

Chief Executive Officer

Oconto Electric Cooperative, Oconto Falls, WI



The Board of Directors of Oconto Electric Cooperative (OEC) in Oconto Falls, WI is actively searching for a strong electric utility leader to step into the role of Chief Executive Officer due to an upcoming retirement. **This position requires a leader with a keen emphasis on a member-centric approach, robust financial acumen, and an unwavering commitment to safety. Strong interpersonal communication skills are an absolute must, underscoring the essence of this leadership role.** The Oconto Electric Co-op Board has retained NRECA Executive Search to facilitate the search process.

About Oconto Electric Cooperative

OEC is a member-owned, not-for-profit, generation & distribution cooperative headquartered in Oconto Falls, Wisconsin and established in 1937 to provide electricity in rural northeast Wisconsin. With a staff of 29 full-time employees, OEC serves more than 10,000 residential and commercial members within most of Oconto County and portions Menominee, Marinette and Shawano counties.

The cooperative's service territory covers 884 square miles, with 1,458 miles of overhead & underground distribution lines and 59 miles of transmission lines. OEC has recent operating revenues of \$16.7 million and a total utility plant of \$71 million. The cooperative also owns and operates a 1 MW hydro generation plant on the Oconto River and currently receives its wholesale power from Minnesota Power.

Reporting to a 7-member Board of Directors, the Oconto Electric Cooperative CEO is responsible for carrying out the strategic vision of the cooperative that is set by the board.

The Ideal Candidate

The successful candidate will be a **collaborative leader that understands not only distribution utilities but also power supply as OEC purchases wholesale power through a market contract.**

Leadership Competencies

- **Exceptional communication skills, both formally and informally:** Listens, relates and expresses oneself in a manner that is effective while supporting mutual understanding.
- **Commitment to talent development, acquisition, and retention:** Develops and empowers staff to achieve results by championing and applying a systematic performance management process & coaching strategy.
- **Ability to motivate and positively influence others:** Motivates others towards an outcome consistent with the organization's mission, vision, and values.
- **Relationship and team building experience:** Creates and fosters constructive working relationships and cohesive teams
- **Vision and strategic thinking:** Takes a broad scale, long-term view, that focuses on the future needs of the organization and members
- **Ability to lead change and manage risk:** Identifies and actively manages change and risk throughout the organization.
- **Member focus:** Is proactive - not reactive - to the needs and concerns of the cooperative's members.
- **Community Engagement:** Works to place the cooperative in a collaborative position to maintain and grow healthy communities.
- **Solid financial understanding of cooperatives:** Fluent with financial metrics and has a detailed understanding of the key financial opportunities, as well as financial risks and budget processes.
- **Strong focus on safety:** Upholds and provides focus on the safety standards of the cooperative.
- **Understanding of power supply:** Experience in fostering collaborative and sustainable relationship with power supplier.



10,138
meters



29
employees



\$16.7 million
operating revenues

Experience and Expertise

- Bachelor's Degree is preferred; an MBA or other advanced degree is a plus.
- Education or Experience in Accounting & Finance, Engineering or Business is preferred.
- At least 5 years of leadership experience is required.
- At least 6 years of electric utility experience is preferred.
- Dedication to community involvement and an understanding of cooperative values are important!

Our Location

Oconto Electric Cooperative is headquartered in Oconto Falls, WI, which has just over 2,800 residents and is an easy drive from Green Bay, WI. Oconto Falls and the surrounding area offers excellent schools, multi-specialty medical facilities including a hospital that is part of a 15-hospital system. Recreational opportunities abound with easy access to lakes, rivers, public forest lands, plus community festivals throughout the year.

OEC is committed to the communities that we serve. We support our local schools, community organizations and agencies through donations and programs that OEC offers. Many OEC employees are active with local groups and organizations, which enrich the cooperative's relationship with the people and communities that we serve.

Our Benefits

OEC provide a generous benefits package that includes:

- Medical, dental and prescription insurance with 75% employer-paid premium for employees.
- NRECA RS Plan and 401 (k).
- Employer paid basic life and dependent life insurance.
- Short-term and long-term disability.

Salary is commensurate with experience and qualifications. It is the board's preference that the CEO live on the cooperative's lines or within 30 minutes of the OEC headquarters.

Oconto 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://ocontoelectric.com/>

How to Apply

If interested, please apply at <https://nreca.applytojob.com/apply/cLHxChdFMS/Oconto-Electric-Cooperative-CEO> with the following: 1) Cover letter, 2) resume and 3) contact information (including emails) for 3 professional references. Applications must be received by **January 5, 2024**. If you have any questions, please contact **Leigh Taylor**, NRECA Executive Search, leigh.taylor@nreca.coop.

All replies are confidential.