



Vice President | Business Development Officer

Riverside County, California

HCN Bank is dedicated to providing exceptional banking services with a focus on customer satisfaction and technological innovation. Join our team and contribute to a dynamic and supportive environment where your skills can thrive.

Position: Vice President / Business Development Officer

Department: Deposit Growth

Location: Riverside

Reports to: Sales Director

Type: Full-time

Pay Range: \$85,000 - \$125,000/yr (plus performance incentives)

Posted Date: 06/9/2026

Job Summary

HCN Bank is seeking a highly experienced and strategically minded individual to drive growth across a broad range of business sectors and market segments. This position is dedicated to building, managing, and expanding complex banking relationships with commercial businesses, professional service firms, healthcare organizations, manufacturers, real estate companies, non-profit organizations, and other business clients.

As a key member of our deposit growth team, you will lead efforts to identify, develop, and win new business opportunities while positioning HCN Bank as a trusted partner for treasury, deposit, cash management, and relationship banking solutions. This role is ideal for a proven performer who thrives on pursuing high-value opportunities, building long-term client relationships, and delivering measurable growth results.

Key Responsibilities

- Develop and manage a portfolio of complex deposit, treasury, and banking relationships across a diverse range of industries and business sectors.
- Lead proposal development, pricing discussions, and solution presentations for prospective clients; coordinate across internal departments to ensure successful implementation and service delivery.
- Cultivate strong relationships with business owners, executives, finance leaders, COIs and key decision-makers.
- Prospect for new business relationships through B2B canvassing, cold-calling, networking at events, etc.
- Serve as a trusted advisor by understanding client financial objectives and recommending appropriate banking, treasury management, and cash flow solutions.



- Collaborate with product, operations, and compliance teams to customize banking services and ensure exceptional client service standards.
- Represent the Bank at industry events, business associations, networking functions, and community organizations.

Qualifications

Experience:

- Minimum 5–7 years of experience in business banking, commercial banking, treasury management, relationship management, or a related financial services role.
- Demonstrated success acquiring, growing, and managing business relationships with measurable deposit and revenue growth results.
- Strong knowledge of deposit products, treasury management services, cash flow solutions, and commercial banking practices.
- Proven ability to manage complex sales cycles, negotiate business solutions, and work effectively with multiple stakeholders.
- Experience developing and presenting business proposals, financial solutions, and relationship strategies.
- Established business network and market presence within Southern California preferred.

Skills:

- Advanced communication, presentation, and relationship management skills.
- Strong business acumen and understanding of market trends, client needs, and competitive dynamics.
- Ability to manage long sales cycles and meet strategic revenue goals.
- High-level proficiency in proposal writing and presentation software.
- Collaborative, analytical, and deeply client-focused.
- Ability to effectively use AI tools for research and execution of assigned tasks

Other:

- Ability to travel to area branches and client locations as needed.
- Must be highly responsive, client-focused, and a collaborative team player.
- Ability to attend business, networking, and community events outside of normal operating hours to foster business relationships.

Why Join HCN Bank? At HCN Bank, we know that in order to support our customers and provide for our shareholders, we first must support and provide for our employees. We encourage a collaborative work environment and empower our employees to take ownership of the Bank's success and growth.

We are committed to the growth and progress of our employees. The Bank has an education assistance program offering tuition assistance, invests in our employees' future through an Employee Stock Ownership Plan, and matches a portion of their 401K contributions. We also pay a portion of employee and dependent healthcare premiums.



At HCN Bank, we believe in a healthy work-life balance and provide generous vacation and sick time to ensure our employees can recharge and take care of themselves and their families. Over half our employees have been with us for over 5 years, with one-third exceeding 10 years of service. We treat our employees to annual events such as summer picnics, holiday parties, and recognition events to show our appreciation for their hard work. Our team members are the driving force behind the Bank's success, and our benefits program is our way of giving back.

Although we think we've built something special, we are always looking for ways to make the Bank an even better place to work. We hope you will consider being a part of our journey.

Apply Now: Submit your resume and cover letter to hrjobs@hcnbank.com.

HCN Bank is an Equal Opportunity Employer.