HAAS FINANCIAL GROUP The Power of Personalized Planning

Financial Planner
[Path to Wealth Manager]

<u>Introduction:</u>

Our firm is growing, and we're looking to add an early-career Financial Planner to our team. This role is designed for someone who aspires to become a Lead Advisor (which we refer to as Wealth Manager) and is looking for hands-on planning experience, meaningful client interaction, and mentorship along the way. You'll play a key role in guiding new clients through our planning process, helping develop advice and delivering that advice. You'll also work closely with Ben and Adam to support long-standing client relationships by preparing for meetings, participating in conversations, and contributing to planning decisions. Over time, you'll gain exposure to client conversations, decision-making, and relationship management, building toward independently serving clients. Because we are a small, community-based firm, you'll gain experience across all aspects of the business, including client service and operations as well. We're looking for someone who takes pride in their work, embraces ownership, and genuinely enjoys helping people grow into better financial decisions.

<u>About Us:</u>

Haas Financial Group is an RIA-only wealth management firm guiding clients through a well-defined and repeatable financial planning process, with the ability to coordinate the services of all specialized financial professionals in our clients' lives – including estate planners, legal, and tax advisors – with investment management services. We focus on behavioral finance and the human side of our client relationships with a mission to align our client's values, vision, and wealth. Learn more about us and who we serve at *www.haasfinancialgroup.com*

<u>Personal & Professional Values:</u>

- Can work independently, but also enjoys being a part of a team
- Gets joy out of maintaining relationships with others by being a good listener and communicator
- Is ethical and always does what is best for the client
- Enjoys building and cultivating personal relationships with clients and team
- Is a coachable, intellectually curious, lifelong learner

<u>Job Responsibilities:</u>

- Help guide clients through the financial planning process from discovery and data gathering through strategy and advice delivery. Ask good questions, communicate next steps clearly, and help ensure a smooth, thoughtful client experience at every stage.
- Build and maintain accurate financial planning inputs, including fact finding, data organization, and analysis preparation. Over time, develop a deeper understanding of how inputs translate into meaningful recommendations and how to help clients implement advice
- Help develop the advice! This includes preparing planning analyses in eMoney, contributing to internal strategy discussions (we call this "Whiteboarding"), and helping document recommendations and deliverables for clients.
- Develop proficiency across our planning and technology tools (eMoney, Holistiplan, Nitrogen, Morningstar, Redtail, etc.), with the goal of understanding not just how they work, but how they support thoughtful decision-making for clients.
- Participate in client meetings, beginning with preparation, note-taking, and follow-up, and progressing toward contributing to conversations and building confidence in client communication.
- Collaborate with Operations when needed, gaining exposure to the full client experience and understanding how planning, service, and implementation work together.

Qualifications and Critical Skills

- ☐ Bachelor's degree in Personal Financial Planning or Finance/Accounting
- ☐ Certified Financial Planner™ OR desire to obtain upon hiring (we can help you do this!)
- ☐ Excel and eMoney software experience preferred
- ☐ Strong organizational skills and attention to detail
- ☐ Excellent written and verbal communication skills
- ☐ Commitment to personal growth with a willingness to learn and be coached
- ☐ Interpersonal skills, technical skills and the desire to be a part of a team
- ☐ Ability to prioritize tasks and handle fast-paced, sometimes stressful situations
- ☐ Identify as an empathetic, problem-solver

Our Hiring Process:

- ☐ Step #1 – Wow us with your resume and a cover letter or short video to introduce yourself.
- ☐ Step #2 - If we love your submission, we will schedule a phone interview to get to know you better
- ☐ Step #3 - If we love our conversation with you, we will have you complete the DISC personality profile that helps us all learn how we would best fit together as a team
- ☐ Step # 4 - If we love your responses, we'll invite you into the office for a formal interview with the team.

Terms of Employment:

- ☐ Starting salary between $65,000 and $80,000. This will be determined by your credentials, which designations you hold, and the years of experience you already have in the financial industry
  - NOTE: If you do not have your CFP®, it will be our intent to help you acquire it ASAP.
- ☐ Additional $250 bonus for each completed financial plan
- ☐ Discretionary year-end profit sharing for all team members as % of pay based on tenure with firm
- ☐ Employer Provided Benefits include:
  - Healthcare (100% of employee cost covered) with optional Health Savings Account
  - Ability to add spouse and dependents (covered at 50% of cost)
  - Optional vision and dental insurance at your own expense
  - 401(k) plan with 3% safe harbor match (both pre-tax and post-tax saving options)
- ☐ Paid time off and holidays
- ☐ Flexibility to work-from-home part-time

Our Thought on Who Should Apply:

This role is for someone who wants to grow into a Lead Advisor and values the human side of advice as much as the technical expertise. We're looking for someone who enjoys working with people, communicates clearly, listens well, and approaches conversations with empathy and thoughtfulness. The right person is curious, coachable, and eager to be mentored. Someone who wants feedback, asks good questions, and is committed to growing over time. If you're looking for a path that develops both your planning skills and your ability to guide meaningful client relationships, this could be a great fit.

Location:

We are located in Kutztown, PA and this is a hybrid position. Face to face interaction is important for working as a team and for some of our clients. However, our process and use of technology at all stages of our relationships make us fully functional for a remote working environment. The expectation will be to utilize our joint office space no less than as necessary for clients, while having flexibility to work remotely as well based on your personal situation. As a company we value work-life balance as long as our clients are served, and our work is completed.

Next Steps

To apply, please send your resume and any other materials you think would be helpful – such as letters of recommendation or LinkedIn profile – to info@haasfinancialgroup.com