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Huntsville Utilities
ELECTRICITY • NATURAL GAS • WATER



Huntsville Utilities seeks an accomplished, technically credible, and highly collaborative utility executive to serve as its next Vice President, Electric and Fiber. Reporting directly to the Chief Operating Officer, this individual will provide strategic and operational leadership for electric transmission and distribution, substations, system operations, and the utility's expanding fiber network providing wholesale services. The position encompasses engineering, construction, maintenance, reliability, capital investment, regulatory compliance, and workforce development.

Huntsville Utilities is a municipally owned provider of electricity, natural gas, and water serving one of the Southeast's most dynamic economic regions. Continued residential, commercial, industrial, and technology-sector growth is creating substantial infrastructure requirements and increasing expectations for timely, reliable service. The utility is undertaking an important organizational realignment intended to strengthen technical leadership, continue integration of engineering and operations, improve accountability, and position the organization for continued growth.

The next Vice President joins Huntsville Utilities at a particularly important time for its electric system. Historically centralized engineering functions are being reorganized to establish clearer accountability within the operating divisions. Although the utility has capable operating personnel and a strong safety culture, opportunities exist to strengthen electric engineering and operations expertise, improve project management, and create greater consistency between engineering design, field execution, and customer commitments. Recent enterprise technology conversions from SAP to NISC lead an overall systems evolution to include GIS, outage management, work orders, billing, and other functions and established a new operating platform, with additional opportunities for the Vice President to lead the team improving workflows, productivity, data quality, and performance measurement.

Grid modernization will be a significant priority. Huntsville Utilities is advancing distribution automation, intelligent switchgear, improved communications, and system hardening while evaluating the longer-term configuration of its sub-transmission infrastructure. Portions of the existing 46-kV system have limited transfer capability, and a long-range planning study is expected to consider 161-kV investments that could improve operating flexibility, capacity, and reliability. The Vice President will lead a team providing technical leadership and judgment necessary to evaluate these opportunities, establish investment priorities, and coordinate effectively with the Tennessee Valley Authority.

The fiber business presents an additional opportunity. Huntsville Utilities developed a substantial fiber backbone supporting utility operations and commercial leasing arrangements, including its relationship with GFiber. Management is exploring expanded lit-fiber services and other commercial applications while seeking greater organizational accountability for network development, customer commitments, and business performance. The successful candidate need not be a fiber specialist but must

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demonstrate the leadership versatility to guide technical experts, evaluate opportunities, and establish disciplined execution.

People leadership will be equally important. The utility benefits from strong field employee morale, established apprenticeship programs, and an emphasis on safety. With a relatively young technical workforce and several experienced professionals having retired or approaching retirement, the next Vice President must strengthen technical training, mentorship, succession planning, and engineering capabilities. The organization seeks a leader who understands how work is performed, establishes clear expectations, uses data effectively, and improves processes without creating unnecessary bureaucracy.

Huntsville Utilities emphasizes **Do What's Right, Build Community, and Get Better Every Day** as its core organizational values. Its employee value proposition highlights the importance of providing essential services that support community growth, alongside a commitment to professional development, continuous learning, and employee well-being. The successful candidate will demonstrate these principles through ethical judgment, effective stewardship, employee engagement and investment, and a consistent focus on results.

CONDITIONS AND REQUIREMENTS

Ideal candidates will demonstrate the following:

- Substantial electric distribution engineering and operations leadership capability, including responsibility for system reliability and capital execution.
- Substantive electric transmission engineering and operations experience is desired considering the likelihood of future new transmission build and the existing 161kV system managed at Redstone Arsenal.
- The next Vice President must bring a proven track record and passion for leading safety as a cultural priority.
- Strong technical understanding of substations, system operations, distribution planning, automation, and grid modernization.
- Demonstrated success integrating engineering and field operations, strengthening project management, and improving workflow accountability.
- Experience developing technical talent, strengthening management teams, and establishing effective workforce investment culture through training and succession programs.
- Financial and analytical capabilities involving capital planning, operating budgets, performance metrics, and investment decisions.
- Familiarity with electric utility regulatory obligations, emergency response, and relationships with power suppliers and other industry stakeholders.
- The ability to oversee fiber infrastructure and commercial services through capable technical and business professionals.
- Strong communication, judgment, organizational leadership, and change-management skills.



Candidates must possess a bachelor's degree in electrical engineering, a related science, or business discipline and at least ten years of progressive management experience in the electric utility industry. A master's degree, professional engineering license, and experience with fiber optic systems or lit-fiber operations are preferred.

Huntsville Utilities values executives who are visible, approachable, technically engaged, and capable of making timely decisions while developing the judgment and accountability of their teams.

