

**CUIVRE RIVER ELECTRIC COOPERATIVE
GENERAL MANAGER/CHIEF EXECUTIVE OFFICER
TROY, MISSOURI**

PROFILE

The General Manager/Chief Executive Officer (CEO) reports to a twelve-member board of directors, each serving three year terms and representing four counties within the Cuivre River Electric Cooperative (CREC) service territory.

The CEO supervises nine direct reports, including an Administrative Assistant and a senior management team directing the functions of safety, human resources, communications, finance and accounting, engineering and operations, member services, branch offices, and administration and information technology. CREC employs 132 total personnel and the IBEW Local Union No. 2 represents line personnel.

CONDITIONS AND REQUIREMENTS

CREC enjoys an enviable position in the cooperative realm with healthy member growth; a diverse service territory including urban, suburban, and rural environments; and a history of exemplary management that resulted in excellent metrics across operational, financial, and customer service areas. The success and culture of the organization is based around cooperative principles with a focus on accountability, integrity, continual innovation and evolution, and an absolute commitment to members and communities served.

CREC's Board of Directors is proud of the positioning, progress, and direction of the organization and is not seeking a course change in the future. However, CREC's cultural drive to provide its members the best product and service possible defines a challenging path for the next CEO and the board does not seek someone to simply maintain the organization. The CEO will be expected to develop and maintain formalized strategic planning with the board and utilize the product of the planning exercise to guide the organization in the future.



Core traits of the ideal candidate include leadership and exemplary communication with all stakeholders, including member-owners, employees, and board members. CREC's board is accustomed to a diverse, transparent, engaged, and collaborative boardroom environment with a proactive stance toward education on industry threats and trends and a "no surprises" approach to communicating with the board. The ideal CEO will understand a proper balance between providing leadership to the board and receiving leadership and direction from board members and communities served. Candidates should bring a genuine, approachable, and honest personality and a commitment to CREC's employees and their development as professionals and community members as well as an absolute commitment to safety as a driving principle of the business. Candidates with experience in succession planning and workforce development are desired. Other top qualities sought in candidates are strategic vision, goal orientation, a track record of establishing a continuous improvement culture, a desire for personal improvement, a sense of humor, and a respectful tenacity. Integrity and ethics are paramount requirements.

While the CREC organization prefers to avoid unproven trends and technologies in its strategic decisions, it is not opposed to preemptively exploring revenue opportunities or new technologies with an analytic approach and an eye toward bringing the best service options to its members. Candidates that align with such a philosophy and show a track record of non-traditional thinking are welcomed.

CREC made large strides in advancing its operational and customer-oriented technologies in recent years and is embarking on the next phase of meter technology expansion at present. Candidates who offer experience fostering the evaluation and implementation of advanced distribution technologies are desired.



Candidates should offer experience in engaging legislators, regulators, communities, and external stakeholders within a service territory, but also proven experience providing leadership to industry organizations such as a power supplier or statewide association. The CEO is expected to be capable in such engagement and viewed as accessible by stakeholders. A hands-off management style is established and desired by the board, but not to the extent that the CEO loses connection with the day-to-day activities of the cooperative while focusing on broader industry leadership.

Due to unique territorial laws in Missouri, CREC is continually challenged to both work with its neighboring investor owned utility and maintain an environment of competitiveness, necessitating a CEO that not only creates such a competitive and accountable culture, but also can maintain relationships outside the typical cooperative realm.

Growth within the CREC service territory and a morphing demographic of member-owners appear to be raising member interest toward renewable energy supplies and distributed generation, although at a more conservative rate than most cities in the United States. The board looks to the next CEO to continue advancing existing efforts to work with members and power supply leadership to align supply, rates, and available technologies with member demand. Ideal candidates will bring philosophical alignment with the concept of balancing a commitment to environmental responsibility and investment with fiscal responsibility.

Candidates should offer an understanding and respect of the cooperative business model and an appreciation for the concept of member ownership of the cooperative. Candidates from outside of the electric cooperative utility segment are encouraged to apply provided those candidates bring a respect for the business model.

Experience negotiating union contracts and other substantive utility agreements is desired.

A bachelor's degree is required and a master's degree is desired.

