



Western AgCredit CEO Job Posting

POSITION: Chief Executive Officer (CEO)

DATE: May 1, 2026

Reports To: Board of Directors

LOCATION: South Jordan, UT

WHO WE ARE

Western AgCredit is the premier agricultural lender in Utah, parts of Wyoming, Nevada & Arizona, supporting agricultural producers, farmers, ranchers and rural America. We are a customer-owned cooperative, providing capital to our region's farmers & ranchers. We believe that investing in our agricultural producers will pay future dividends and our support for agriculture includes a strong investment in rural communities. Further, we support our members through lowest rates of capital and by returning profits in the form of patronage to our members.

As a cooperative, our team of nearly 80 staff serve 1700 stockholders in 35 counties. Operating with the highest level of customer satisfaction, 96.18% credit quality and strong earnings, we have consistently returned patronage back to our member-borrowers. Western AgCredit is a thriving institution, with just over \$1.6 Billion in managed assets. Our 35-county lending territory is diverse with full-time farmers, part-time farmers, and investor farmers.

Western AgCredit 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 \$500 billion in assets.

After 33 years of service and a distinguished career of serving the Farm Credit System and America's farmers & ranchers, our President and CEO will be retiring, and the Western AgCredit Board is seeking the next CEO to lead this vibrant organization into the future.

JOB OVERVIEW

The President & CEO position at Western AgCredit offers an exciting opportunity to lead an organization dedicated to the success of agriculture and rural America. The President & CEO works strategically with the Association Board of Directors and the Leadership Team to advance the mission and goals of the organization.

JOB RESPONSIBILITIES

Strategic Leadership:

- Builds on the strong cultural foundation and actively manages the Association's culture, mission, key characteristics, and critical actions.
- Collaborates with the Board of Directors to set strategic priorities and ensure the organization's long-term success.
- Provides strategic leadership to the organization through the planning of finance, accounting, technology, human resources, operations and marketplace engagement strategies.
- Oversees the development of effective marketing, business development and credit administration programs, while maintaining a quality loan portfolio. The CEO formulates and oversees financial objectives, strategies, and policies for the Association.

Financial and Operational Management:

- In partnership with the Board of Directors, the President and CEO leads the development of strategic planning and annual business planning processes to drive the overall success of the organization.

- Directs the development of internal controls, credit policies, and appropriate credit standards and lending rates to safeguard assets, manage risk and assure the confidentiality of information, Association assets and credit policies, and the financial stability of the organization.
- Facilitates management development and succession, proactively making necessary adjustments to maintain effective and efficient operations. Determines appropriate staffing and compensation levels for Association employees.
- Ensures compliance with all regulatory statutes

Collaboration:

- Establishes and maintains a professional working relationship with other entities including Farm Credit System institutions, industry groups, and the Farm Credit Administration.
- Represents the Association throughout the service area, carries out various public relations responsibilities, and is an active member of the community.
- Serves as a liaison with other Farm Credit organizations leadership to assure collaborative working relationships.

Communication and Outreach:

- Provides leadership to the association and its board of directors that will inspire the highest level of attachment, team engagement, professionalism, fairness, and mutual respect.
- Promotes the association as a recognized leader in agricultural and rural finance and as a leader in the communities it serves.
- Serves as a key spokesperson for the association, representing Western AgCredit at local, state and national events, as well as local and state legislative hearings.

JOB REQUIREMENTS

- Bachelor's degree in Business Administration, Finance, Agricultural Economics or related field. Advanced education or certificate from a graduate School of Banking preferred.
- 12+ years of successful leadership, team building, and talent development experience.
- Expert financial skills, understanding income statements, balance sheets, and other financial reports.
- Demonstrated experience in strategic thinking, an understanding of financial metrics, and a track record of successfully implementing organizational strategies.
- Analytical skills to develop innovative approaches and assess opportunities in a fast moving business environment.
- Exceptional interpersonal and communication skills to assure both external and internal stakeholders are kept abreast of functional progress.
- Plays a visible leadership role for the organization with external coalitions and audiences.
- Experience in agricultural lending, preferred.
- Farm Credit System experience is preferred.

NOTE ON THE SELECTION PROCESS

The Board of Directors for Western AgCredit has retained FCCS to facilitate the selection process. Leading the process is Jay Lux, Vice President of Organizational Development at FCCS.

FINAL DATE FOR APPLICATION: June 15, 2026

Interested candidates should email a cover letter and resume to executiverecruiting@fccsconsulting.com.

Western AgCredit is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, genetic information, protected veteran status, or any other characteristic protected by law.