

**VICE PRESIDENT & CHIEF FINANCIAL OFFICER (CFO)
NEBRASKA PUBLIC POWER DISTRICT
COLUMBUS, NEBRASKA**

PROFILE

The CFO is a direct report to the CEO and supervises 79 employees including 10 direct reports managing the following functions:

- Accounts Payable and Travel
- Resource Planning and Risk Management
- Pricing, Rates and Wholesale Billing
- General Procurement/ Contracts/Strategic Sourcing (3 total reports)
- Nuclear Finance, Cost, and Procurement
- Finance and Financial Planning
- Accounting and Financial Reporting
- Executive Administration

CONDITIONS AND REQUIREMENTS

Like many large electric utilities, NPPD is diligently working to adjust its capabilities and culture to prepare for the clear change that is ahead for the industry. Strategic priorities for the organization include NPPD's resource mix and transformation toward a less carbon intensive generation portfolio, maintaining reliability and affordability for customers while adapting to their evolving needs, technology transformation, and a focused commitment to invest in employees that are tasked to continue transformation toward a best practices and continuous improvement culture and other critical human resources initiatives. NPPD seeks applicants for this opening with a passion and energy to lead in defining and executing related strategies and to build a roadmap to ensure the overall financial health and portfolio resource mix of the organization are maintained long into the future. Those who seek to be an engaged strategic contributor and strategic process leader contributing to all matters affecting the organization are desired.

The CFO is accountable for the administrative, financial, and risk management operations of NPPD to include the development of financial and operational strategy, metrics tied to that strategy, and the ongoing development and monitoring of control systems designed to preserve company assets and report accurate financial results. This position leads efforts to ensure achievement of NPPD's Strategic Plan while meeting the management expectations established by the CEO. The CFO is an officer of the District and a member of the Executive Planning Council and is active in matters involving NPPD's Board of Directors. The Vice President must place safety first, build employee loyalty and trust, and deliver on agreed-upon goals.

The CFO is responsible to assure that Nebraska State Statutes including those related to budget approval and filing, electric rates, and the deposit and investment of public funds meet all compliance requirements. In addition, the CFO shall ensure NPPD bylaws and General Revenue Bond Resolution Covenants meet requirements.

NPPD offers the next CFO a transparent, communicative, and family oriented culture with a leadership opportunity that will help shape the organization's future and the lives of many Nebraskans. While executive

challenges are many, the organization seeks to also offer an environment of work-life balance to its leadership team. Executives enjoy an environment where team members are encouraged to respectfully challenge and fully support each other to provide the best service and products to customers with a unified voice. Ideal candidates will support such a culture and display a track record of adaptable behavior.

The CFO must be a self-confident, strategic, and boundaryless leader with proven management capability who responds to challenges with positivity. The individual must effectively implement changes that build a stronger organization and improve efficiency of this department while respecting the existing culture. Candidates should offer a passion for inclusive strategy development and a strong orientation toward leading through strategic initiatives. Goal orientation and continuous improvement drivers are absolute requirements for candidates. As NPPD offers the next CFO a capable and effective support team, breadth of fundamental finance, accounting, resource planning, and risk management experience is preferred beyond a particular discipline.

Safety continues to be a top overarching priority for the entire NPPD organization and desired candidates must display a strong leadership emphasis and past record in supporting and executing safety initiatives.

At least ten years of progressive and related management experience and a bachelor's degree in finance, accounting, economics, or a business-related field are required. An MBA degree is desired. Certifications such as CFA, FRM, CPA, or CMA are also desired.

GENERAL RESPONSIBILITIES

- Provides leadership in the development for the continuous evaluation of short and long term strategic financial objectives.
- Ensure credibility of Finance group by providing timely and accurate analysis of budgets, financial trends and forecasts.
- Direct and oversee all aspects of the Finance and Accounting functions of the organization.
- Establish and maintain strong relationships with senior executives to identify their needs and seek full range of business solutions.
- Provide executive management with advice on the financial implications of business activities.
- Ensure that effective internal controls are in place and ensure compliance with GAAP and applicable federal, state and local regulatory laws and rules for financial and tax reporting.
- Oversee operational management through the relentless pursuit of excellence and execution in regards to safety, operational performance, reliability, and cost management.
- Develop performance standards that are measurable and take corrective action when standards are not met.
- Establish and implement corporate operating system and processes, policies, and procedures that achieve the goals of the Strategic Plan.

- Create a work environment that provides direction and promotes continuous learning and development. Attract and select the best talent by recognizing organizational and individual needs. Accurately appraise the strengths and weaknesses of direct reports and provide accurate and motivating feedback and constructive criticism.
- Identify and develop successors and talent pools for key positions.
- Actively influence Cooper Nuclear Station (CNS) site management and staff through site visits and participation in site meetings (e.g., Safety Audit Review Board Meetings, Management Review Meetings, etc...). Influence areas of support by providing intrusive and critical feedback to improve site performance. Leverage learnings from nuclear to improve overall enterprise performance. Provide support to Corporate Area Managers so they are active, engaged and influence site activities.



Interface with and utilize Entergy Corporate Functional Area Managers as needed to support shared learning opportunities.

- Serve on committee of public power associations and utility groups to further NPPD's representation as well as promote the benefits of public power.
- As necessary, effectively represent NPPD before regulatory and legislative bodies.

NEBRASKA PUBLIC POWER DISTRICT

As a publicly owned utility and a political subdivision of the State of Nebraska, NPPD is governed by a Board of Directors elected by the people they serve. The chartered service territory is vast, including all or parts of 86 of Nebraska's 93 counties. NPPD is grounded in serving Nebraska's energy needs and respectful of the rich public power history in the state, yet mindful that the state's energy future is being defined by its performance. NPPD works in a partnership with many public power, municipal, and cooperative entities in the state to ultimately provide service to around 600,000 Nebraskans including wholesale service to most of the state and direct retail service to over 89,000 customers. Forty-six municipalities and 25 public power districts or cooperatives take service from NPPD.

Helpful Links:

www.NPPD.com

[View the Energy Resources](#)

[View Facilities](#)

[Meet the Board of Directors](#)

[Meet the Leadership Team](#)

[Learn More About Powering Nebraskans. Past. Present. Future.](#)

Financial Report - <https://docs.nppd.com/2019FinancialReport.pdf>

Financial Statements - <https://docs.nppd.com/OPEBFinancialStatements.pdf>

BENEFITS

Visit the link for details: (<https://www.nppd.com/careers/benefits>)

NPPD provides additional compensation to the Chief Executive and Vice Presidents for the purpose of funding their contributions to the 457 Deferred Compensation Plan. Payments to the Vice Presidents are processed in equal installments throughout the year sufficient to fund contributions equal to the annual 457 Plan maximum elective deferral allowed under the Internal Revenue Code. NPPD will also make annual Employer Discretionary Contributions to the 401(k) Plan subject to the limits of the plan and the IRS Code.



TIMELINE

- January 8 – Application Deadline
- By February 5 – Candidates complete third party assessment and semi-finalist candidate interviews completed
- By February 19 – Finalist candidate interviews completed
- April 2021 – New employee begins employment

CONTACT INFORMATION

Mr. Pat Prouse

Senior Recruiter

Mycoff Fry Partners LLC

(800) 525-9082 pprouse@mfpllc.us

Resumes and cover letters preferred in PDF format.