



**CHIEF OPERATING OFFICER
CORE ELECTRIC COOPERATIVE
Sedalia, Colorado**

PROFILE

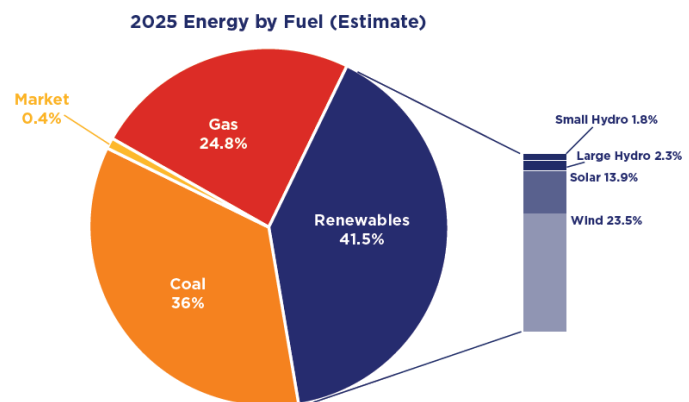
CORE Electric Cooperative seeks a strategic, experienced, and highly collaborative utility executive to serve as its next Chief Operating Officer (COO). Reporting directly to the Chief Executive Officer and serving as a member of the executive leadership team, the COO provides leadership for CORE's Engineering, Field Operations, and Operational Technology functions and is responsible for translating the cooperative's strategic priorities into safe, reliable, compliant, efficient, and increasingly sophisticated utility operations.

CORE is Colorado's largest electric distribution cooperative and one of the largest in the United States, serving nearly 400,000 residents across approximately 5,000 square miles in portions of 11 counties east, west, and south of Denver. The cooperative operates from its Sedalia headquarters and district offices in Bennett, Pine Junction, and Woodland Park and provides electricity to more than 183,000 active services, sold approximately 2.74 billion kilowatt-hours in 2025, and currently has 314 employees.

The next COO joins CORE during an important period in its evolution. The cooperative transitioned away from its historic all-requirements wholesale power arrangement and assumed significantly greater responsibility for power supply, transmission, related system operations, and associated regulatory obligations. CORE operates approximately 300 miles of predominantly 115-kV transmission facilities and approximately 54 substations, with ongoing expansion underway. The organization operates within NERC and WECC requirements and remains interconnected with Xcel Energy while evaluating longer-term transmission and upcoming market opportunities.

CORE already produces exceptional reliability, including 99.99% service availability in 2025, while investing more than \$90 million in system improvements during the year. The next COO will inherit this strong operating foundation while collaborating with the rest of the Executive Team on confronting continued Front Range growth, constrained regional transmission, Colorado energy and greenhouse-gas requirements, significant wildfire exposure, increasing distributed resources, emerging data-center and large-load opportunities, and a rapidly evolving technology environment.

System investment will remain substantial. CORE is constructing additional substations, upgrading portions of its lower-voltage transmission system, evaluating future transmission interconnections, and advancing technologies that provide greater visibility, control, resilience, and operating flexibility. Operational Technology encompasses the control center, GIS, AMI, and operational applications;



Engineering includes distribution engineering, planning, system improvement, and continuous improvement; and Field Operations includes line and substation operations, metering, vegetation management, and wildfire mitigation.

Wildfire mitigation and safety are and will remain defining priorities. CORE serves areas with significant wildfire exposure and continues to invest in situational awareness, vegetation management, system hardening, operational practices, and community partnerships. In 2025, CORE inspected more than 20,000 poles and 1,241 miles of vegetation and deployed additional AI cameras to monitor high-risk portions of its territory. The COO will work in close partnership with the safety strategy, programs, and accountability with operational execution as a priority. Together, they will reinforce an enterprise-wide safety culture, while the COO serves as an unmistakable safety leader who creates field-level ownership, accountability, disciplined root-cause analysis, and consistent follow-through in application of solutions to correct processes.



