



CHIEF OPERATING OFFICER

Headquartered in Bismarck, North Dakota, Basin Electric Power Cooperative is a not-for-profit generation and transmission cooperative that provides wholesale power supply and transmission service to 131 rural electric cooperatives across nine states. Basin Electric owns over 2,537 miles of high-voltage transmission facilities, and operates 5,222 megawatts (MW) of generating resources, comprised of coal, gas, oil, renewable, and distributed energy. Basin Electric also operates the following for-profit subsidiaries: Dakota Gasification Company, Souris Valley Pipeline, Dakota Coal Company, and Montana Limestone Company. Our largest subsidiary, Dakota Gasification Company converts lignite coal through the gasification process into 13 value added products. This includes one of the largest carbon dioxide sequestration projects in the world. Dakota Coal controls rights to lignite reserves in North Dakota and provides financing for the Freedom Mine north of Beulah, North Dakota. Montana Limestone Company, is a subsidiary of Dakota Coal and operates a limestone quarry 70 miles south of Billings.

Basin Electric seeks a Chief Operating Officer (COO) to lead all processes related to engineering and construction, the operation and maintenance of the Basin Electric generation fleet, transmission asset management and planning, energy trading and short-term portfolio optimization activities, environmental related services, and operations of Dakota Coal Company and Montana Limestone subsidiaries. This position, in conjunction with the Senior Leadership Team, addresses transmission of energy services, future generation, and portfolio diversification for Basin Electric and its members.

The COO leads a team of approximately 700 employees and reports directly to the CEO and General Manager. He or she has broad authority to conduct business matters and will achieve accountabilities, in part, through the following direct reports:

- Senior Vice President of Operations (also COO of Dakota Coal Company and Montana Limestone Company)
- Vice President of Asset Management & Commodity Strategy
- Vice President of Engineering & Construction
- Vice President of Transmission
- Director of Environmental Services

ESSENTIAL DUTIES

- Effective management of Basin Electric's 5,222 megawatts (MW) of coal, gas, oil, renewable, and distributed energy resources. Responsibilities include analyzing and developing methods of increasing operational efficiencies and directing construction of new generation and transmission assets to meet member growth, along with other short-term interaction of contracted generation resources. The COO's department is also responsible for fuel and fuel transportation contracts for Basin Electric's generating facilities.
- Energy marketing and asset optimization activities are key tools to managing stability for the cooperative's membership. Key activities focus on short-term portfolio management for the energy market areas where Basin Electric Power Cooperative is a load serving member: Southwest Power Pool (SPP), Midcontinent Independent System Operator (MISO), and the Western Area Markets, including the SPP Western Energy Imbalance Service (WEIS) Market. This also includes managing Basin Electric and Dakota Gasification's natural gas, fertilizer, and other byproduct purchases and sales.

ESSENTIAL DUTIES (continued)

- Provide vision, leadership, and direction in the planning, design, integration, operations, maintenance and construction of transmission and substation assets. Current activities include four major projects costing approximately \$600M: the 345 kV East Loop project, the Roundup-to-Kummer Ridge 345 kV line, the East Fork 345 kV and 115 kV substation, and the Neset-to-Northshore 230 kV line.
- In collaboration with the Human Resources Department, provide leadership and direction of Basin Electric's safety culture, policies, practices, and compliance by setting the highest standards and expectations for all employees to ensure a safe working environment.
- He or she will ensure compliance with assigned reliability and environmental standards and requirements as it relates to NERC, FERC, SPP, EPA, DOE, and other related agencies.
- Oversee operational and capital budgets for all areas of responsibility, including the operations of Dakota Coal Company and Montana Limestone Company.
- Represent Basin Electric's interest in Western Fuels Association, Western Fuels Wyoming and Dry Fork Mine by providing guidance and assistance to Cooperative's representatives that are members of the respective Board of Directors.



- Maintain a high level of integrity, trust and credibility with key stakeholders. In addition, the COO must ensure meaningful employee engagement by hiring, retaining, empowering, mentoring, and developing employees. The incumbent will oversee Basin Electric's workforce represented by the negotiated bargaining agreements and will provide guidance and oversight to direct reports and staff from other departments in the administration and negotiation of these contracts.
- Serve as a collaborative member of the executive management team ensuring all budgetary, strategy and business goals meet the scrutiny of the Cooperative's [Guiding Principles](#).

THE SUCCESSFUL CANDIDATE

Basin Electric requires a seasoned and accomplished leader, manager, and team player who can build and execute a power supply and transmission strategy to ensure Basin's continued success meeting portfolio diversification through coordination with Resource Planning, system growth, and reliability goals in a cost effective manner. The COO is expected to be a strategic business partner to the Chief Executive Officer, an accomplished mentor to employees, and a collaborative leader on the executive management team.

