

ORGANIZATION

[Ko'olau Federal Credit Union](#) (KFCU) is a full-service financial institution with locations on the Marine Corp Base Hawaii (MCBH) and in the heart of Kailua. Founded in 1953, KFCU originally served military and Department of Defense personnel on the MCBH. Over its 67-year history, KFCU has evolved and expanded its membership to serve all who live, work, worship or attend school on the island of O'ahu.

"Neighbors Helping Neighbors" is KFCU's philosophy, with the financial goal of sharing the credit union's earnings with the entire membership through low-cost loans, higher dividends and no or low fees. As a financial cooperative, members are the heart of the credit union. Representing the members' interests are the member volunteers who make up the Board of Directors.

With a loyal member base, KFCU's primary goal is to provide members with competitively priced financial products and services in a warm, friendly, and professional manner.

With two branches and 15 employees, KFCU's small size and versatile team allows it to be nimble in responding to market changes and external shocks. It has over 7,000 members and just under \$100M in assets, with a strong financial foundation.

OPPORTUNITIES

Over the last several years, KFCU implemented a new core system that provides a best-in-class user experience and a digital platform for growth. Paired with its expanded charter, KFCU has an opportunity to increase its membership to a younger demographic that appreciates mobile banking and the ability to create new accounts online.

There is also an opportunity to grow through acquisition or merger with smaller credit unions who would benefit from increased scale and conversion to a more sophisticated technology platform.

CHALLENGES

The global pandemic and its effect on the Hawaii market made growth nearly impossible. The easing of restrictions over time will provide a better environment for growth.

With two branches on the Windward side of O'ahu, the geographical footprint of KFCU is limited, and its aging membership makes growth imperative.

Staff retention has been very strong over time, with long-tenured employees. However, recruiting staff will be an ongoing challenge in a very competitive market, especially for key leadership positions, such as a Loan Manager.

POSITION

KFCU seeks an entrepreneurial, motivating and collaborative CEO who will oversee all credit union activities, ensure financial safety and stability, and promote the growth and development of the organization. As the face of KFCU, the CEO must exhibit personal and professional integrity and a commitment to its members and "Neighbors Helping Neighbors" philosophy.

With recent systems upgrades and an expanded charter, KFCU needs a tech-savvy, strategic leader with strong communication skills. The successful candidate will have senior management experience of five or more years and a bachelor's degree. Strong financial acumen is required. A credit union background is highly preferred.

TO APPLY

Applications are being received by Inkinen Executive Search until **November 1, 2021**. To apply, please submit the following to executives@inkinen.com:

- Resume
- Cover letter
 - Addressed to Ko'olau FCU Personnel Committee, c/o Inkinen Executive Search
 - Include the reason for your interest in Ko'olau Federal Credit Union, and how your skills and experience match the requirements of the CEO role

For the job description and more information, please visit www.inkinen.com/koolau-fcu-ceo or email executives@inkinen.com.