

# MEET THE BHI TEAM

An interview with **Max Furman**,  
Deputy Team Leader – Technology Lending



## Tell me about your career before BHI.

I started in an entry-level position at BHI, and I was fortunate to have been identified early on as someone with potential. Throughout my years with the organization, I've been encouraged to take on more responsibilities and grow in my position.

BHI is a smaller organization with a flat hierarchy, so I have access to the CEO, to senior management, and to the leadership structure. This is definitely not the norm for a person in the early stages of his career, especially at a financial services organization. Everyone, from senior management on down, has been very open, helpful, and supportive.

## What do you most enjoy about working at BHI?

Due to the flat organizational structure, I am encouraged to move things forward, take risks, and think outside the box. There is a big focus on nurturing the younger generation, and BHI allows you to spread your wings while being supported by more experienced colleagues. I currently manage a team and portfolios for a vertical that we are growing within the bank. We're at the forefront of the financial industry and I don't believe I would have had these same opportunities elsewhere.

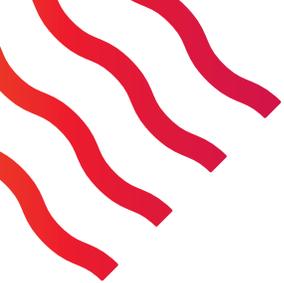
## Why did you choose to work at BHI?

BHI is a tight-knit organization. There is a genuine sense of community here and it feels like more than just a job. People care for each other, a feeling that has become more prevalent over the years I have worked here. In order to do what's best for the customer and our organization, we work well together and unite around a common goal.

## What is the greatest area of the growth for the company? What do you think will change in the next five years?

Israel is known for its start-up culture and there will be continued growth in the technology sector. We are able to bring our knowledge of the US market to help smaller Israeli companies operate in the US. The business and regulatory culture is opaque unless you're in it. We understand both countries and help build a bridge to the future.

In the next five years, we will need to adjust for continued growth. We'll be expanding into new business verticals and different geographies. A larger company requires a different approach than a smaller company in its first growth spurt. However, we will still need to be nimble and maintain the flexibility of a smaller company.



**What is your greatest project or accomplishment in your career? And in your personal life?**

Professionally, I am helping to spearhead the launch of a new technology vertical. I've been part of a team that was able to get a new loan program and policy approved by senior management in both New York and Israel.

Personally, I completed the MBA program at NYU Stern School of Business while also working fulltime at BHI. Going to school involved many nights and weekends, and it was a challenging and immersive experience. I've been able to apply the knowledge and lessons of both work and school in real-time. BHI helped pay for my post-graduate education and understood this was a critical step in my career. Everyone has been very supportive.

**How do you manage your work/life balance? What do you love to do outside of work?**

I try to find outlets for my energy outside of work. I love outdoor activities – hiking, camping, and kayaking. Being in nature allows me to reset, to process anxiety, and reflect on accomplishments. I'm also an avid chef and find it peaceful, calming, and methodical, and I regularly bake sourdough bread for my colleagues. I play in an amateur work basketball league every week, which has been a great way to spend time with my colleagues outside of the office.

Traveling is another passion as it gives me a more rounded world view. What I've found is that every society has its own unique approach to common challenges. I started taking more international trips during my college study abroad in the Netherlands, and my goal is to take at least one or two international trips per year.



**BHI**

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