

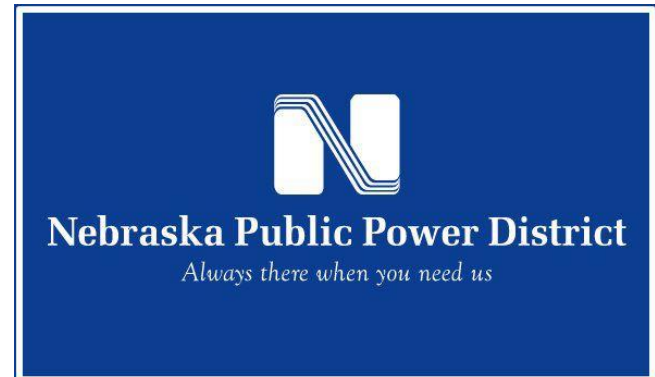
**VICE PRESIDENT HUMAN RESOURCES & CORPORATE SERVICES
NEBRASKA PUBLIC POWER DISTRICT
COLUMBUS, NEBRASKA**

PROFILE

The Vice President Human Resources & Corporate Services (“Vice President”) is a new position with Nebraska Public Power District (NPPD) resulting from a newly announced reorganization in October of 2020. The Vice President is a direct report to the Chief Executive Officer and supervises 113 personnel with direct reports managing the functions of Corporate Safety, Board Meeting Support, Corporate Training & Development, Human Resources, Operations Support (facilities, transportation and fleet, aviation, records, and reprographics), and Diversity & Inclusion. The Vice President is also a member of NPPD’s Executive Planning Council, functionally an executive team member working with key leadership of the organization on strategy development and execution.

CONDITIONS AND REQUIREMENTS

Like many large electric utilities, NPPD is diligently working to adjust its capabilities and culture to prepare for the clear change that is ahead for the industry. Strategic priorities for the organization include NPPD’s resource mix and transformation toward a less carbon intensive generation portfolio, maintaining reliability and affordability for customers while adapting to their evolving needs, technology transformation, and a focused commitment to continue transformation toward a best practices and continuous improvement culture. Leadership believes that success in these priorities necessitates continuing evolution of other wide-reaching human resource goals that include enhancement in areas such as workforce and leadership development programs, training, knowledge transfer, and succession planning. NPPD seeks applicants with a passion and energy to lead in defining and executing related strategies and to build a roadmap to ensure that the entire workforce is prepared to lead the organization into a challenging future. Those who seek to be a strong strategic contributor to the entire leadership team on all matters affecting the organization are desired.



Candidates should offer a passion for inclusive strategy development and a strong orientation toward leading through strategic initiatives. Goal orientation and continuous improvement drivers are absolute requirements for candidates. As NPPD offers the next Vice President a capable and effective support team, breadth of experience across all common areas of human resource management is preferred beyond any particular human resource discipline. Experience leading workforce development and training programs, human resources policy development and implementation, process improvement initiatives, compliance, worker’s compensation, and diversity and inclusion efforts could be of additional benefit to candidates. Management experience in corporate services or other areas outside of human resources is desired.

NPPD offers the next Vice President a transparent, communicative, and family oriented culture with a leadership opportunity that will help shape the organization’s future and the lives of many Nebraskans. While

executive challenges are many, the organization seeks to also offer an environment of work-life balance to its leadership team. Executives enjoy an environment where team members are encouraged to respectfully challenge and fully support each other to provide the best service and products to customers with a unified voice. The organization also seeks candidates that view human resource functions as internal customer service dedicated to ensuring the success of all divisions of the organization. Ideal candidates will support such a culture and display a track record of adaptable behavior and a can-do attitude.

NPPD adopted multiple practices in past years that enhanced its self-awareness through expanded efforts to benchmark and survey its performance both internally and externally. Overall modernization of select best practices, a higher level of transparency and communication with customers and employees, and other benefits are visible and ongoing. Candidates should support such approaches, bring an additional passion for furthering such a culture as well as an interest in networking with regional and national peer leadership in the industry to stay current.

