

**GENERAL MANAGER
BEARTOOTH ELECTRIC COOPERATIVE, INC.
RED LODGE, MONTANA**

PROFILE

Beartooth Electric Cooperative, Inc. (BEC), is governed by a seven-member Board of Trustees representing seven districts including three counties in Montana and one county in Northern Wyoming. BEC's General Manager reports to the Board of Trustees and the cooperative employs 17 personnel. Board members serve three-year terms, are term-limited to five consecutive terms, and are elected at-large and serve districts within the service territory. Five committees assist BEC to engage with its members on topics of risk management, policy, finance, communications, and bylaws while also allowing the organization to absorb a higher level of professional expertise in disciplines typically unavailable to small cooperatives.

CONDITIONS AND REQUIREMENTS

While BEC struggled financially in past years due to the [bankruptcy](#) of its former G&T, Southern Montana Electric G&T Cooperative, BEC experienced dramatic financial recovery over the past five years and is expected to maintain financial health and prosperity for its members for the foreseeable future. Supporters of the recovery effort included significant intervention from board and customer-members, some of whom remain engaged and continue to provide leadership as board members of the cooperative today. In addition to excellent leadership provided by the team over past years, BEC began a [management services agreement](#) with [Lower Valley Energy](#) (LVE) in 2014 in which LVE and its executive personnel assumed staff-level leadership of the BEC organization. Since 2014, LVE's General Manager managed BEC operations while executive personnel from LVE provided professional services to the remaining BEC team including broad strategic, financial, engineering, and operational support. BEC thoroughly investigated merger with LVE in 2016 and 2017, but ultimately chose to retain its independence in 2017 and seeks a new General Manager to lead the future of the cooperative. The current management services agreement with LVE expires in July of 2017.



Now that the challenges of the past appear behind BEC, the board anticipates the next General Manager will lead the organization to reestablish its independence toward a path of continuing evolution. During early months of employment, the next General Manager should expect to address strategic planning with the board. Candidates that offer philosophical alignment with strategic planning as a method to success and proven experience in formalized strategic planning may have an advantage.

The rebuild of BEC's executive management team is expected to include an eye toward efficiencies and the option of shared services with other electric cooperatives on an ongoing basis. The potential of a future merger with another distribution cooperative remains an option, but the BEC Board is currently resolute in its desire to remain independent. The board seeks candidates that offer a desire to embark on broadminded goals and projects and a natural tendency to focus on organizational and business efficiencies to the benefit of cooperative members.

BEC is one of only two distribution cooperatives in Montana that is not contracted to a G&T for its power supply. The organization receives 8% of its power supply from the Western Area Power Administration and

92% of its power supply from [Twin Eagle](#) in a contract that expires September of 2017. BEC recently signed a contract with Morgan Stanley to supply wholesale power from September 2017 through 2022. While the BEC Board of Trustees is measured in its desire to require a higher level of power supply acumen in its next General Manager and provides significant power supply support to the BEC team, ideal candidates will offer above-average experience in the evaluation of power supply alternatives and risk and the negotiation and maintenance of third-party supplier contracts.

As can be seen on the cooperative's [web site](#), BEC is a highly transparent, communicative, and engaging cooperative with its members and receives above-average attention from the member base. Ideal candidates will offer a team-oriented approach to managing and setting goals for the cooperative and should expect to support and evolve this environment in the future. The board anticipates a leader that can contribute to BEC's best interests at the regional and national level, but expects its General Manager to focus locally first and be an integral leader in the communities that BEC serves.

Ideal candidates will offer broad management experience, exemplary interpersonal skill, and a willingness to both provide and receive leadership in the boardroom in an open and transparent environment. A culture of accountability while maintaining trust and delegation of responsibility to subordinates is a preferred management style. Integrity and ethics are paramount qualifications. Candidates should offer exemplary written and verbal communication skills. It is important that candidates are adept listeners with a collaborative style. Ideal personality traits include a balance between humility and confidence, a sense of humor, a respectful tenacity, and courage to proactively address uncomfortable challenges.

Strong financial acumen or substantive experience with utility finances is a preference. Experience evaluating traditional and modern rate options is desired.

BEARTOOTH ELECTRIC COOPERATIVE, INC.