The successful candidate will possess in-depth knowledge of engineering, power production operations, and asset/portfolio optimization in organized energy markets with exposure to transmission planning, environmental control and compliance, operations, and/or construction. A fully qualified candidate will possess enough expertise in all the above areas of acumen to be seen as a credible and strategic leader of other experienced subject matter experts.

Given the size and scope of the COO's responsibilities, Basin Electric seeks candidates with substantial managerial experience over a large and diverse workforce, ideally comprised of employees represented by organized labor.

THE SUCCESSFUL CANDIDATE (continued)

The COO must obtain desired results while empowering, coaching, and developing employees.

Basin Electric is targeting candidates with a Bachelor's degree in business, engineering or a related field, in addition to having ten plus years of cooperative or utility related management experience, and a comprehensive understanding of generation and transmission cooperative operations, and mining operations.

BASIN ELECTRIC POWER COOPERATIVE

Basin Electric is an electric generation and transmission cooperative corporation governed by an 11-member Board of Directors, serving member-owners in North Dakota, South Dakota, Montana, Wyoming, New Mexico, Colorado, Nebraska, Minnesota, and Iowa. Basin Electric's power supply resources are composed of its own generating facilities and contractual power purchase arrangements. Basin Electric owns and operates transmission assets, some of which are a part of the Southwest Power Pool and others which are jointly-owned.

Basin Electric's load grew almost 50% in the last decade, and 80% of this growth was met with wind, natural gas, and market purchases. To meet member needs, Basin Electric continues to evaluate its generation resource mix and is committed to operating their existing coal facilities as responsibly as possible for as long as they remain an economic resource to the membership. In addition, the Cooperative has a continued commitment to incorporate other energy resources into its portfolio when it makes economic sense and does not adversely affect reliability.

In 2015, Basin Electric made the strategic decision to join the Southwest Power Pool (SPP) a 14-state transmission organization in which participants buy and sell power. In early 2021, Basin Electric joined SPP's Western Energy Imbalance Service (WEIS) market. WEIS is a real-time market that utilize a diverse mix of generating resources to optimize the use of the western interconnection transmission system while minimizing overall costs for the participants' end-use customers.

Basin Electric is the lowest-priced generation and transmission cooperative in the region, a valuable benefit to the members and communities we serve.

Basin Electric is committed to maintaining a strong financial profile. Accordingly, Basin Electric seeks to manage its costs and set rates in order to maintain an 'A' credit rating. The cooperative's financial profile is further enhanced by maintaining a robust liquidity position consisting of cash, short-term investments, and revolving credit facilities. As a result, Fitch Ratings and Standard & Poor's recently affirmed their A ratings with stable outlooks for Basin Electric, while Moody's maintains an A3 rating with a stable outlook.

Basin Electric's total utility operating revenue for 2021 was \$2 billion and consolidated net margin and earnings was \$76.5 million. As of December 31, 2021, total assets of Basin Electric and its subsidiaries were \$7.9 billion, and Basin Electric's equity-to-asset ratio was 20.2%. Since 1966, Basin Electric has allocated almost \$1.5 billion in patronage capital credits to its members. More information on Basin Electric can be found at:

<https://www.basinelectric.com/index>

THE COMMUNITY

Located in the South-Central part of the state, Bismarck is the capital of North Dakota with a metropolitan population around 125,000. Bismarck offers rich natural and cultural history dating back to the late 1800's when the Northern Pacific Railway reached the Missouri River. The region boasts national and state parks, extensive exercise trails, hunting, fishing, and other outdoor activities. The City also offers eclectic dining and entertainment venues. Energy plays a significant role in the growth of Bismarck as major energy companies are pursuing development of oil, coal, and synthetic fuels in the region. More recently, data processing, customer service centers, and medical centers have emerged in the area. The cost-of-housing in Bismarck is estimated at 115.3% of the national average, with a median home cost close to \$307,000. More information can be found at:

<https://www.bismarcknd.gov/>

COMPENSATION, BENEFITS AND RELOCATION

Basin Electric offers a competitive total compensation and benefits package, which will be commensurate with candidates' qualifications and experience. The employees of Basin Electric participate in a 401(k) defined contribution retirement plan. Basin Electric matches 3% for every 1% of employee contributions up to 15%. Relocation assistance will be negotiated and deferred compensation may be considered.

TO APPLY

The position will remain open until filled. Interested candidates should submit a resume and cover letter, by **September 1, 2022** to either of the following email. (Early responses welcome and appreciated.)

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