



**mecu**

A credit union for you.

POSITION PROFILE

# Chief Executive Officer



**People Helping People**

# Rooted in Community. Driven by Purpose. Built for What Members Need Next.

Since 1996, Montana Educators' Credit Union ('MECU') has proudly served Western Montana. MECU stands as more than a financial institution, it is a trusted partner, a community anchor, and a steward of financial well-being for the members it serves. Built on the foundational principles of the credit union movement, MECU exists to ensure that individuals and families have access to fair, transparent, and empowering financial services. In an evolving financial landscape, MECU has remained grounded in its purpose while continuously adapting to meet the changing needs of its membership and community.

The next Chief Executive Officer will inherit an organization with a strong foundation and a meaningful opportunity: to honor MECU's legacy while shaping its future. This role calls for a leader who understands that success is not measured solely in financial terms, but in the strength of relationships, the trust of members, and the lasting impact on the community. MECU is seeking a CEO who will lead with clarity, integrity, and vision balancing operational excellence with a deep commitment to people.

## About MECU

MECU is a member-owned, not-for-profit financial cooperative dedicated to serving the financial needs of its members with integrity, care, and accountability. As a credit union, MECU reinvests in its membership, returning value through competitive products, personalized service, and a focus on long-term financial well-being rather than short-term profit. This structure allows MECU to remain closely aligned with the interests of those it serves, fostering trust and loyalty across generations.

At its core, MECU is built on relationships. The organization takes pride in knowing its members, understanding their needs, and delivering solutions that reflect both financial expertise and genuine care. Whether supporting first-time borrowers, growing families, or long-standing members planning for the future, MECU plays a meaningful role in the financial journeys of its community.

MECU is also a committed community partner. Through local engagement, financial education, and collaborative initiatives, the credit union contributes to the economic vitality and resilience of the region. This commitment extends beyond transactions, it reflects a belief that strong communities are built through access, education, and shared opportunity.

***Our commitment is to the credit union movement philosophy of "People Helping People". The focus of MECU is our members, and we use our resources to benefit them and the communities we serve.***



# Looking Forward

As MECU looks ahead, the organization is positioned at a pivotal moment balancing the strength of its legacy with the opportunities and demands of a rapidly evolving financial environment. The next CEO will play a critical role in guiding this transition, ensuring that MECU continues to deliver exceptional member value while embracing innovation, strengthening community presence, and cultivating a high-performing team.

This is an opportunity to lead with purpose, build with intention, and make a lasting impact both within the organization and across the community MECU proudly serves.

The President / Chief Executive Officer (CEO) of MECU provides strategic leadership, operational oversight, real estate lending expertise, and financial stewardship to ensure the credit union's long-term strength, stability, and member impact. Reporting directly to the Board of Directors, the CEO is responsible for executing the board-approved strategic plan while leading all aspects of day-to-day operations, organizational performance, and member service delivery.

Working in close partnership with the Board, the CEO serves as the primary link between governance and operations ensuring that board members are equipped with timely, accurate, and relevant information to support informed decision-making. The CEO brings forward strategic insight, identifies emerging opportunities and risks, and ensures alignment between MECU's mission, regulatory obligations, and future growth objectives.

As of 12/31/2025



**\$34,300,467**

Total Assets



**11.8%**

Increase in YoY Assets



**\$24,413,166**

Total Loans to Members



**1.38%**

Return on Avg Assets

The CEO oversees and manages all credit union functions, including consumer and real estate lending, finance, operations, compliance, risk management, human resources, and member services. This role requires strong financial acumen and disciplined oversight of budgeting, capital, and liquidity to maintain safety and soundness while supporting sustainable growth. In addition, the CEO leads the development and execution of business strategies that enhance member value, strengthen market position, and advance technology and service delivery.

As the face of MECU, the CEO represents the organization within the community, industry, and regulatory environment building trusted relationships with members, partners, and stakeholders. Internally, the CEO is responsible for cultivating a high-performing, values-driven culture that emphasizes accountability, collaboration, inclusion, and service excellence.

Ultimately, the CEO ensures that all organizational resources, people, systems, and financial assets, are aligned to operate effectively and efficiently in fulfillment of MECU's mission, while positioning the credit union for continued relevance and impact in an evolving financial landscape.

# Candidate Profile

**MECU's Board of Directors is interested in hearing from candidates who offer a wide range of skills, professional and lived experiences, and perspectives.**

While it is understood that no one candidate will offer every desired qualification, the details provided below are representative of the competencies, knowledge, and experience MECU is seeking for this important hire. Please see the full job description for additional details. This leader will bring the credibility and humility to earn trust quickly, the operational rigor to align complex systems, and the emotional intelligence to navigate a mission-driven culture with care and clarity.