BEC is a not-for-profit company with its office located in beautiful Red Lodge and a crew outpost located in Columbus, Montana. BEC incorporated in 1938 and offers a long history of service to Stillwater, Sweetgrass, and Carbon Counties in Montana along with a portion of Park County in Wyoming. BEC serves over 6,000 meters. While the City of Red Lodge is the home to BEC's headquarters building, only 20% of its cooperative members are located in the area surrounding Red Lodge.

Helpful Web Links:

[Main Web Site](#)

[About Us/Key Facts and Figures](#)

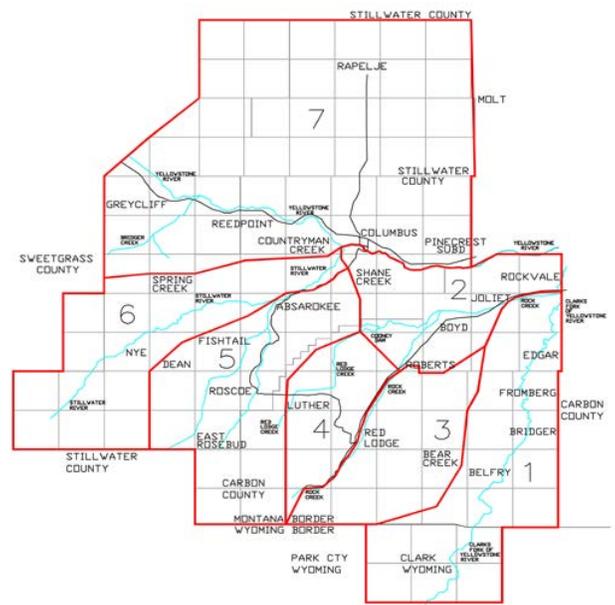
[Annual Reports](#)

[Newsletters](#)

[Board of Trustees](#)

[Cooperative Bylaws](#)

[RUS Financial and Operating Reports-Annual Budgets and Audits – Tax Returns](#)



[4-Year Plan and Load Forecast](#)
[Cost/Rate Studies](#)

RED LODGE, MONTANA

[Official City Site](#)
www.redlodge.com – Visitor’s Web Site
[Wikipedia Site](#)
[City-Data.com](#)

NRECA MEDICAL, DENTAL, VISION AND PRESCRIPTION

Coverage becomes effective ninety (90) days from the first day of employment. BEC contributes 85% of the cost of this plan and the employee contributes 15%. Currently a “Single” has a biweekly payroll deduction of \$55.03 and “Family” has a biweekly payroll deduction of \$137.71. After enrollment of the NRECA Medical, Dental, Vision and Prescription insurances, a contribution will be made into your Health Savings Account. Current contribution is \$2,600 per year.

NRECA 401(k) PENSION PLAN

You will be enrolled in NRECA’s 401(k) pension plan, to include rollover of your existing 401k if applicable, effective the first day of the month following one (1) year of employment. Beartooth Electric Cooperative will contribute 9% of your reported salary to this plan. You may also elect to contribute to this plan on a pre-tax basis. Additionally, if you do elect to contribute on a pre-tax basis, BEC will match up to an additional 3% of the employee’s base. Post-tax contributions may also be made via a Roth 401(k) option. The plan also includes NRECA life insurance at a coverage amount of one times salary effective ninety (90) days from the first day of employment. Beartooth Electric Cooperative pays the cost of this plan. Supplemental life insurance is also available at a cost to the employee. Coverage of Long Term Disability insurance will become effective ninety (90) days from the first day of employment. Beartooth Electric Cooperative pays the cost of this plan. A supplemental Short Term Disability insurance is also available at a cost to the employee. In addition, Business Travel Accident Insurance is included. Coverage would be effective immediately. Costs are paid by BEC. Travel is included, but not limited to a personal deviation which takes place while on a business trip requested, authorized or consented to by BEC, for the purpose of furthering the business of BEC and at the expense of BEC. Plan highlights include a loss of life benefit of \$100,000.

BEC will cover the customary costs of relocating the successful candidate.

TIMELINE

Resumes preferred by April 21 in PDF format.
Finalist candidate interviews anticipated on May 22 and 23.
Start date flexible yet anticipated prior to the end of July 2017.

CONTACT INFORMATION

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