

Bank of Colorado Internship Program



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 **Bank of Colorado**
THERE'S ONLY ONE

BANK OF COLORADO INTERNSHIP PROGRAM CREDIT ANALYSIS | OPERATIONS

PURPOSE AND OBJECTIVE

The internship program has been established to assist management in developing talent for potential Management Training and Loan Officer roles within the Bank of Colorado network of banks. This program will provide an intern the opportunity to absorb a wide range of banking activities to become fully familiarized with the total operations and loan processes of a bank, in a relatively short period of time. The training is scheduled to run 8 weeks or more and may follow, but is not limited to one of the career paths below. The program is designed to educate, develop, and retain talented professionals for both local and regional branches. Upon successful completion of the internship, an evaluation between the intern and key decision makers will be completed.

Our internal job posting system allows our employees to take an active role in defining their own career path. Over 90% of positions at Bank of Colorado are filled internally, and the internship program provides an important talent pool for the company.

WHY CHOOSE BANK OF COLORADO?

- ♦ **FAMILY OWNED BANK** and community operated allowing local banks to manage markets independently
- ♦ **OVER 40 LOCATIONS IN COLORADO** and part of Pinnacle Bancorp which has locations in seven different states
- ♦ **EXECUTIVE LEADERSHIP** provides individuals direct access to learn from various local bank experts. This in turn gives the intern an opportunity to showcase their abilities to multiple decision makers

TRAINING PHASES

- ♦ **PHASE ONE: APPROXIMATELY 3-4 WEEKS (MAY INCLUDE):**
OPERATIONS – interns will learn about bank history and background, along with aspects of operations. Interns will also learn the teller line, which includes the Navigator computer system.

CREDIT ANALYSIS – interns will be given training on our financial analysis software (Bukers). In addition, they will be trained to read tax returns and common-sized reports, along with being provided an opportunity to work directly with loan officers.

- ♦ **PHASE TWO: APPROXIMATELY 4-8 WEEKS (MAY INCLUDE):**

OPERATIONS – interns will learn bank account processes, new account opening system, customer service, selling techniques, and axillary services.

CREDIT ANALYSIS – interns will be assigned special projects and provided an opportunity to work more independently with officers. In addition, interns will learn more about credit policy and will be asked to complete stress testing and portfolio analysis. This will provide interns a better understanding of regulatory examinations, primarily focused on credit.

- ♦ **PHASE THREE:** An exit evaluation will be provided by both the intern and the manager.

COMPENSATION

Interns will be given a competitive hourly rate, real-world experience and training. In addition, each intern will be assigned a mentor (typically Market President) to ensure their success.

REQUIREMENTS

Progression toward a bachelor's degree in Business; preferred focus in Finance, Business Administration, Agriculture, Ag Business, Economics, Accounting, or comparable work experience in related area.

PHYSICAL REQUIREMENTS: Light work: Exerting up to twenty pounds of force occasionally and/or negotiable amounts of force frequently or constantly to lift, carry, push, pull, or otherwise move objects. Job involves standing and walking a significant amount of the time.

NOTE: The statements herein are intended to describe the general nature and level of work being performed by employees assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of personnel so classified.

For available positions log on to: bankofcolorado.com/careers and apply.