CORE is also focused on improving how work moves through the organization. Engineering, Operations, Member Experience, Finance, Supply Chain, Safety, IT, and other functions increasingly operate as an enterprise rather than independent departments. Particular attention is placed on improving new-member construction timelines and touchpoints, strengthening engineering-to-field processes and as-built information, introducing meaningful dashboards and feedback loops, using data and technology more effectively, and institutionalizing continuous improvement and change management.

The COO directly leads the Engineering Director, Field Operations Director, and Operational Technology Director, while many critical operating priorities intersect with functions outside the COO's scope of responsibility. Success therefore requires an enterprise executive with deep operations and engineering credentials, rather than a functional leader focused narrowly on his or her own organization.

Above all, CORE seeks an accomplished people leader. The successful candidate will possess the technical credibility to lead experienced engineering and operating professionals but will distinguish himself or herself through judgment, curiosity, communication, accountability, and the ability to develop others. The COO must understand the details without becoming consumed by them; establish clear expectations and a sense of urgency; make difficult decisions; challenge established practices appropriately; and create an environment where employees understand expectations and the significance of their contributions.

CONDITIONS AND REQUIREMENTS

The next COO will inherit talented employees, strong reliability, and an organization that experienced substantial leadership and organizational change. CORE now seeks stability without complacency—a transformational leader capable of honoring the organization's strengths while building the operating discipline, leadership capacity, and capabilities required for its future. Candidates should demonstrate meaningful career commitment and a record of sustained accomplishment rather than a pattern of short-term assignments.

Ideal candidates will offer evidence of the following:

- **Deep electric utility operations and engineering leadership**
- **Demonstrated safety and operational-culture leadership**
- **Exceptional people leadership and talent development**
- **Operational discipline, process improvement, and change leadership**
- **Capital, financial, and resource-management acumen**
- **Grid modernization and Operational Technology experience**
- **Reliability, resilience, wildfire, and emergency-management experience**
- **Effective labor and workforce leadership**
- **Enterprise executive leadership**
- **Strong Board, regulatory, and external communication skills**

Candidates must possess a bachelor's degree in engineering, business, or a related field. CORE requires broad electric utility knowledge and at least 15 years of progressive utility operations or engineering experience, including substantial utility leadership experience.

The position is based at CORE's Sedalia headquarters and is not remote. The successful candidate should embrace a highly visible leadership style, spend meaningful time with employees and at job sites, listen before acting, build credibility across a knowledgeable and opinionated workforce, and provide clear direction and consistent follow-through.

CORE ELECTRIC WEBSITE: <https://core.coop/>

2025 Year-In-Review Video: <https://www.youtube.com/watch?v=qUovPI9ZtFs>

BENEFITS AND RELOCATION INFORMATION

CORE offers a comprehensive, premium-free benefits package that includes employer-paid medical, dental, and vision coverage, along with life and disability insurance, an HSA with employer contributions, wellness resources, and supplemental benefit options. Employees also receive a competitive retirement program featuring a 401(k) with up to a 4% employer match and immediate vesting, an employer-funded pension plan, generous paid time off and holidays, and additional benefits such as tuition reimbursement and wellness programs. CORE will cover the customary costs of relocating household goods and related transitional costs within reason.

SEDALIA, COLORADO (AND SURROUNDING REGION)

Sedalia offers a distinctive blend of rural Colorado character and metropolitan convenience, with scenic foothill landscapes, extensive Douglas County open space and trails, and easy access to the shopping, dining, recreation, and community amenities of nearby Castle Rock. Located within the broader Denver–Castle Rock corridor, the area provides convenient access to metropolitan Denver while retaining a quieter, outdoor-oriented lifestyle, with Denver and Colorado Springs both within reach for major cultural, entertainment, employment, and travel opportunities. Additional information about the region is available through [Visit Castle Rock](#), [Douglas County Parks, Trails & Open Space](#), and [Visit Denver](#).

TIMELINE – ANTICIPATED DATES

- Resumes preferred by Sept 21st
- Semi-Finalist Interviews – By Oct 14th
- Finalist Interviews on-site – By Oct 28th
- Employment will likely begin by Dec 1st

CONTACT INFORMATION AND RESUME SUBMISSION (PDF PREFERRED):

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