HUNTSVILLE UTILITIES PROFILE - https://www.hsvutil.org/

Huntsville Utilities (HU) is a municipally owned utility providing essential electric, natural gas, and water services to Huntsville, Alabama, and surrounding communities. Serving one of the Southeast's most dynamic and rapidly growing regions, HU plays a critical role in supporting residential expansion, economic development, and a substantial aerospace, defense, technology, and industrial presence. The organization is navigating the challenges of sustained growth, increasing infrastructure demands, capital investment requirements, and evolving customer expectations while maintaining its commitment to reliability, affordability, safety, and financial stewardship. With an emphasis on organizational effectiveness, workforce development, and continuous improvement, HU is positioning itself to meet the community's changing needs well into the future.

Electric

- Customers: 231,862 (2025).
- System: Approximately 5,079 miles of overhead and underground distribution lines (2025).
- Power supply: Primarily Tennessee Valley Authority (TVA).
- Annual energy purchases: 5.80 billion kWh 2025).
- Peak demand: 1,594 MW (January 2025).
- Infrastructure: Transmission and distribution substations, SCADA, automated metering, and an expanding distribution system.
- Major investments: Substation construction, voltage upgrades, and a new storm-hardened Electric Operations Center.
- Reliability: APPA Reliable Public Power Provider (RP3) Diamond designation.

Fiber

- Ownership: Huntsville Utilities owns and operates municipal fiber infrastructure.
- Primary commercial relationship: GFiber (formerly Google Fiber), which leases infrastructure to deliver broadband services.
- Business model: Dark fiber leasing, lit fiber services, commercial contracts, and network infrastructure management.
- Network purpose: Broadband access, electric utility communications, smart-grid capabilities, and economic development.
- Operations: Fiber design, construction, maintenance, network reliability, and service-level agreements.
- Network mileage: 1,316 route miles of fiber optic cable.

Natural Gas

- Customers: 64,544 (2025).
- Distribution system: 1,650miles of natural gas pipelines.
- Annual consumption: Approximately 7.5 billion cubic feet (BCF).
- Service territory: Madison and Limestone counties.
- Infrastructure: Distribution pipelines, gate stations, measurement and control facilities, and corrosion protection systems.
- Gas supply: Manages transportation, storage, purchasing agreements, and gas supply contracts.
- Strategic focus: Pipeline capacity, supply reliability, infrastructure replacement, and potential regional gas transmission expansion.

Water

- Customers: 107,245 (2025).
- Distribution system: 1,452 miles of water mains (2025).

- Annual water pumped: 19.8 billion gallons (2025).
- Peak daily demand: 80.7 million gallons (August 2024).
- Water sources: Tennessee River/Guntersville Lake and underground limestone aquifers.
- Treatment facilities: Three surface water treatment plants (South Parkway, Southwest, Southeast), Lincoln-Dallas groundwater treatment facilities, and Williams Well.
- System capacity: 120 MGD for surface water plants and 9 MGD for ground water plant.
- Major investment: $30 million South Parkway Water Treatment Plant rehabilitation.
- System growth: 29 miles of additional water mains in 2025.

BENEFITS AND RELOCATION INFORMATION

Huntsville Utilities offers competitive compensation and a comprehensive benefits program that includes medical, dental, and vision insurance; life and disability coverage; pension and retirement savings opportunities; paid leave; wellness resources; and access to an employee health clinic. Professional development includes tuition assistance, technical training, apprenticeship programs, and leadership development opportunities. Relocation assistance is available. The position is not remote, and a strong on-site presence is expected. There is no formal residency restriction, although residence within the service area is preferred.

HUNTSVILLE, ALABAMA (AND SURROUNDING REGION)

Known as the Rocket City, Huntsville combines a substantial aerospace, defense, engineering, and technology economy with an expanding residential and commercial community. Redstone Arsenal, NASA's Marshall Space Flight Center, Cummings Research Park, and a growing manufacturing and technology sector contribute to a highly educated workforce and continued regional development. The area offers outdoor recreation at Monte Sano State Park and nearby lakes, cultural amenities, a growing downtown, and a broad range of residential communities.

Additional information about the area is available through:

- Huntsville/Madison County Chamber: https://hsvchamber.org/
- City-Data – Huntsville: https://www.city-data.com/city/Huntsville-Alabama.html
- Huntsville Convention & Visitors Bureau: https://www.huntsville.org/
- City of Huntsville: https://www.huntsvilleal.gov/

RECRUITMENT TIMELINE

- Resumes preferred by November 27
- Semi-Finalist virtual interviews completed by December 18
- Finalist interviews on-site completed by January 15
- Successful candidate begins employment in late February or early March 2027

CONTACT INFORMATION AND RESUME SUBMITTAL (PDF PREFERRED)

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