



Position – Vice President of Sales and Business Development

The Vice President of Sales and Business Development is a senior executive responsible for driving loan production, expanding referral and partner networks, and growing market share across the organization's small business and community development lending programs. This mission-critical role leads all sales, outreach, and business development functions, ensuring strong pipeline generation and excellent borrower experience. This position is part of the DBL management team.

The Vice President works in close partnership with Credit/Processing and Closing / Servicing leadership to ensure lending growth aligns with program requirements, risk appetite, and long-term portfolio health. Travel within the DBL footprint is expected and required. This position is based out of the Fargo Corporate office.

Key Responsibilities

Sales Leadership & Origination

- Lead and manage the sales/origination team to achieve production, pipeline, and conversion targets.
- Set sales goals, monitor performance, and implement accountability systems and coaching rhythms.
- Oversee prospecting, qualification, proposal development, and client onboarding to improve speed and borrower experience.
- Ensure consistent sales practices, CRM product development and usage, and pipeline reporting across the team.

Business Development & Market Expansion

- Design and execute strategies to expand lending activity across the Corporation's footprint and with all products such as SBA 504, revolving loan funds, New Markets Tax Credits, and other direct financing programs.
- Identify and develop new markets, geographic expansion opportunities, and lending channels.
- Build strategic partnerships with banks, economic development organizations, municipalities, chambers, brokers, and other referral sources.
- Represent the organization externally through events, conferences, and community engagement.

Cross-Functional Lending Alignment

- Partner with Credit/Underwriting to ensure smooth pipeline handoffs, clear eligibility standards, and consistent borrower communications.
- Collaborate with Servicing and Compliance to support portfolio performance, borrower success, and regulatory alignment.
- Provide market feedback to inform credit policy enhancements, product adjustments, and process improvements (without direct credit approval authority).

Strategy, Reporting & Performance Management

- Participate in executive leadership meetings, contribute to growth planning and mission outcomes and maintain Dakota Business Lending's reputation as a leader in small business lending in the entire DBL service area.
- Track and report key metrics including originations, pipeline health, conversion rates, partner activity, and borrower satisfaction.
- Use data and market insight to forecast volume and refine go-to-market strategies.
- Management and development of sales systems, processes, and tools (i.e. Insightly CRM and sales playbook) is a critical component of this role.

Team Leadership & Development

- Recruit, develop, hire, and retain top business development officers and sales talent.
 - Build a mission-aligned, borrower-focused culture that values integrity, collaboration, and results.
 - Provide ongoing training on lending products, consultative selling, and partner development.
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Qualifications

- Bachelor's degree in business, Finance, Economics, or related field (MBA preferred), 10+ years of progressive experience in lending, business development, financial services, with 5+ years in leadership.
 - Strong working knowledge of SBA and community development lending programs.
 - Proven track record of generating and closing loan volume through direct origination and referral channels.
 - Exceptional relationship-building, negotiation, and strategic selling skills.
 - Highly collaborative leader with the ability to align growth goals with program and credit requirements.
 - Proven sales and sales leadership necessary with documented results.
 - Knowledge, expertise and prior experience with sales tools such as CRM, processes and systems.
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Performance Metrics

- Loan origination volume and growth by product/geography
- Pipeline generation, conversion rates, and cycle time
- Expansion and performance of referral/partner networks
- Borrower satisfaction and retention
- Team performance, engagement, and retention
- Compliance with program eligibility and sales process standards