

# Chief Executive Officer

Navopache Electric Cooperative - Lakeside, AZ



The Board of Directors of Navopache Electric Cooperative (NEC) in Lakeside, AZ **seeks a strategically focused utility leader with strong interpersonal communications skills** to become their next President & CEO. NEC's Board of Directors has retained NRECA Executive Search to facilitate the search process.

## About Navopache Electric Cooperative

Navopache Electric Cooperative delivers reliable, member-owned electric service across the breathtaking high country of eastern Arizona and western New Mexico. Serving communities nestled among the ponderosa pine forests of the White Mountains, wide-open high desert plains, ranchlands, and small mountain towns, NEC's territory reflects both the rugged beauty of the region and the strong community spirit of the people who call it home.

From snow-covered peaks in the winter to cool mountain summers and expansive skies year-round, the Cooperative supports a diverse mix of residential members, agriculture, tourism, small businesses, and public services, each essential to the vitality of the region.

Employing a staff of 105 full-time employees in 5 office locations (1 headquarters and 4 area offices), NEC has an annual operating revenue of \$67 million and a total utility plant of \$282 million. The cooperative covers a total of approximately 10,000 square miles in both Arizona and western New Mexico, and serves 37,824 members and 45,300 meters. NEC has over 3,500 miles of 25 kV overhead and underground distribution lines and over 260 miles of 69 kV transmission lines. NEC has 22 substations and 6 switchyards. NEC also has a robust

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microwave communications system (6 Ghz, 11 Ghz, 18 Ghz, 700 Mhz and 900 Mhz) consisting of over 35 tower sites and numerous field devices.

NEC currently manages several wholesale power contracts, transmission agreements, and a balancing area service agreement for its wholesale power requirements. NEC also makes wholesale market purchases as necessary in managing the Cooperative's power supply requirements. NEC is regulated in Arizona by the Arizona Corporation Commission and in New Mexico by the Public Regulation Commission.

Reporting to an 8-member Board of Directors, NEC's President & Chief Executive Officer is responsible for leading the organization, running its operations, managing its finances and staff, executing board policies, and representing the cooperative to members and the broader community while maintaining a focus on reliability, cost-effectiveness, and cooperative principles.

### The Ideal Candidate

The successful candidate will be a **collaborative leader with a solid understanding of power supply with a safety focus.**

### Leadership Competencies

- **Ability to lead change and manage risk:** Identifies and actively manages change and risk throughout the organization.
- **Vision and Strategic Orientation:** Takes a broad scale, long-term view, that focuses on the future needs of the organization and members industry.
- **Industry Influence:** Has extensive knowledge of the industry and uses this knowledge to impact the future direction of the industry.
- **Analytical Thinking and Decision Making:** Thinks systematically, conceptually, and analytically to determine effective solutions that will enable the co-op to achieve desired goals.
- **Process Management:** Develops and monitors processes and organizes resources to achieve desired results.
- **Exceptional communication skills, both formally and informally:** Listens, relates and expresses oneself in a manner that is effective while supporting mutual understanding.
- **Respect and Appreciation:** Develops and nurtures a healthy culture that leverages the talents of each person and promotes cultural awareness among members.



**45,300**  
meters



**105**  
employees



**\$67 million**  
operating revenues

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- **Relationship and Team Building:** Creates and fosters constructive working relationships and cohesive teams.
- **Commitment to Cooperative Values :** Acts in ways that put the utility's values and principles above one's own personal needs and goals.
- **Integrity and Courage:** Makes decisions and acts consistently with values, professional standards, and the broader interests of the utility.
- **Strong focus on safety:** Upholds and provides focus on the safety standards of the utility.

### Experience and Expertise

- Bachelor's degree required.
- Education or Experience in Accounting & Finance, Engineering, or Business is preferred.
- At least 5 years of progressive leadership experience is required. CEO/GM experience is preferred.
- At least 5 years of electric utility experience is required.
- Solid understanding of power supply will be an advantage.
- Electric cooperative experience and understanding of cooperative values will set you apart!

### Our Location

Nestled in the White Mountains, Pinetop-Lakeside offers the kind of lifestyle many people search for but rarely find. Cool summers, four true seasons, towering pines, mountain lakes, and endless outdoor recreation create a setting that's both energizing and grounding. Whether it's morning walks through forest trails, weekends on the water, or cozy evenings in a close-knit community, this is a place where quality of life isn't a slogan - it's reality.

Beyond the scenery, Pinetop-Lakeside is a community that values leadership, relationships, and long-term impact. You'll find engaged residents, strong local partnerships, and a genuine appreciation for organizations that serve the region well. For leaders looking to make a difference while enjoying a balanced, fulfilling lifestyle, Pinetop-Lakeside offers something increasingly rare: meaningful work in a place you're truly excited to call home.

### Our Benefits

NEC offers an excellent comprehensive benefit package (e.g. vacation, sick leave, Short/Long Disability, 8 paid holidays, NRECA 401(k), pension and more). NEC presently operates on a four-day, 10-hour day work week.

Salary is commensurate with experience and qualifications.

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Navopache 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. Learn more about us at <https://navopache.org/>

### How to Apply

If interested, please apply at <https://nreca.applytojob.com/apply/fZBzxDIyt/Navopache-Electric-Cooperative-Chief-Executive-Officer> with the following: 1) Cover letter, 2) resume and 3) contact information (including emails) for 3 professional references. Applications must be received by **April 13, 2026**. If you have any questions, please contact **Leigh Taylor**, NRECA Executive Search, [leigh.taylor@nreca.coop](mailto:leigh.taylor@nreca.coop).

All replies are confidential.