



Rabobank Canada, established in 1997 as a client-focused food and agribusiness bank, has rapidly expanded across the country with a knowledge-driven approach to relationship banking. Recently, the bank launched an Agricultural Banking division to support the complex needs of modern farmers and ranchers, offering tailored financial solutions such as working capital, equipment financing, sustainability lending, and risk management. As Director, Relationship Manager, you will engage directly with agricultural producers in Alberta, Saskatchewan, and Manitoba, while also coaching a team of Relationship Managers in the region. This role presents an exciting opportunity to grow Rabobank's market presence in Canada, with the backing of a bank dedicated solely to Canadian agriculture and food production.

## Director, Relationship Manager, Prairie Region

Western Canada (Remote)

Reporting to the Head of Agriculture Banking Canada, you will:

- Lead, motivate, and proactively manage a high-performing team of Relationship Managers focused on business development and sales within Alberta, Saskatchewan, and Manitoba.
- Drive the recruitment, selection, and onboarding processes for Relationship Managers and Associates, collaborating with the Head of Agriculture Banking and other strategic leaders to build a strong team.
- Support the career development and succession planning of key employees, ensuring a pipeline of talent within the Relationship Management team.
- Serve as an expert in agricultural sector knowledge, providing guidance to your team and informing stakeholders about industry trends and best practices.
- Be accountable for the growth and profitability of the Relationship Management team, aligning team objectives with the overall goals of the franchise.
- Monitor and manage the commercial performance of the team, ensuring high standards of customer service and client retention.
- Identify, evaluate, and target a list of potential customers to sell solutions based on farm operations that are profitable, sustainable, and growing with a risk profile that aligns with Rabobank Canada's commercial loan criteria.
- Engage directly with agricultural producers to understand their needs and enhance Rabobank's market presence in Canada.
- Foster a culture of coaching and development, encouraging the professional growth of your team members.
- Collaborate with senior leaders and peers globally to leverage best practices and drive continuous improvement within the team.

**Your background includes:**

- A Bachelor’s degree or equivalent, with a minimum of 10 years of experience in agriculture-related financial services.
- A deep passion for agriculture and a thorough understanding of the producer experience.
- Extensive knowledge of diversified crop production and livestock enterprises. On farm experience is an asset.
- Demonstrated leadership experience, with a proven track record of successfully leading sales teams.
- Ability to read, analyze, and interpret risk in appraisals, financial statements, crop insurance reports, and other customer data.
- Good human relations, communication and presentation skills, and a track record of collaborative sales and marketing planning and execution with demonstrated relationship selling techniques.
- Willingness to travel extensively, both regionally and globally, exceeding 50% of the time.
- Strong Canadian experience, preferably within the agricultural sector.
- Computer proficiency with MS Word and Excel, as well as experience using CRM software.

This is a remote, work from home, opportunity with significant travel in the Western Canadian provinces. Rabobank Canada is an equal opportunity employer to all employees and applicants and offers a competitive and comprehensive compensation package.

# LITHERLAND & CO

To learn more about this position and our client, contact Brook Coatsworth at [bmc@litherlandco.com](mailto:bmc@litherlandco.com) or by phone at 416-868-4888 Ext. 5 quoting “**Director, Relationship Manager, Prairie Region - 240810**”

Litherland & Co. is dedicated to fair and equal opportunities for all applicants. Candidates are selected upon the highest level of equity, diversity, and inclusion across the organization and throughout its hiring process. If you are selected for an interview and require accommodations, arrangements will be made for your convenience throughout the recruitment.