

SAN LUIS VALLEY RURAL ELECTRIC COOPERATIVE CHIEF EXECUTIVE OFFICER



Founded in 1937, San Luis Valley REC is proud to be the second oldest electric cooperative in Colorado. San Luis Valley REC is headquartered in Monte Vista and serves more than 7,500 member owners across the counties of Rio Grande, Costilla, Saguache, Alamosa, Conejos, Mineral, and Hinsdale. REC maintains 81 miles of transmission lines, 2,147 miles of overhead distribution lines, and 531 miles of underground distribution lines. They began providing high-speed fiber optic-based broadband internet and telephone access in 2014 through their subsidiary, Ciello. San Luis Valley REC and Ciello are governed by a seven-member Board of Directors whose commitment is to provide innovative, low cost, reliable, safe, and environmentally responsible electric and Internet services. The cooperative is expanding customer service programs, economic development efforts, financial management strategies, infrastructure, and employee training programs to ensure San Luis Valley REC remains a top ranked cooperative.

San Luis Valley REC seeks a Chief Executive Officer (CEO) who will bring compelling vision and strong leadership skills to ensure continued success and positive organizational progress of the cooperative. The CEO sets the professional tone for the entire organization and is expected to consistently elevate performance metrics, financial results, and service delivery for the benefit of electric service members and broadband customers. He or she must also be an effective communicator who will work collaboratively and transparently with San Luis Valley REC's Board of Directors, employees, and members. The CEO must ensure the Board is fully appraised of emerging financial and operational challenges and issues, as well as regulatory, legislative, and technological changes and trends. The CEO will lead a 54 person team through the following direct reports:

- Chief Financial Officer
- Chief Operating Officer
- Chief Technology Officer
- Human Resources Officer
- Customer Service Manager
- Engineering Manager

THE SUCCESSFUL CANDIDATE

The CEO must be a visionary and strategic thinker. Ideal candidates will offer a proven track record of management and leadership that includes the necessary experience and ability to lead complex electric and broadband utility operations. This should include the capability to position San Luis Valley REC for success in a utility environment impacted by constant technology advances and regulatory/legislative pressures on fossil fuels and other utility operations. San Luis Valley REC also seeks a CEO with demonstrated successes meeting economic development goals like that of San Luis Valley, Colorado.

San Luis Valley REC seeks candidates who are knowledgeable of electric utility engineering and operations, knowledgeable of telecommunication operations, and are fiscally knowledgeable and able to establish, execute, and achieve the REC's corporate goals.

San Luis Valley REC will require a leader with exemplary communication and interpersonal skills. The CEO must demonstrate success fostering productive and collaborative relationships with a wide range of stakeholders including Board Members, employees, community leaders, and members. The CEO must reside in the San Luis Valley and become an integral part of the community.



The successful candidate must possess a strong customer service mentality, as well as, unquestionable ethics and integrity. He or she must also be an accomplished, results-oriented manager who empowers, mentors and develops employees.

Ideal qualifications include a Bachelor's degree in the fields of Engineering, Business Management, and/or Finance with related industry experience. Masters in Business Administration is also desired.

SAN LUIS VALLEY REC

REC is a Touchstone Energy® Cooperative. For 85 years, REC has worked to provide members with safe, reliable, and affordable electricity and for almost 10 years, world class Internet service.

REC's service territory covers approximately 2,700 square-miles. The cooperative is committed to safety and has an excellent safety record and continuing safety program.

REC's peak load is approximately 65 megawatts. The REC receives power supply and transmission services from Tri-State Generation & Transmission Association. San Luis Valley is an all requirements, member-owner of Tri-State, with a voting member of Tri-State's Board of Directors.

The cooperative is addressing developments in the industry, advances in technology, and changes in members' expectations through a fully deployed AMI system, a suite of NISC information technology tools, un-bundled rates, and a continually evolving net metering and solar energy program. San Luis Valley REC has approximately 2 MW of residential solar load on the system and is evaluating the potential benefits of offering a cooperative-sponsored residential solar solution.

San Luis Valley REC's 2022-2027 Strategic Plan identified the following strategic areas of focus and actionable goals:

Workforce

- Hire a new CEO by Q1 2023
- Workforce development – leadership and technical training
- Build a plan to promote the community and culture
- Continue a competitive compensation program

Reliability

- Implement risk mitigation plans for environmental, regulatory, and security
- Advance infrastructure through the integration of technology
- Implement an infrastructure monitoring program

Financial

- Implement a 4-year plan to fully allocate fixed and variable costs
- Improve the equity to asset ratio
- Pursue cost saving through internal efficiencies and external opportunities
- Expand Ciello for positive net margin

Communication

- Improve customer communication channels, messaging, and interactions
- Collaborate with local leaders to build a viable economic development program
- Engage employees in process improvement and improve business acumen

San Luis Valley REC’s total electric utility plant is \$130 million and total telecommunications plant is \$39 million. More information can be found at:

www.slvrec.com
www.ciello.com

THE COMMUNITY

Spanish for mountain view, Monte Vista lives up to its name. Located in the heart of the San Luis Valley, Monte Vista is bordered by the Sangre de Cristo range to the east and the San Juan Mountains to the west. The area hosts many ranches along with potato, alfalfa, carrot, and barley farms. The world's largest single-site brewery, Miller Coors, relies on the farms around Monte Vista to produce special barley for its Rocky Mountain-style beer.

Monte Vista's downtown streets are lined with historical buildings and lovingly preserved architecture. The town offers art galleries, antique and clothing shops, and an array of dining options. This prime location allows for easy day trips to explore the area’s many 14,000-foot peaks, the Great Sand Dunes National Park and Preserve, and other outdoor activities like skiing, hunting, biking, and hiking in the Rio Grande National Forest.

More information can be found at:

<https://www.colorado.com/region/mystic-san-luis-valley>



COMPENSATION, BENEFITS AND RELOCATION

San Luis Valley REC will negotiate a competitive compensation and relocation package that includes base salary and incentives commensurate with candidates' qualifications and experience.

In addition to salary, San Luis Valley REC offers an excellent benefits package that includes several health plan options and participation in a 401k plan.

TO APPLY

Interested candidates should submit a cover letter and resume to pprouse@mfpllc.us by **October 3, 2022**. Early responses welcomed and appreciated.

Patrick Prouse
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San Luis Valley REC is an Equal Opportunity Employer.



A Powerful Connection...
Technologically Innovative
Environmentally Responsible
Rural Life, Global Reach

