

Chief Executive Officer

DEMCO, Greenwell Springs, LA



The Board of Directors of DEMCO in Greenwell Springs, LA **seeks a results-focused utility industry leader with strong interpersonal communications skills** to become their next Chief Executive Officer due to an upcoming retirement. The DEMCO Board of Directors has retained NRECA Executive Search to facilitate the search process.

About DEMCO

DEMCO is an electric distribution cooperative serving seven southeast Louisiana parishes: Ascension, East Baton Rouge, East Feliciana, Livingston, St. Helena, Tangipahoa, and West Feliciana. Our state-of-the-art modern distribution and transmission system powers 120,168 meters, 9,460 miles of line, 35 substations, three switching stations, two mobile substations, and ten metering points. Best-in-class technology ensures that power is distributed safely and reliably. The cooperative has a total utility plant of \$863 million with an operating revenue of \$312 million.

Team DEMCO is comprised of 270 trade and professional employees in accounting and finance, engineering and operations, system operations, human resources, business development, communications, public relations, member services, call center operations, fleet, IT, right-of-way, facilities, safety, substations, and more.

DEMCO continues to experience steady residential growth of approximately 2–3% year over year, reflecting the strength and expansion of the communities it serves. The cooperative operates in a dynamic regulatory and environmental landscape shaped by regional considerations, including Public Service Commission (PSC) oversight, severe weather events such as hurricanes, and evolving infrastructure demands.

DEMCO's wholesale power supplier is NextEra Energy Resources, supporting reliable and forward-looking power supply strategy.

Reporting to a 13-member Board of Directors, the DEMCO CEO is responsible for carrying out the strategic vision of the cooperative.

The Ideal Candidate

The successful candidate will be a collaborative, forward-thinking leader with deep expertise in electric distribution utilities and demonstrated financial and operational acumen.

The ideal candidate will also bring:

- Strong understanding of and experience working with Public Service Commissions (PSCs) and rate-regulated environments
- A strong industry focus with experience operating at national, regional, and statewide levels
- Proven ability to navigate regional challenges, including regulatory complexity and natural disaster response (e.g., hurricanes)
- Experience with or understanding of data center energy demands and infrastructure (preferred)

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 Influence:** Has extensive knowledge of the industry and uses this knowledge to impact the future direction of the industry.
- **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.
- **Ability and Want to develop others:** Develops and empowers staff to achieve by championing and applying a systematic performance management process & coaching strategies.
- **Relationship and Team Building:** Creates and fosters constructive working relationships and cohesive teams.
- **Commitment to Cooperative Values:** Acts in ways that put the cooperative's values and principles above one's own personal needs and goals.



120,168
meters



270
employees



\$312 million
operating revenues

- **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.
- **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 is preferred. An advanced degree, such as an MBA, is a plus.
- Open to Education or Experience in Accounting & Finance, Business, Engineering, Operations, Marketing or Member Services.
- At least 5-10 years of progressively responsible management experience is required.
- At least 5-10 years of electric utility experience is required.
- Solid understanding of power supply and rate structure is preferred.
- Cooperative experience and understanding of cooperative values will set you apart.

Our Location

The communities that we serve offer a unique blend of rural beauty and strong hometown character, complemented by access to excellent schools, advanced healthcare facilities, modern retail and commercial amenities, and more. Each is located in or near Baton Rouge, Louisiana's capital city, providing proximity to a vibrant metropolitan center with expanded economic, cultural, and professional opportunities. The region is also known for its rich culinary heritage and outdoor recreation, offering a distinctive quality of life rooted in culture, community, and tradition.

Our Benefits

We offer top wages and excellent benefits. Employees are eligible to retire after 31 years of service or age 62 with two retirement plans; a company paid defined benefit pension plan and a 401(k) pension plan with 3% employer matching. Other company provided benefits include group life coverage at 4x annual salary plus \$20,000 (up to a max of \$700k), accidental death & dismemberment coverage at 5x annual salary plus \$20,000 (up to a max of \$700k), business travel accident policy with \$100,000 death benefit, dependent life insurance, and short and long-term disability. We also offer a comprehensive medical plan with 80% employer paid

premiums along with an excellent dental plan (100% employee paid) and vision plan (50% employee/company paid).

Salary is commensurate with experience and qualifications.

DEMCO is an EEO provider and employer. Race, color, religion, sex, parental status, age, national origin, disability, political affiliation, military service, 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 www.DEMCO.org/about-demco.

How to Apply

If interested, please apply at <https://nreca.applytojob.com/apply/3yDQL6mSrF/DEMCO-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 May 18th. If you have any questions, please contact **Leigh Taylor**, NRECA Executive Search, leigh.taylor@nreca.coop.

All replies are confidential.