TO APPLY:

[https://bmo.taleo.net/careersection/2/jobdetail.ftl?job=1600016355&lang=en\_GB&sns\_id=mailto#.V9BBnjjnUhU.mailto](https://bmo.taleo.net/careersection/2/jobdetail.ftl?job=1600016355&lang=en_GB&sns_id=mailto" \l ".V9BBnjjnUhU.mailto)

The complete job description follows:

MANDATE

Adhere to FIRREA/OCC regulations and Bank appraisal & evaluation policy/procedures relative to P&C and PCG U.S. residential real estate-secured credits.  Engage and review residential real estate appraisals for the P&C and PCG U.S. lines of business under the direction of the Consumer Risk Appraisal Group (CRAG) Manager.

KEY DIMENSIONS

1.   Policy/Governance of Residential Appraisals

2.   Valuation Oversight & Reporting

3.   Vendor Management – Selection/Assessment

ACCOUNTABILITIES

Order and review primarily residential real estate appraisals and evaluations.  For each individual appraisal or evaluation reviewed, prepare proper review document in accordance with USPAP and/or Bank appraisal procedures for line of business and credit risk management personnel.  When applicable, suggest actions when conclusions of the Bank appraisal unit differ from the external appraiser.

* Assess assigned appraisal requests to ascertain property specifics, and determine appraisal problem to be solved, proper scope of work, value premises, and potential qualified appraisers.
* Engage external appraisers as needed, including soliciting bids (RFPs), preparing engagement letters, maintaining file memoranda, and ensuring timely completion of quality appraisals at a reasonable cost.  Ensure external appraisers complete credible appraisals in a timely manner to allow review and approval prior to loan closing.
* Review and opine on vendor-prepared residential real estate appraisals and evaluations for compliance with USPAP and Bank appraisal policy/procedures.  Demonstrate thoroughness, proficiency, and timeliness of each appraisal review based on scope and complexity of the assignment.
* Discuss issues with external appraisers and suggest actions for those appraisals that do not meet Bank, FIRREA, USPAP, secondary market and/or other regulatory standards.
* Manage multiple assignments/priorities, and ensure a timely and quality appraisal review process that provides regulatory compliance along with customer service.

Knowledge and interpretation of FIRREA, USPAP, secondary market, and Bank appraisal and evaluation policy/procedures to ensure compliance of appraisals or evaluations with same.

* Keep abreast of any regulatory and USPAP changes relative to the development, reporting, or review of residential real estate appraisals.
* Educate/train Bank line/credit personnel on appraisal and evaluation policies/procedures.
* Provide consultation to Bank line/credit personnel to interpret/advise on regulations/policy/procedures relative to appraisal and evaluation requirements.
* Review appraiser applications submitted for consideration of placement on the Bank’s approved appraiser list, and provide status recommendation. Assist in the development and maintenance of approved and ineligible appraiser panels.

Advise credit risk management and line personnel on the credibility and/or reliability of appraisals performed for the Bank, as well as the reasonableness of the appraisal value conclusions.

Order or prepare evaluations for subsequent transactions as needed (i.e. renewals, extensions, etc.)  and new loans not requiring appraisals but evaluations.

Assist the Consumer Risk Appraisal Manager to monitor residential real estate markets and alert credit risk management of any sectors where a material shift in valuations may have occurred.  Suggest actions to credit risk management in response to those potential valuation changes.

Identify and report fraud or suspected fraud through proper channels for escalated investigation.

AUTHORITIES

Recommend actions regarding individual transactional appraisals/evaluations and advise Lines of Business and Credit Risk Management personnel of any issues with same.

CROSS-FUNCTIONAL RELATIONSHIPS

This role requires the incumbent to interact with the following processes and/or groups for the purposes of advising and interpreting information, coordinating and reviewing collateral valuations (appraisals/evaluations) and prescribing recommendations:

•             BMO T&O Technology and Operations

•             BMO Audit Department

•             U.S. PCG and P&C Credit Risk Management

•             U.S. PCG and P&C Line Management and Lending Personnel

•             U.S. Small Business Banking Division

•             U.S. SAMU

•             Third party vendor relationships

•             Regulatory agencies, if appropriate and at the direction of the Residential Appraisal Manager

SCOPE AND IMPACT

This position requires no management responsibilities except for brief instances when the Consumer Risk Appraisal Manager and senior Review Appraiser(s) are absent.

Knowledge:

* Undergraduate University Degree in Business/Finance or Economics
* Current credentials as a State Licensed, Certified Residential, or Certified General Appraiser.
* Minimum 5-10 years residential appraisal experience or related work experience.  Residential appraisal review experience with a financial institution desired.
* In-depth knowledge of appraisal principles and procedures
* In-depth understanding of USPAP and FIRREA
* Working knowledge of bank products and credit lending services
* Working knowledge / experience with Microsoft Suite of products such as Excel, Word, Power Point and Access
* Experience with FNC CMS platform and familiarity with bank collateral management and loan operating systems is a plus.

Skills:

* Excellent interpersonal and communication (verbal and written) skills
* Excellent analytical and problem solving skills
* Strong time management and organization skills to manage multiple priorities
* Sound judgment and independent decision making skills
* Ability to work independently but interact in a team-oriented environment

At BMO Harris Bank, we have been helping our customers and communities for over 130 years. Working with us means being part of a team of talented, passionate individuals with a shared focus on working together to deliver great customer experiences. We stand behind your success with the support you need to turn your potential into performance.

To find out more visit our website at [www.bmoharris.com/careers](http://www.bmoharris.com/careers).

BMO Harris Bank is committed to an inclusive, equitable and accessible workplace. We are an Equal Opportunity Employer. By embracing diversity, we gain strength through our people and our perspectives. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran or disabled status, or genetic information.