

Chief Executive Officer

Central Rural Electric Cooperative, Stillwater, OK



The Board of Trustees of Central Rural Electric Cooperative (Central or CREC) in Stillwater, OK is seeking a **well-rounded utility leader with strong interpersonal communication skills and a proven ability to develop and empower staff** to become their next CEO. The Central Board has retained NRECA Executive Search to facilitate the search process.

About Central Rural Electric Cooperative

Central Rural Electric Cooperative, based in Stillwater, OK provides power to more than 24,000 meters (18,000 members) with more than 4,500 miles of electrical line. Central serves a diverse region that spans parts of seven counties in north-central Oklahoma, including Payne, Noble, Logan, Lincoln, Oklahoma, Creek, and Pawnee counties with over 2,000 square miles of service area. This service area includes a mix of rural communities, small towns, and some suburban areas, providing electricity to residential, commercial, agricultural, and industrial members.

With operating revenues of \$72 million, Central has a net utility plant of approximately \$240 million and employs 100 full time employees.

Central's subsidiary, Centranet, provides fiber-to-the-home availability to all co-op members and is expanding into several municipalities. Centranet currently serves more than 10,000 subscribers. Centranet has applied for and received several broadband grants including a \$35.8 million Tribal Broadband Connectivity grant that will allow Centranet to expand into the entire Sac and Fox Nation.

Central has an all-power requirements contract with KAMO Power, Vinita, Okla., which in turn has an all-power requirements contract with AECL, located in Springfield, Mo. Through its power providers, Central has a strong energy mix of 61% coal, 19% wind, 13% natural gas, 5% hydro, and 2% purchased from the market. Central has a peak demand of 136 MW. On its

campus, Central has a 500 KW community solar array that provides renewable energy blocks to members.

The CEO of Central Rural Electric Cooperative reports to a 7-member Board of Trustees and is responsible for providing strategic vision, operational leadership, and fostering a culture of excellence within the organization.

The Ideal Candidate

The ideal candidate will also have an **understanding of broadband operations** and the unique challenges of this field, along with the **capacity to foster team growth and drive innovation throughout the organization.**

Leadership Competencies

- **Vision and Strategic Orientation:** Takes a broad scale, long-term view, that focuses on the future needs of the organization and members.
- **Lead Change and Manage Risk:** Ability to lead change and manage risk incorporating high levels of accountability across the organization.
- **Member Focus:** Focuses self and the cooperative on the needs of members.
- **Exceptional Communication Skills:** Effective communicator with high interpersonal and relationship-building skills who can partner effectively with the Board, leadership team, and employees while supporting mutual understanding.
- **Positively Influence and Motivate Others:** Persuades and motivates others towards an outcome consistent with the organization's mission, vision, and values.
- **Relationship and Team Building:** Creates and fosters constructive working relationships and cohesive teams.
- **Employee Development and Performance Management:** Develops and empowers staff to achieve by championing and applying a systematic performance management process & coaching strategy.
- **Analytical Thinking and Decision Making:** Thinks systematically, conceptually, and analytically to determine effective solutions that will enable the co-op to achieve desired goals.
- **Integrity and Courage:** Consistently conducts themselves in a professional and ethical manner of the highest regard.
- **Commitment to Cooperative Values:** Acts in ways that puts the cooperative's values and principals above one's own personal needs.
- **Strong Focus on Safety:** Upholds and provides focus on the safety standards of the cooperative.

- **Strong Focus on Financial Issues:** Fluent with financial metrics and have a detailed understanding of the key financial opportunities as well as financial risks and budget process.

Experience and Expertise

- A Bachelor's Degree is preferred
- An advanced degree such as an MBA or graduation from the NRECA MIP program is a plus
- Education or Experience in Accounting & Finance, Engineering or Business is preferred
- A minimum of 5 years of progressively responsible leadership experience is required
- At least 5 years of utility experience is required
- CEO experience is preferred but not required
- Broadband/Fiber utility knowledge is valuable
- An understanding of cooperative values is a plus
- Demonstrated willingness to be involved in the community will set you apart

Our Location

Stillwater, Oklahoma, offers an exceptional opportunity for those looking to live in a thriving, tight-knit community. Known for its rich culture, excellent schools, and the vibrant atmosphere of Oklahoma State University, Stillwater provides a perfect blend of small-town charm and big-city amenities. Living in Stillwater, you'll have the chance to make a tangible impact on the community while enjoying a high quality of life, low cost of living, and a welcoming environment.

With its strategic location in the heart of Oklahoma, Stillwater provides access to major markets and a strong workforce, making it an ideal place to grow both personally and professionally. The cooperative is located about an hour's drive to Oklahoma City, the state's capital, or Tulsa. Approximately 50 miles of historic Route 66 runs through Central's service area.



24,000
meters



100
employees



\$72 million total
operating revenue

Our Benefits

Central has developed an innovative, collaborative, and diverse environment that offers opportunity, achievement, and advancement. This, coupled with our premium benefits package, makes Central the ideal place to work in Stillwater, Oklahoma.

Benefits:

- Twelve paid holidays
- Paid vacation and sick leave
- Competitive health benefits
- 100% employer paid premiums for high deductible and vision coverage for employee and 85% employer paid premiums for dependents
- Employer contribution into a Health Savings Account
- Defined benefit pension (RS plan) and 401k
- Group term life insurance for employees
- Child life insurance for employee's children
- Accidental death and dismemberment insurance
- Employee assistance program
- Tuition reimbursement
- Leadership training and professional development
- Reimbursement opportunities for wellness programs

Our campus features:

- Training Center
- Facilities housing new technologies and equipment

Central Rural Electric Cooperative is an EEO/Affirmative Action employer. Race, color, religion, sex, age, national origin, disability, military, veteran status, gender identity, sexual orientation, genetic information, or any other applicable status protected by Federal, State or Local law are not taken into account in any employment decision.

Salary is commensurate with experience and qualifications.

Learn more about us at <https://mycentral.coop/>

How to Apply

If interested, please apply at <https://nreca.applytojob.com/apply/PfGsCs076X/Central-Rural-Electric-Cooperative-CEO>

Applications must be received by **November 5, 2024** and are required to include the following: 1) Cover letter, 2) resume and 3) contact information, including email addresses, for 3 professional references. If you have any questions, please contact **Leigh Taylor**, NRECA Executive Search, leigh.taylor@nreca.coop.

All replies are confidential.