



CHIEF HUMAN RESOURCES OFFICER OGLETHORPE POWER | Tucker, Georgia

PROFILE

Oglethorpe Power Corporation (OPC) seeks an accomplished, people-first, innovative, and business-oriented executive to serve as its next Senior Vice President, Human Resources and Chief Human Resources Officer (CHRO). Reporting directly to the President and CEO, the CHRO is OPC's human resources executive and a strategic advisor to the CEO, executive leadership team, and Board of Directors. The position leads enterprise people strategy, workforce planning, talent management, organizational effectiveness, culture, employee relations, HR operations, and leadership development through two direct reports including a Director of Workforce Planning and Development and a Director of Human Resources Operations. In total, the CHRO directs seven employees with current expansion planned in the department.

OPC is experiencing a notable period of growth driven by rapidly increasing electricity demand across Georgia. Major projects now underway include a new 1,425-MW combined-cycle facility in Monroe County and an additional 240-MW combustion turbine at OPC's existing Talbot Energy Facility, both targeted for commercial operation in 2029. Another combined-cycle and combustion turbine project is also underway and is expected to come online in the early 2030s. This expansion creates a significant workforce opportunity. OPC will need to add a significant number of additional employees to its existing 416 employees to staff these new generation resources as it manages substantial retirement and knowledge-transfer exposure from its existing workforce. OPC's workforce is non-union.

The next CHRO will be expected to maintain the best of OPC's existing culture while leading organizational growth through a disciplined workforce strategy that encompasses recruitment, succession, workforce planning, technical and leadership development, career pathways, knowledge transfer, compensation, performance management, and retention. OPC seeks to preserve its close-knit and caring cooperative culture with a can-do spirit and focus on performance excellence operational discipline, accountability, analytical capability, and consistency in its people practices. The successful candidate must understand that HR is a trusted and key business partner and service to the organization, balancing employee advocacy with the responsibility to address difficult performance issues and support operating results.

OPC receives certain critical HR services for employees from its related member-owned company, Georgia System Operations Corporation. The CHRO must be a strong collaborator and cross-cultural

leader with such business partners but will have a substantive leadership influence with shared service functions.

OPC operates in a technically sophisticated, safety-sensitive, and increasingly capital-intensive environment. Its generation portfolio and growth plans require employee growth and evolution spanning engineering, plant operations, maintenance, technical specialties, corporate functions, and executive leadership. The CHRO must understand these differing workforce needs and maintain a visible presence beyond corporate headquarters, including regular engagement with OPC's generating facilities.

The HR organization's responsibilities span employee relations, compliance, recruiting, workforce planning and analytics, succession, employee engagement, learning and development, human resources technology, employee compensation and benefits. The CHRO oversees shared-service relationships across organizational boundaries and continuously evaluates service quality, technology, processes, and delivery models. Ideal candidates will bring experience in these areas, along with demonstrated executive leadership capability.

Particular emphasis is placed on evolving recruitment and selection processes and standards, long-range workforce planning, technical and corporate training, career progression, management and leadership development, succession, and workforce analytics. OPC recently implemented the Cornerstone learning platform and is investing in the capabilities necessary to prepare a new generation of employees and leaders as experienced talent approaches retirement and growth tests all boundaries.

REQUIREMENTS

OPC seeks an HR executive with strategic sophistication to be a trusted advisor to the CEO, peers, and Board combined with the willingness to operate as a working executive in a relatively lean organization that is continually tested and succeeds in doing more with less. The successful candidate will bring unquestionable integrity, analytical horsepower, sound judgment, discretion, resilience, business instincts, and the confidence to provide candid advice while remaining highly responsive to the organization.

