

CONNECT

CAREER ADVICE
& ENTERPRISE BANK JOB
OPPORTUNITIES

Member FDIC



JANUARY 2024

Enterprise Bank's Diversity, Equity, Inclusion, and Belonging Value Statement: At Enterprise Bank, people and relationships come first. We encourage and foster a culture of diversity, equity, inclusion, and belonging where everyone feels valued and respected. We are committed to a caring workplace that recognizes the importance of making a meaningful, positive difference in the lives of our team members, customers, and communities.

Please [click here](#) to view our Inclusion website for more information. To learn about Enterprise Bank's history and Core Values [click here](#).

Job Highlights for January 2024

Deposit and Payment Operations Business Analyst– Lowell, MA (Full-Time)

Help Desk Supervisor– Lowell, MA (Full-Time)

Application Analyst II (CRM Focus) - Lowell, MA (Full-Time)

Relationship Banker – Methuen, MA (Full-Time)

Relationship Banker – Westford, MA (30 hours/week)

Relationship Banker – Billerica, MA (25 hours/week)

Relationship Banker – North Billerica, MA (27 hours/week)

Loss Mitigation Specialist - Lowell, MA (Full-Time)

Cash Management Operations Representative - Lowell, MA (Part-Time)

For more information or to apply, please [click here](#).

What are the Future Workplace Trends for 2024?



As we are approaching our 4th year since the COVID-19 lockdown, many job seekers and employers have been facing the “new normal” when it comes to certain changes in the workplace. According to Forbes, there are specific trends to look out for entering this new year. Some of those trends include Employee Experience, Changing Workplace Demographics, Lifelong Learning, and one of the most important post pandemic changes, De-Centralizing the Workplace. At Enterprise Bank, we pride ourselves in meeting and exceeding these trends through a variety of opportunities for our team members.

Let’s begin with **Employee Experience**. We have always known that a positive customer experience is top priority. In addition, it is just as important for our team members to be valued as much. Having a positive work/life balance ensures that productivity on the job will increase substantially, which benefits our customers as well as overall job satisfaction. When both are aligned, this creates a lifelong customer, as well as a tenured successful career.

Secondly, we have the **Changing Workplace Demographics**. Studies show that diversity in the workplace is consistently growing across the board, ranging from age, race, and education. Trends also show that gender pay gaps are declining. With these changing demographics, we can really look at each candidate to make a decision to hire, not just by having a perfect resume, but also how well a candidate will be able to adapt to the culture of the organization.

Next, we have **Lifelong Learning**. We are all familiar with doing an interview, landing a job, going through training and then off you go. Here at Enterprise, employees will learn constantly, and are given the tools they need to succeed in their position or gain the education to pursue other careers within the bank. Employees have the opportunity to take some of our free in-person or online training

courses. With this, they are able to sharpen their knowledge to grow in their position, or to prepare should they be interested in transitioning to a new role. HR Business Partners, managers, and trainers are all available to help along the way. Should employees wish to pursue higher education, we also offer tuition reimbursement programs.

Lastly, we are now seeing more of a **De-Centralized Workplace**. This was one of the initial effects of COVID, where businesses had no choice but to create the option for employees to work 100% virtually due to the lockdown. Having the option to work remotely can be effective when it comes to commuting time, creating a work/life balance, as well as increased productivity. More and more job seekers are either looking for a fully remote or hybrid opportunity.

For more information on the 2024 Future of Work Trends, visit: [The 8 Biggest Future Of Work Trends In 2024 Everyone Needs To Be Ready For Now \(forbes.com\)](https://www.forbes.com/advice/future-of-work-trends-2024/)

Interviewing Skills for 2024



After applying for a new position, the next most important step is preparing for your interview. According to recent studies on trends for this year, here are some of the top tips for a successful interview.

1. **Interview Preparation** – Read the job description for better understanding of what the interviewer is looking for in filling the role. Think of examples that highlight your skills and what value you will bring should you be offered a position. Review your resume, since it's what landed you the interview. Should they ask questions regarding your work history, your answers should align what they saw on your resume. If your interview is virtual, ensure your camera,

- background and technology are working properly, to prevent any technical problems.
2. **Know the company you are interviewing for** – go on their company website, read about what their mission and values are to ensure that they are in alignment with what you are looking for. Do you know anyone who works for the company you're interviewing. If so, speak with them to get some feedback. Take notes of questions you may want to ask.
 3. **Sharpen your Speaking Skills** – there are some roles/positions that will require you to interact with customers/clients/vendors, etc. In addition to clear communication for your interview, that is also what interviewers are looking for as you will be a representative for your organization. Try not to speak too fast or too softly. Make sure to breathe and be mindful of your words. Be confident.
 4. **Think first, speak second** – this helps to show your communication skills and style. Interviewing can be stressful, but being confident and taking time to think before speaking may demonstrate your ability to still get your message across and handle stressful situations.
 5. **Listening** – hearing and listening are two very different things. This goes along with number 4. Listen to understand, not to rush to give a response.
 6. **Show interest, not desperation** – there may be 20 or more applicants for the same role that you are interested in. Show your interviewer that you are the best candidate. This is the time for your confidence to shine and your desire to land your dream job.
 7. **Show Gratitude** – End your interview on a positive note, leaving the interviewer impressed and wanting them to put you on the top of their hiring list. Even if your interview is virtual, you can still make a lasting impression. Say thank you and make sure to send a short follow up email.

Source: [7 Interview Skills That Will Get You Hired in 2024 · Resume.io](#)

View our latest ESG Report

Our annual ESG report reflects our commitment to transparency and accountability to our customers, communities, and stakeholders. The report highlights yearly initiatives and efforts we undertake as we endeavor to live by our values and operate as an agent of positive change. It is our hope that this report helps clarify and validate our motivations, objectives, and decisions as we pursue responsible growth.

Use the button below to learn more about how we practice and promote sustainable, equitable, and ethical business operations while remaining true to our stated mission: “Adhering always to our founding purpose as an independent community bank, we help create successful businesses, jobs, opportunities, wealth, and vibrant, prosperous communities.”



[View the Report](#)

CONNECT with Enterprise Bank

Whether you are looking for a new career opportunity, wanting to gain some banking professional knowledge, or wanting to learn more insights about the types of job openings we have at Enterprise Bank, you've come to the right place! Everyone is invited to learn more about human resources related news, events, tips, and information via our archive of past EB Connect e-news editions. [Click here](#) to view previous editions.

Our EB Connect e-newsletters are focused on career development opportunities throughout the Massachusetts and Southern New Hampshire communities we serve. [Click here](#) to subscribe and join our HR EB Connect email list for future updates.



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