

VP of Growth and Development

Job Title:	VP of Growth and Development	Company:	Centura Wealth Advisory
Supervisor:	COO	Division/Department:	Operations
FLSA Status:	Exempt	Last Revision Date:	April 24 2021

Job Description and Characteristic Profile:

Centura Wealth Advisory's #1 asset is our people. The firm is seeking a Vice President of Growth and Development to be a key member of our leadership team supporting our talent sourcing, integration, and development. Centura is a boutique RIA serving both high net-worth and ultra-high net-worth individuals/families with a Vision to 10x the firm by 2025. We hire optimistic, intellectually curious, resourceful, result-oriented, and adaptable people with the desire to help our clients, their teammates, and themselves succeed.

The VP of Growth and Development is a critical role in supporting our non-organic growth strategy. One part recruitment, one part integration, and one part development, this role is critical to the successful achievement of our talent plan. The successful candidate will have demonstrated experience in:

- Directly recruiting financial professionals who fit the culture of an organization.
- Project Management skills to assist in the review, assessment, and integration of individuals, teams, and firms joining Centura's RIA platform.
- Leveraging tools (such as Predictive Index) and techniques to best match new talent to teams who have skillset or capability gaps.
- Developed learning and training programs for the development and growth of professionals across the organization.
- Building and maintaining a Culture – aligned to our Value System, and integral to how we conduct business and support each individual's North Star.

A self-confident, extroverted style that can enliven, engage, and positively impact individuals and groups is essential. The job has variety of tasks and is dynamic and changing. Because goals and desired results can quickly change, the job requires regularly meeting and pro-actively establishing relationships with new groups. The ability to understand, quickly react and motivate others to adapt to the changing organization environment is a critical key to success.

Key Success Factors (KSF):

The successful candidate will be able to demonstrate the following KSFs:

- Identify, qualify, and convert aspiring Wealth Advisors to the Centura Platform.
- Ability to manage multiple simultaneous projects – define necessary tasks, milestones and dependencies and track from start to finish.
- Develop training programs for internal development.
- Analyze and recommend compensation programs for client-facing/revenue producing, as well as support staff.
- Identify, and define programs to support a vibrant, high-performance culture which creates a "Great Place to Work" organization.

Primary Responsibilities (Ongoing):

- Talent Sourcing: Identify, qualify and successful recruit new advisory and support talent to achieve growth plan.
- Acquisition Team/Firm Due Diligence Support: assist operations team in the review of new acquisitions/tuck-ins.
- Integration: Support the training, education, and cultural integration of people and firms into the Centura platform. Identify and recommend best practices to drive efficiency and scale.
- Training Programs: Develop Centura University to help train and develop talent across the organization and better serve clients.
- Culture Development: Be a culture champion to support Centura's existing culture and evolve it to support growth, geographic dispersion, and a culturally diverse workforce.

Required Skills/Competencies:

- People Sourcing – Demonstrated ability to directly source candidates (experienced hires) matching the firm's talent requirements. Ability to sell and qualify candidates for the opportunity and role
- Successful negotiation of employment/compensation packages for employees at all levels of the organization.
- Organization Development - Able to structure skills and competency assessments to support training needs, career roadmaps, compensation plans/grids, and continuous improvement across the organization.
- Project Management - Ability to track projects, keep critical OKRs on track, and communicate effectively to stakeholders.
- Communication- Highly effective verbal and written communicator. Able to convey message succinctly and adapt message or style based on audience (internal/external, sophisticated/non-technical). Able to effectively use Email, phone, web, and in- person presentations in sourcing, and developing programs. Uses correct English grammar, punctuation, and spelling to organize and communicate ideas in words that are appropriate to listeners and readers and uses appropriate body language.
 - Able to explain Centura value proposition to advisors/new candidates to generate interest in meeting with the firm's principals.
- Integrity / Honesty – Displays highest standards of ethical conduct, understands the impact of violating these standards on the organization, self, and others, chooses an ethical course of action, and is trustworthy. Must be able to maintain confidentiality.
- Systems Savvy- Comfortable with technology and leveraging tools and processes to improve the delivery of service. Leverages the tools that the company has invested across the enterprise.
- Personal Organization – Needs to be accurate, highly detail oriented, organized, and able to prioritize time management to perform assigned work.
- Interpersonal skills – Shows understanding, friendliness, courtesy, tact, empathy, cooperation, concern, and politeness to others and relates well to different people from various backgrounds and different situations. Variety of activities, Multiple projects occurring simultaneously, Multi-tasking Sense of urgency for goal achievement, Fast-paced environment
 - People/relationships focus, Team building, Inspire, motivate others, and engage their commitment
 - Involve others in decision-making process: Cooperative, collaborative decision-making, Must assume responsibility for risk
 - Extroverted, warm, enthusiastic, empathetic; Stimulating communicator Persuasive "selling" style
 - Collaborative approach
 - Strong commitment to results

Licensing & Education:

- Undergraduate degree – Required

Experience:

- 5+ Years recruiting, HR, organization development
- Proficient with the following software programs
 - Microsoft Office (Outlook, Word, Excel, Power Point, Visio, etc.) – Required
 - Salesforce – Preferred
 - Predictive Index – Preferred
 - Project Management Software – MS Project, Taskray or similar - Preferred

Working Conditions:

- Well-lit, heated and/or air-conditioned indoor professional office.

Physical Demands:

- Equipment typically used: Computer, copier/scanner, printer, cell and telephone.
- Physical Requirements: Ability to communicate in written and verbal format.
- Percentage of time spent on activities during a typical workday:

Sitting	60%		Standing	25%
Bending	3%		Kneeling	2%
Climbing	2%		Pushing/Pulling	2%
Lifting	3%	Typical weight less than 10 lbs.	Carrying	3%

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed, as an exhaustive list of all responsibilities, duties and skills required of personnel so classified. They are representative in that the qualifications and physical demands must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Signatures:

Date: _____ Incumbent: _____
Name & Title

Date: _____ Supervisor: _____
Name & Title

Date: _____ Officer: _____
Name & Title

To be filled in by Human Resources

HR Approval:



CENTURA
WEALTH
ADVISORY

Print Name & Title

Signature

Date: _____