## Key Responsibilities

- **Execute Mission Fulfillment and Strategic Direction** Implement the board-approved strategic plan and provide regular updates on progress, risks, and opportunities. Identify new opportunities for growth, technology advancement, and market expansion to remain competitive.
- **Lead Day-to-Day Operations and Team** Oversee all credit union functions and departments to ensure efficient, compliant, and member-focused operations. Recruit, manage, and develop a strong leadership team to execute operational and strategic goals.
- **Ensure Financial Stability** Monitor the credit union's financial performance, oversee budgeting, and maintain strong capital and liquidity positions.
- **Manage Loan Portfolio**. Manage lending activities, fostering responsible portfolio growth across consumer, real estate, and specialized loan products.
- **Promote Member Service Excellence and Represent the Credit Union** Drive a member-first culture by ensuring high-quality products, services, and member experiences. Serve as the public face of the credit union, engaging with members, community leaders, regulators, and industry peers.
- **Support and Advise the Board** Serve as the primary link between staff and the board, providing timely, accurate information and strategic insight. Cultivate a values-driven environment that emphasizes integrity, collaboration, inclusion, and accountability.
- **Facility Oversight** Oversee facility ensuring a safe, clean, and welcoming environment for members and staff. Ensure security measures for both physical and digital environments. Manage and execute opportunities to expand or enhance the campus.



**MECU membership is open to all residents of  
Missoula, Granite, Lake, Mineral, Ravalli, and Sanders Counties.**

# Performance and Functional Expectations

## Strategic and Organizational Oversight

- Partner with the Board of Directors to translate organizational strategy into operational plans with clear milestones, metrics, and accountability.
- Proven ability to adapt to changing financial technologies (FinTech) and evolving regulatory landscapes ensuring that services and funding relationships are robust enough to meet and/or exceed strategic goals and member expectations.
- Align leadership and team efforts, resolving cross-departmental issues, and ensuring organizational focus on priorities.
- Lead operational execution across ensuring consistency in service delivery, regulatory compliance, fiscal oversight, and member experience.
- Foster a culture of accountability, performance, and continuous improvement throughout the organization.

## Governance and Leadership Oversight

- Maintain a visionary mindset, with the ability to develop and articulate a vision that is ambitious and inspiring.
- Lead and work effectively with a Board of Directors in the governance and oversight of organization, including guiding relations with regulators and community stakeholders.
- Model effective and credible leadership by ensuring accountability, responsiveness, and a clear purpose and direction, while empowering and respecting team members.
- Foster trust and collaboration among stakeholders and possess the ability to manage through change with flexibility, poise, and keen emotional intelligence.
- Be a public face for the organization, build relationships, manage collaborations, collaborate messaging and community engagement to ensure accuracy and support MECU's mission.

## Board Engagement

- Strengthen organizational governance through clear policies and procedures that reflect transition from organizing/founding board to governing board.
- Serve as the accountable leader and liaison to MECU's Board of Directors.
- Communicate effectively with MECU staff and board members, providing the information and transparency necessary for good governance and informed decision-making
- In collaboration with board members, plan for meetings, including agenda, materials, and logistics

## Financial & Business Management

- Proven understanding of asset/liability management (ALM), lending operations, and fiscal administration.
- Expertise in the executive oversight of lending portfolio, including consumer, residential real estate, and specialized non-conforming loan products.
- Possess a track record of sound financial planning and management experience, oversight and accountability, with the ability to clearly communicate financial details to the board.
- Display proven success and expertise in leadership, vision, and guidance for financial and budgetary issues, decision-making, and reporting, including overall financial viability, operations analysis, and financial controls.
- Create, implement, and adapt systems and infrastructure.

## Performance and Functional Expectations

### Skilled Communicator and Relationship Builder

- Inspire action toward MECU's vision and mission through consistent and inspirational messaging and storytelling within the organization and in the broader community.
- Connect and expand MECU's relationships with strategic partners, industry leaders, vendors, community, and members.
- Adapt communication style to various audiences.

### Compensation, Location, and Hiring Process

The base compensation for this role is \$135,000 with an ability to negotiate based upon skills and experience. MECU is located in Missoula, MT and this position requires an on-site CEO who is regularly available for staff and community stakeholders in the counties we serve.

We offer a competitive and comprehensive executive compensation package, commensurate with experience. Benefits typically include:

- Performance-based incentives and bonuses
- Comprehensive health, dental, and vision insurance
- Retirement plan options (SIMPLE IRA - 3% match, 457(b) - if applicable)
- Relocation assistance (if applicable)

We are committed to respecting candidates' time and efforts during the hiring process. At this time, we anticipate that the process will include 2-3 interviews, as well as a meet and greet with MECU hiring committee, Board, and team.

product and service details available  
at <https://mtecdcu.org/>



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## HOW TO APPLY

Interested and qualified candidates are invited to submit a comprehensive resume and a cover letter detailing their executive financial experience. Please send applications and confidential inquiries to Paige Judnich at [paige@cascdiamg.com](mailto:paige@cascdiamg.com).

The position will remain open until filled.  
To ensure consideration please apply by August 31, 2026.



### MISSION STATEMENT

To be a lifelong, trustworthy partner with our members helping them improve their lives through our service.

### CORE VALUES

Teamwork - Honesty - Integrity - Caring  
Performance - Respect - Service

Montana Educators Credit Union is entering an important period of strategic growth and leadership transition. Guided by the credit union philosophy of "People Helping People," the Board seeks a leader who can build upon its strong member-focused culture while advancing organizational capacity, operational excellence, community impact, and long-term sustainability. This individual will play a key role in preserving the credit union's trusted legacy while helping position it for future opportunities and continued success.