

Job Title: Broker Associate

Job Type: Permanent, Full-time

Department: Business Development

Reports To: Vice President, Business Development

Location: Oakville, ON

Summary:

The Broker Associate is an in-office Business Development role and will be responsible for working directly with and providing support to the Business Development teams and our origination partners to help develop, and close profitable equipment lease financing business. This role will be responsible for assisting in managing existing partnerships, negotiating and closing transactions and providing after-sales support to our partners and customers. The Associate will also work with cross-functional teams to contribute to the overall strategy and direction of the Company, working with internal stakeholders, including senior leaders.

Main Activities:

- **Inside Business Development (50%)**
 - Support in executing the sales / broker relationship development strategy for equipment leasing
 - Assist with building, maintaining and managing strategic partnerships with key brokers, select vendors and Credit Unions primarily through email and phone
 - Work closely with internal teams, including Business Development, Credit and Operations, to expedite the leasing process and address partners' inquiries and concerns.
 - Develop and submit completed lease credit application packages for adjudication to the Credit Department
 - Follow up with origination partners on outstanding credit approvals to help drive new business volume.
 - Assist in coordinating accurate lease document execution, vendor profiling, and equipment inspections as may be required upon receipt of credit approvals.
 - Provides deal specific expertise, coaching and knowledge to origination partners.
 - Articulate value propositions effectively to persuade prospects to work with Bennington.
 - Support new broker partners as they learn BFC processes, credit appetite, etc.
 - Serve as primary point of contact for select partners, building trust and rapport through regular communication.
 - From time to time, support key brokers when other business development team members are unavailable



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- Solicits business opportunities from select broker and credit union affiliations.

- **Business Analysis and Problem Solving (20%)**
 - Use internal systems to source necessary data
 - Create and deliver presentations to communicate process and guidelines
 - Own recurring reporting and analysis, such as partner report cards, volume reporting, efficiency performance

- **Business Process Improvement (20%)**
 - Review business processes to identify opportunities to improve process flows and realize efficiencies, clearly document current state, and make recommendations for future state
 - Engage key resources to ensure stakeholder engagement is achieved
 - Assist in the development of scorecards and other tools to measure success of key relationships
 - Support a culture focused on service, continuous improvement, performance measurement and metric management

- **Fact Gathering and Research (10%)**
 - Conduct market research to support business and enterprise strategies (e.g., competitive position, product assessments, market sizing, etc.)
 - Stay current on recent events and share findings to related Bennington parties as necessary.
 - Assist where required with due diligence support for portfolio acquisitions and partnerships for equipment leasing and business financing opportunities.

Knowledge/Skill Requirements:

- 3-5 years of work experience, ideally minimum 1-2 years in a related field such as commercial leasing or in a regulated financial services environment
- Completion of a post-secondary degree in a business-related field or equivalent combination of education and experience
- Knowledge in areas of asset-based leasing or loan origination, processing, administration, and closing
- Awareness of key trends in financial services, particularly related to business lending and equipment leasing.
- Experience, confidence, and maturity managing internal and external stakeholders.
- Proficient in using MS Office (Word, Excel, PowerPoint)
- Strong attention to detail and time management skills

Job Complexities / Thinking Challenges:

- Mature, confident, personable, professional presence



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- Able to complete work efficiently and to agreed timescales, working smart and seeking to streamline tasks
- Adaptable to manage competing workloads
- Excellent interpersonal skills, with proven track record of developing relationships and maturity to interact with senior decision makers and/or Executives
- Problem solver with sound judgment who takes initiative, accepts ownership and accountability and can articulate under pressure or scrutiny from senior executives
- Independent, self-motivated and enthusiastic

Accountability and Key Internal/External Stakeholders:

- Directly accountable for supporting the Business Development Team on projects and initiatives
- Will mostly receive direction and oversight from the VP Business Development but may also receive direction from other Bennington Executive Management team members (e.g. CEO, CFO, VPs, etc.).
- The incumbent will often work closely with various internal departments (e.g., Credit, Operations, Asset Solutions, Technology, etc) to gather information
- The incumbent will interact with external stakeholders (e.g., brokers, Insurance companies, other FI's) to gather information required to close transactions
- Regular market/competitor scans managed by the candidate will be crucial to identify, track, and monitor market, competitive, and regulatory trends to help identify challenges and opportunities for commercial leasing

Physical Demands / Working Conditions:

- The incumbent works in a standard office environment
- The workload is demanding and subject to tight timeframes to produce results. There is frequently a need to re-prioritize activities
- Stress can be encountered in dealing with stakeholders with different perspectives and priorities

Bennington Financial Corp. is an equal opportunity employer and encourages applications from all qualified candidates. Accommodations are available on request for candidates taking part in all aspects of the selection process. All candidates considered for hire must successfully pass a criminal background check and credit check to qualify for hire. While we appreciate your interest in applying, an Equitable recruiter will only contact leading candidates whose skills and qualifications closely match the requirements of the position.