become suspect. If you say that you hate your boss, you might also end up hating the interviewer. If you say you are bored, they'll view you as just another job-hopper. Careful!



**THE EXECUTIVE GROUP**  
**Consultants in Strategic Personnel Systems**  
1645 Parkhill Drive, Suite 4 ~ Billings, MT 59102  
(800) 755-5161 ~ (406) 252-7770  
(406) 252-7444 fax ~ [exgzinfo@wtp.net](mailto:exgzinfo@wtp.net)