Although NPPD experienced a more gradual retirement of its baby boomer workforce in recent years, the organization continues to anticipate retirement of around 40% of its workforce over the next five years. The organization has been diligent in its efforts to prepare for retirements with efforts such as knowledge transfer and part-time retention of retired personnel with consulting contracts. The Vice President must offer experience leading modern recruitment and retention practices and continue to actively plan and prepare for future retirements as well as the cultural impacts of five generations in the current workforce with an open and creative mind.

NPPD is currently undertaking implementation of SAP's SuccessFactors, a new human resources information system and moving away from fully incorporated SAP human resource systems. Experience with systems implementation is desired.

NPPD began to further focus its diversity and inclusion commitments in recent years to accurately represent the communities served across the state in its workforce. Those efforts included the creation of a Diversity & Inclusion Manager and long-range participation with Nebraska economic, academic, and governmental organizations to promote education and attention to the industry. Internally, NPPD continues to offer diversity and inclusion leadership, educational training with employees, and additional focus on recruiting minorities. Ideal candidates will display a passion for furthering diversity and inclusion and measurable experience and success in meeting the overarching goals of diversity and an inclusive workplace for all.

Safety continues to be a top overarching priority for the entire NPPD organization. The utility made great strides in recent years by incorporating DuPont Safety Program initiatives and is focused on moving its culture from an independent to interdependent safety mindset with a brand of "safer together." These efforts succeeded in dramatically reducing safety incidents in 2020. Candidates should offer experience leading broad safety initiatives and evidence of success in modifying safety cultures.



Among the topics listed above, candidate qualifications include at least ten years of progressive human resources management experience and measurable success in leading change initiatives in an applicable environment.

A bachelor's degree in an applicable discipline is required and an MBA degree is desired. Human resources certification such as PHR, SPHR, SHRM-CP, or SHRM-SCP is desired.

NEBRASKA PUBLIC POWER DISTRICT

As a publicly owned utility and a political subdivision of the State of Nebraska, NPPD is governed by a Board of Directors elected by the people they serve. The chartered service territory is vast, including all or parts of 86 of Nebraska's 93 counties. NPPD is grounded in serving Nebraska's energy needs and respectful of the rich public power history in the state, yet mindful that the state's energy future is being defined by its performance.

NPPD works in a partnership with many public power, municipal, and cooperative entities in the state to ultimately provide service to around 600,000 Nebraskans including wholesale service to most of the state and direct retail service to over 89,000 customers. Forty-six municipalities and 25 public power districts or cooperatives take service from NPPD.

Helpful Links:

www.NPPD.com

[View the Energy Resources](#)

[View Facilities](#)

[Meet the Board of Directors](#)

[Meet the Leadership Team](#)

[Learn More About Powering Nebraskans.](#)

[Past. Present. Future.](#)

<https://docs.nppd.com/2019FinancialReport.pdf>

<https://docs.nppd.com/OPEBFinancialStatements.pdf>



BENEFITS

Visit the link for details: (<https://www.nppd.com/careers/benefits>)

NPPD provides additional compensation to the Chief Executive and Vice Presidents for the purpose of funding their contributions to the 457 Deferred Compensation Plan. Payments to the Vice Presidents are processed in equal installments throughout the year sufficient to fund contributions equal to the annual 457 Plan maximum elective deferral allowed under the Internal Revenue Code. NPPD will also make annual Employer Discretionary Contributions to the 401(k) Plan subject to the limits of the plan and the IRS Code.

TIMELINE

- January 4 – Application Deadline
- By January 22 – Candidates complete third party assessment and semi-finalist candidate interviews completed
- By February 5 – Finalist candidate interviews completed
- March 2021 – New employee begins employment

CONTACT INFORMATION

Joyce Gallo

Senior Recruiter

Mycoff Fry Partners LLC

(800) 525-9082 jgallo@mfpllc.us

Resumes and cover letters preferred in PDF format.