CUIVRE RIVER ELECTRIC COOPERATIVE

Cuivre River Electric Cooperative, Inc., a Touchstone Energy Cooperative, is Missouri's largest electric distribution cooperative, serving more than 63,500 meters in Lincoln, Pike, St. Charles, and Warren counties and a small portion of Montgomery County with around 11.5 meters per mile of distribution line. CREC's revenue is generated by 76% residential, 17% large commercial, 6% small commercial, and 1% street lighting and miscellaneous accounts. Purchased power dominated 2015 expenses at 66% with 19% in operations and maintenance, 6% in depreciation, 5% in operating margins, and 3% in interest.

CREC's power supply is generated by [Associated Electric Cooperative](#) using various generation methods including coal, natural gas, and alternative energy production using hydroelectricity, and wind power. Transmission service is provided by [Central Electric Power Cooperative](#).

[CREC Web Site](#) - [2015 Annual Report to the Members](#) - [Board of Directors](#) - [About Us](#) - [Capital Credits](#)

Other Facts and Financial Ratios (2015)

Total kWh Sold (1,000): 1,256,216
 Total Miles of Line: 5,406
 ODSC: 1.94
 MDSC: 1.96
 TIER: 3.57
 Current Ratio: .60
 Non-RUS Independent Borrower
 Long Term Debt as % of Total Assets: 39.37%
 Blended Interest Rate: 3.3%
 Equity as a % of Assets: 51.27
 Annual Capital Credits Retired/Total Equity: 4.09%
 Power Cost/Total kWh Sold: 55.95 mills
 Annual Growth in Number of Consumers: 1.71%
 Power Cost/kWh Purchased: 54.34 mills
 SAIDI (Total): 119.27

TROY, MISSOURI:

[City of Troy](#)
[Wikipedia: Troy, MO](#)
[City-Data.com](#)
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LAKE SAINT LOUIS:

[City of Lake Saint Louis](#)
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TIMELINE

Resumes preferred by February 10
 March 23 and 24: Finalist interviews with CREC Board in Missouri
 New CEO on-board: Late April to early May

CONTACT - ***Resumes preferred in PDF format.***

Kip A. Moore – Senior Recruiter – Mycoff, Fry & Prouse LLC
 (800) 525-9082; kmoore@mfpllc.us

Scott A. Fry - Managing Director - Mycoff, Fry & Prouse LLC
 (800) 525-9082; sfry@mfpllc.us

Official Job Description Follows

CUIVRE RIVER ELECTRIC COOPERATIVE, INC.

POSITION SPECIFICATIONS

General Manager/CEO

EDUCATION:

At least four years of college with a degree in business administration, economics, public administration, engineering, accounting, or related studies. Verified adult training or correspondence courses in management, budgeting, statistics, utility operations, public speaking or other useful studies are also desirable.

EXPERIENCE:

Applicants for the position of manager should have at least ten years of administrative, management, or supervisory experience, at least half of which is in the electric utility field, preferably in rural electrification. Prior experience should include positions such as manager, assistant manager, or department head preferably in a rural electric system. Experience in supervising people, planning and developing work programs, presenting reports, and organizing and coordinating operations is required.

MANAGERIAL APTITUDE:

The successful applicant should have a career history of advancement to increasingly difficult and responsible positions. He/She must demonstrate the ability to formulate policy, exercise sound judgment, organize, coordinate and integrate activities as well as establish control procedures and reporting systems. He/She must be able to plan and administer construction, maintenance and operational programs, prepare complicated reports, policy directives, and written procedures and oversee the maintenance of accounting and other records systems. He/She should be able to select employees and provide for their training and direction, delegate effectively, plan and direct education programs and public relations. He/She should also be able to represent his/her organization effectively and meet and deal successfully with others.

PERSONAL CHARACTERISTICS :

The applicant should be neat in appearance, well-adjusted, mature, conscientious, and trustworthy. He/She should have a good reputation, initiative, tact, and the ability to communicate effectively.

ATTITUDE AND INTEREST:

The applicant should have a sincere interest in and understanding of the objectives and policies of the rural electrification program, the Cooperative philosophy, and a willingness to promote the development of rural America. He/She should be free of outside interests, financial or otherwise, that may affect or conflict with program objectives and policies. It is desirable for both the applicant and his/her family to be willing to become a part of and participate in the affairs of the community.