Ideal candidates will demonstrate:

- Significant senior HR leadership experience across multiple disciplines, including workforce planning, talent acquisition, employee relations, performance management, total rewards, leadership development, succession, employee engagement, organizational effectiveness, and HR operations.
- Experience supporting a growing, technically complex and operationally intensive organization; energy, utility, manufacturing, engineering, industrial, infrastructure, or other safety-sensitive experience is particularly relevant.
- Demonstrated development of multiyear workforce strategies addressing growth, retirement exposure, critical skills, recruiting, succession, knowledge transfer, and leadership capacity.
- Success advancing recruitment and talent assessment, including structured interviewing, selection standards, talent pipelines, and hiring quality.
- Strong experience with leadership development, technical training, career pathways and succession planning.
- The ability to preserve a positive employee culture while strengthening performance management, accountability and managerial effectiveness.
- Exceptional executive partnership skills and the judgment to become a trusted, candid advisor to the CEO, executive team, and Board.
- Strong capabilities with workforce analytics, HR technology, dashboards, automation, and emerging applications of artificial intelligence.

- Experience leading meaningful organizational change while avoiding unnecessary bureaucracy and keeping HR focused on enabling the business.
- Financial and business acumen encompassing compensation, workforce costs, HR budgets, vendors, compliance, governance, and risk.
- A visible, approachable leadership style and willingness to spend meaningful time with employees and leaders at OPC's generating facilities.
- Champions a culture of safety, accountability, collaboration, inclusion, and continuous improvement.

A bachelor's degree in human resources, business administration, organizational development, industrial relations, or a related discipline is required. Advanced study and SPHR, SHRM-SCP, or comparable certification are preferred. Candidates should generally offer ten or more years of progressively responsible HR leadership to include substantial responsibility for multiple HR disciplines. Equivalent proven experience may be substituted for less than 10 years of HR leadership.

OGLETHORPE POWER CORPORATION

Oglethorpe Power Corporation (OPC) is one of the nation's largest wholesale power supply cooperatives and one of Georgia's primary energy producers, with more than \$17 billion in assets. Owned by 38 electric membership corporations (EMCs), OPC supplies the majority of the electricity required by member systems serving approximately 4.7 million Georgians. Long-term take-or-pay wholesale power contracts with its members underpin OPC's financial strength, which is reflected in investment-grade ratings from S&P, Moody's, and Fitch.

OPC maintains a large and diverse generation portfolio encompassing nuclear, natural gas, coal, and pumped-storage hydroelectric resources. For 2026, OPC reports approximately 8,588 MW of owned summer planning reserve capacity and approximately 9,832 MW of total generation and power supply resources when member-owned resources operated by OPC and federal hydroelectric allocations are included. Major assets include ownership interests in plants Vogtle, Hatch, and Scherer; the Rocky Mountain Pumped Storage Hydroelectric Plant; and an extensive fleet of combined-cycle and combustion-turbine natural gas facilities throughout Georgia.

OPC is expanding this portfolio to meet substantial growth in member electricity demand. Current projects include the 1,425-MW Smarr Combined-Cycle facility, representing more than \$3 billion of investment, and a 240-MW addition to the Talbot Energy Facility, representing approximately \$360 million of investment; both are expected to enter commercial operation in 2029.

HELPFUL WEB LINKS

[Main Website](#)
[About Oglethorpe Power](#)
[Oglethorpe News](#)
[Energy Portfolio](#)
[New Generation Projects](#)
[Investor Relations and SEC Filings](#)
[Bylaws](#)

RELATED CORPORATIONS

[Georgia System Operations](#)
[Georgia Transmission](#)
[Green Power EMC](#)
[Georgia EMC \(Statewide Assn\)](#)



TUCKER, GEORGIA (and surrounding ATL area)

Located in Georgia's DeKalb County, Tucker is 15 miles northeast of downtown Atlanta, and accessible from many desirable Atlanta suburbs such as Decatur, Alpharetta, Johns Creek, Roswell, Marietta, Midtown and downtown Atlanta.

Benefits summary and additional details available upon request.

TIMELINE

- Resumes preferred by October 30
- Semi-finalist interviews anticipated completion by November 24
- Finalist interviews anticipated completion by December 11
- Successful candidate begins employment in January 2027

CONTACT INFORMATION

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