An Equal Opportunity/Affirmative Action Employer

Announcement of Intention to Fill a Job Vacancy

Supervisory Field Support Lead
(Director Financial Services Programs 3, NS)

Location: New York City or Albany **Business Unit: Banking Operations**

Negotiating Unit: Management Confidential (MC)

Please note that a change in negotiating unit may affect your salary, insurance and other benefits.

Salary: $133,245 - $168,152 (salary commensurate with experience)

Positions located within the New York City metropolitan area, as well as Suffolk, Nassau, Rockland, and Westchester Counties, are also eligible to receive an additional $4,150 annual downstate adjustment.

Appointment Status: This is an appointment to a position in the exempt jurisdictional class.

Appointment to this position is pending Governor Appointment's Office and Division of Budget approval.

The New York State Department of Financial Services seeks to build an equitable, transparent, and resilient financial system that benefits individuals and supports business. Through engagement, data-driven regulation and policy, and operational excellence, the Department and its employees are responsible for empowering consumers and protecting them from financial harm; ensuring the health of the entities we regulate; driving economic growth in New York through responsible innovation; and preserving the stability of the global financial system.

The New York State Department of Financial Services (DFS) is seeking an experienced and motivated Supervisory Field Support Lead to join the Banking Operations team within the Banking Division. This position has a strategic focus on examiner development, applied risk analysis, and post-exam feedback. The incumbent will reinforce supervisory best practices through field-based coaching, report review, and targeted skill-building—all informed by real-time lessons learned from ongoing and completed examinations. This role supports the development of examiners' competencies in evaluating asset quality, earnings, liquidity, capital adequacy, interest rate risk, and loan review, and ensures the alignment of field practices with DFS expectations. The position also contributes to building a more robust in-house training capability aligned with supervisory priorities. Duties include, but are not limited to, the following:

- Establish and implements a "train the trainer" model, to provide Examiner supervisors with the knowledge, skills and abilities needed to effectively develop staff competencies
- Acts as subject matter expert in examinations to observe and assess examiner job-based knowledge in applying risk assessment methodologies across key risk areas.
- Supports examiners in evaluating earnings, capital, liquidity, interest rate risk, and loan review by guiding their analysis of risk components and assisting in the drafting of preliminary examination comments.
- Reinforces classroom-based training principles during examinations by helping examiners apply supervisory concepts, analytical techniques, and regulatory standards in real-time field scenarios.
- Acts as escalation point during on-site or remote engagements, to provide real-time feedback, guidance, and informal coaching to examiner staff Document feedback on performance, ability to demonstrate concepts and independent readiness within learning development tool.
- Works with supervisors and managers to identify trends and gaps in examiner understanding and translate those into actionable recommendations for follow-up learning.

- Supports the examination team by enhancing examiner readiness and improving fieldwork quality and consistency.
- Reviews draft Reports of Examination to ensure findings are clearly articulated, risk assessments are well supported, and DFS standards are upheld.
- Works with the DFS Training office to develop concise job aids, case studies, workshops and refreshers based on identified training gaps from exam reviews.
- Collaborates with division leadership and HR to enhance onboarding, mentoring, and long-term examiner capability-building efforts.
- Willingness and ability to travel up to 30%, including overnight; and
- Other duties as assigned.

Preferred Qualifications

- Eleven years of specialized work experience, which includes conducting or reviewing financial institution examinations, with focus on safety and soundness principles. Two years of experience must have been at a managerial level.
    - Substitutions: Associate degree may substitute for two years of specialized experience; bachelor's degree may substitute for four years of specialized experience; master's degree may substitute for five years of specialized experience; J.D. may substitute for six years of specialized experience; Ph.D. may substitute for seven years of specialized experience
- Commissioned Examiner, or advanced certifications such as CFE or CFA.
- Experience with federal or state regulatory agencies overseeing financial institutions.
- Prior experience mentoring junior examiners or supporting internal training programs.
- Familiarity with regulatory examination procedures, CAMELS ratings, and supervisory frameworks.
- Strong knowledge of asset quality, earnings, capital, liquidity, interest rate risk, and loan review methodologies.
- Demonstrated ability to review and improve written examination products (e.g., ROEs).
- Strong interpersonal and communication skills; ability to coach and provide feedback diplomatically.

Appointment Method:

This is an appointment to a position in the exempt jurisdictional class. As such, the incumbent of this position would serve at the pleasure of the appointing authority.

To Apply: Interested qualified candidates must submit a resume and letter of interest **no later than November 25, 2026** to the email address listed below. Please include Box# **(Box SFSL-DFSP3-09167)** in the subject line of your email to ensure receipt of your application. **Email submissions are preferred.**

Please be advised that the New York State Department of Financial Services does not offer sponsorship for employment visas.

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All candidates that apply may not be scheduled for an interview.

Public Service Loan Forgiveness

Employment with New York State qualifies an individual for Public Service Loan Forgiveness (PSLF). This program forgives the remaining balance on any Direct Student Loans after you have made 120 qualifying monthly payments while working full-time for a U.S. federal, state, local, or tribal government or not-for-profit organization. To learn more about the program and whether you would qualify, please visit: https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service

AMERICANS WITH DISABILITIES ACT: REASONABLE ACCOMMODATIONS

Under the Americans with Disabilities Act (ADA), the Department of Financial Services is required to provide reasonable accommodation for known physical or mental limitations of an otherwise qualified applicant with a disability if an accommodation would enable the applicant to perform the essential functions of the job. If the accommodation would constitute an undue hardship on the operations of the agency, the agency is not required to provide it.

All people with disabilities are encouraged to apply to all jobs for which they meet the minimum qualifications.