

## Chief Executive Officer San Miguel Electric Cooperative, Inc.



The Board of Directors at San Miguel Electric Cooperative, Inc. (SMECI) is seeking an **experienced and strategic leader to serve as its next Chief Executive Officer**. This is a unique opportunity to guide the cooperative's transition from lignite powered generation to renewables and other sources of generation to support members' power requirements. **NRECA Executive Search** has been retained to facilitate the search process.

### About San Miguel Electric Cooperative

San Miguel Electric Cooperative (SMECI) is a member owned mining and power generation cooperative based in Christine, Texas. SMECI currently provides power to 9 electric distribution cooperatives across 47 South Texas Counties through their operation of a 391 MW lignite fueled generating unit. Lignite is sourced from the cooperative's nearby San Miguel Lignite Mine.

SMECI sells power pursuant to a Wholesale Power Contract with its member-customer, South Texas Electric Cooperative (South Texas) which is a generation and transmission cooperative. South Texas sells at wholesale to their members, all of which are distribution cooperatives providing retail service to their members. San Miguel's board of directors is comprised of representatives from South Texas and its member cooperatives.

SMECI currently provides employment to over 350 individuals between the operations and management of the cooperative along with subcontracted mining operations. SMECI takes great pride in the people who power their operations, and they take great pride in their work.

In 2024, SMECI was awarded \$1.4 billion in federal funding through the USDA New ERA Program. The cooperative plans to convert its operations to a 400 MW solar generation and 50MW/200 MWh battery storage facility. While these innovations will produce dramatic change in San Miguel's operations, the cooperative remains committed to providing safe, reliable, and affordable power for many years to come.

## The Ideal Candidate

Our ideal candidate is a **seasoned and forward-thinking utility executive who demonstrates a high degree of personal integrity along with a deep understanding of the energy sector, particularly in the areas of power generation, utility scale renewables and project management.** The candidate must also show an ability to manage significant operational change and its effect on those impacted. Additionally, the candidate will have experience working successfully with internal and external stakeholders to include boards of directors, members, employees, regulators, and the local community.

## Required Leadership Competencies

- **Integrity and Courage:** Consistently conducts themselves in a professional and ethical manner of the highest regard.
- **Respect and Appreciation:** Respectfully interacts with different individuals and groups, being mindful of the lasting impact of words and actions.
- **Commitment to Cooperative Values:** Acts in ways that places San Miguel Electric Cooperative's values and principles above personal needs.
- **Vision and Strategic Orientation:** Takes a broad, long-term view, focusing on future opportunities and needs of the organization. Clearly communicates strategy while promoting curiosity and excitement.
- **Analytical Thinking and Decision Making:** Thinks systematically, conceptually, and analytically to determine effective solutions enabling the cooperative to achieve desired goals.
- **Organizational Design:** Builds an organizational structure that aligns roles and responsibilities with the values and strategic priorities of the organization.
- **Results Driven:** Achieves results by establishing and maintaining focus on challenging goals and measuring organizational performance against those goals and standards.
- **Ability to Lead Change and Manage Risk:** Possesses the ability to lead change and manage risk incorporating high levels of accountability and transparency across the organization.
- **Industry Knowledge and Leadership:** Displays a broad knowledge of the energy industry to include various power generation technologies, grid operations, distribution systems and regulatory frameworks.
- **Financial Expertise:** Demonstrates expertise in budgeting, financing, and managing capital projects. Experienced in securing and administering grants and demonstrates the ability to navigate cost-benefit decisions tied to major infrastructure investments.
- **Understanding of Power Supply Issues:** Demonstrates a thorough understanding of electric power generation from both traditional sources as well as renewables and emerging technologies.
- **Strong Focus on Safety:** Upholds and provides focus on the safety standards of the cooperative.

## Required Qualifications

- Bachelor's degree in a related field (Engineering, Accounting, Business Management, Energy Sciences) required.
- An advanced degree in a relevant field is preferred. Participation in the NRECA Management Internship Program is a plus.
- At least 10 years of relevant utility experience is required. Experience working within the power generation field is required.
- Electric cooperative, public power district or municipal electric experience is strongly preferred. Must demonstrate an appreciation and understanding of electric distribution cooperatives.
- A minimum of 5 years Senior Leadership experience is required. 10 plus years are preferred. Prior CEO/GM experience desired.
- Residence in the southern San Antonio area or other communities surrounding SMECI is required to facilitate a reasonable daily commute.

## Term and Transition

It is anticipated that the retirement of the existing power plant and the construction of and transition to solar and battery storage facilities will be largely completed by 2030. Due to the resulting changes in operations, workforce, and associated position responsibilities, the board is committed to a five-year employment engagement with the possibility of extension based on potential future opportunities.

## Our Locations

Our operations are in Christine, Texas, south of the San Antonio metropolitan area. The greater San Antonio area offers an exceptional quality of life with a unique blend of affordability, opportunity, and culture. The area has a lower cost of living and reasonable housing prices in comparison to other large cities. The city has a rich history and is home to several UNESCO World Heritage sites including The Alamo and the San Antonio Missions. The famous San Antonio Riverwalk is enjoyed by residents and visitors alike for dining, entertainment, and exploration. The local food scene offers a variety of dining options that reflect the city's diverse population. Residents have easy access to the scenic Texas Hill Country for weekend getaways.

Living in the San Antonio area is ideal for individuals and families across all stages of life, from young professionals to retirees. There are abundant outdoor recreation opportunities along with museums, sports teams, and cultural events. Families enjoy quality public and private education options and excellent healthcare facilities. San Antonio also boasts a strong job market especially in healthcare, technology, and education.

With a mild year-round climate, a welcoming community and a steadily growing economy, the greater San Antonio area is an ideal place to live and work.

## Our Benefits

We are committed to providing an attractive and competitive benefits package which includes medical, dental, basic and supplemental life, business travel, long-term disability, paid holidays, vacation, and sick leave.

Our retirement package includes the NRECA Retirement & Security Pension Plan as well as a 401(k) plan with a company match. A deferred compensation plan is also available.

San Miguel Electric Cooperative Inc., Inc. is an EEO provider and 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 considered in any employment decision.

## How to Apply

If interested, the application can be found at:

<https://nreca.applytojob.com/apply/IRQCvzMBmG/San-Miguel-Electric-Cooperative-CEO>.

Applications must be received by **July 21, 2025**, and are required to include the following: 1) cover letter, 2) resume and 3) contact information including email addresses for three professional references. If you have any questions, please contact **Bobbi Kilmer**, NRECA Executive Search, 570-332-9280 or [Bobbi.Kilmer-contractor@nreca.coop](mailto:Bobbi.Kilmer-contractor@nreca.coop).

All replies are confidential.