Bryan Bardin

SVP, Strategic Program/Portfolio Manager

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EXPERIENCE

SVP, Strategic Program/Portfolio Manager

2020 – Present

Seacoast Bank (NASDAQ: SBCF), Stuart, FL (based in St. Petersburg)

Lead enterprise-wide strategic programs and portfolio management for one of Florida's largest community banks (~$21B in assets). Primary program leader for the bank's M&A integration function — due diligence through conversion and trailing activities — partnering with senior leadership, cross-functional teams, and acquired institution leadership. Graduate of Seacoast's Enterprise Leadership and Mentorship Program (ELAMP, 2025).

- Led the integration of 9 financial institution acquisitions representing billions in combined assets, including Citizens First Bank ($4.1B in assets, ~~$829M deal value) and Professional Bank (~~$2.4B in deposits), scaling through increasingly complex conversion models (automated, in-house, hybrid)
- Completed the Heartland National Bank acquisition in under 120 working days, pioneering the bank's first fully in-house data conversion and creating a repeatable, scalable model
- Established due diligence governance and risk assessment frameworks; managed Ernst & Young consulting engagement and board/regulatory presentations
- Designed and managed the 4DX Sales Enablement Program, driving measurable improvements in incident management, fee income, customer journey, and executive transparency
- Negotiated and delivered the NCR ATM-as-a-Service contract — 75 ATMs deployed in approximately 6 months
- Led trailing activities remediation across 7+ prior acquisitions, significantly reducing cyber and financial risk exposure

SELECT ACQUISITION MILESTONES

Villages Bancorporation, Inc. (Citizens First Bank) (Oct 2025) — Senior Acquisition Leader
Seacoast's largest-ever acquisition — leading deposit market share (>50%) in the Wildwood–The Villages MSA, ~$3.5B deposits, ~$1.3B net loans across 19 branches. Projected 22% accretive to 2026 earnings.

Heartland Bancshares, Inc. (Heartland National Bank) (Jul 2025) — Senior Acquisition Leader , *Seacoast's first fully in-house data conversion*
Closed in under 120 working days — pioneered the in-house conversion model now used as the bank's repeatable integration blueprint.

> **Professional Holding Corp. (Professional Bank)** (Jan 2023) — Acquisition Lead , *transition from Lead Program Manager to Acquisition Lead*
> Seacoast's largest transaction prior to Villages, and the deal that marked Bryan's transition from Lead Program Manager into the Acquisition Lead role — owning the transaction end-to-end rather than just program-managing it.

ALL ACQUISITIONS

9 closed transactions · $11.06B in acquired assets · $1.89B in aggregate deal value

CLOSED	TRANSACTION	ASSETS	VALUE	ROLE
Oct 2025	**Villages Bancorporation, Inc.** Citizens First Bank	$4.10B	$829M	Senior Acquisition Leader
Jul 2025	**Heartland Bancshares, Inc.** Heartland National Bank	$777M	$111M	Senior Acquisition Leader *Seacoast's first fully in-house data conversion*
Jan 2023	**Professional Holding Corp.** Professional Bank	$2.59B	$413M	Acquisition Lead *transition from Lead Program Manager to Acquisition Lead*
Oct 2022	**Drummond Banking Company**	$1.02B	$162M	Lead Program Manager
Oct 2022	**Apollo Bancshares, Inc.**	$1.03B	$150M	Lead Program Manager *first deal with due-diligence scope*
Jan 2022	**Sabal Palm Bancorp, Inc.**	$425M	$62M	Lead Program Manager
Jan 2022	**Business Bank of Florida, Corp.**	$192M	$32M	Lead Program Manager *first deal as Lead Program Manager*
Aug 2021	**Legacy Bank of Florida**	$582M	$88M	Workstream Leader, Data & Technology

Deal data sourced from SEC filings and Seacoast press releases.

IT Administrator & Project Manager / Information Security Officer (Interim)

2017 – 2020

Freedom Bank, St. Petersburg, FL

Managed the technology infrastructure, digital strategy, and information security program for a $350M community bank with approximately 50 employees. Served as the sole technology leader, responsible for all IT systems, information security, vendor management, business continuity planning, and strategic technology projects. Led the bank's technology workstream during its acquisition by Seacoast Banking Corporation of Florida.

- Led the renegotiation of the bank's Jack Henry & Associates core banking contract — a $3.1M, 5-year agreement covering the full technology product suite, with estimated savings of ~$412K (11.7%)
- Designed and implemented the bank's information security program including SIEM, NAC, penetration testing, GLBA compliance, and Cyber Security Assessment Tool
- Directed business continuity planning and the bank's pandemic response during COVID-19
- Served as the acquired bank's project manager during the Seacoast acquisition, managing the technology transition from the inside — an experience that became the foundation for leading 9 subsequent

integrations from the acquiring side

Director of Christian Education

2010 – 2016

Pleasantville Presbyterian Church, Pleasantville, NY

Served as the sole staff leader for all children's, youth, and young adult ministries at a 250-member PC(USA) congregation in Westchester County, NY. Managed the full scope of the ministry area — program design and delivery, volunteer recruitment and management, budget oversight, communications, and technology.

- Designed and delivered programming for children's Sunday school (20–40 participants) and youth group (20–50 participants), managing an annual budget of approximately $10K and a volunteer team of 30
- Created the Challenge to Change mission trip program from scratch — a partnership with Cedarkirk Camp & Conference Center in Florida
- Produced a worship service built around Les Misérables, including set design, scripting, A/V production, and youth performance coordination
- Led the rollout of visual worship elements including projection system design and installation
- Provided first-line IT support for the church including PCs, Windows Server, Asterisk PBX, and network infrastructure

Founder & Principal Consultant

2016 – 2024

Troublemaker Technology Solutions, Pleasantville, NY ? St. Petersburg, FL

Founded and operated a digital consulting practice specializing in web development, digital marketing, and multimedia production. Served clients ranging from small businesses and nonprofits to breweries and a regional library. Expanded into video production and digital community strategy through a consulting engagement with connect.faith, a digital worshiping community.

- Designed and built websites for 15+ clients, managing the full lifecycle from requirements through deployment and ongoing support
- Served as Director of Programming (volunteer) and paid consultant for connect.faith — built the programming model for a geographically distributed community, served as primary director of photography and video editor
- Developed a custom photobooth experience (Banker & Haute) combining hardware integration, software configuration, and event production

CREDENTIALS

Eagle Scout

2004

Boy Scouts of America, St. Petersburg, FL

Eagle Scout, Troop 263, St. Petersburg, Florida. Eagle Scout project completed at Boyd Hill Nature Preserve — designed and built squirrel shelters from fallen trees milled into boards on-site.

EDUCATION

B.S. Psychology

2005 – 2010

University of Florida, Gainesville, FL

Bachelor of Science in Psychology with a focus on Suicidology. Teaching assistant for Psychology of Suicide. Active volunteer with the Crisis Center at the Alachua County Department of Health.