



PRESIDENT & CHIEF EXECUTIVE OFFICER

SOUTH KENTUCKY RURAL ELECTRIC COOPERATIVE CORPORATION

SOMERSET, KENTUCKY

The Position

South Kentucky Rural Electric Cooperative Corporation (South Kentucky RECC) is seeking a dynamic and visionary leader to serve as our new President and Chief Executive Officer (CEO). At South Kentucky RECC, we are more than just a utility provider. We are a dedicated community of professionals committed to powering the lives of our members. As a thriving and member-driven electric cooperative, we strive to fulfill our mission to provide our communities with safe, reliable, and affordable electricity. A detailed Position Description is included for review.

The Ideal Candidate

Our new CEO will play a pivotal role in guiding the Cooperative toward continued growth, innovation, and success. To accomplish this our CEO must be a strong, experienced leader with excellent communications and relationship building skills. If you are ready to lead a dedicated team, shape strategic direction, and make a lasting impact on the communities we serve, please consider this exciting leadership opportunity.

About South Kentucky RECC

South Kentucky RECC is an electric distribution cooperative providing approximately 70,000 meters with retail electric power in eleven Kentucky and two Tennessee counties. We have over 7,000 miles of primary and secondary line, total utility plant exceeding \$300 million and employ approximately 135 individuals. Our state-of-the-art headquarters facility is located in Somerset, Kentucky, with beautiful Lake Cumberland at its doorstep. We also have four district offices in Whitley City, Monticello, Albany, and Jamestown to better serve the needs of our members. South Kentucky RECC, which was formed as a non-profit rural electric cooperative corporation in 1938, is owned solely by its retail electric customers, and is governed by a Board of Directors comprised of seven individuals representing an equal number of districts within our service territory. South Kentucky RECC purchases all its power requirements at wholesale from East Kentucky Power Cooperative, Inc. (EKPC), Winchester, Kentucky, and is one of 16 member-owners of EKPC. More information about the Cooperative may be viewed on our website at <https://www.skrecc.com>.

Salary

Salary for the CEO will be set in a range between \$250,000--\$350,000, commensurate with experience and qualifications.

Benefits

South Kentucky RECC employees enjoy an excellent benefit package provided in more detail below:

- Retirement Offerings
 - 401(k) with company match
 - Roth 401(k)
 - RS Pension Plan
- Health, dental, and vision insurance coverage
- HSA Plan with company contribution
- Paid Time Off
- Short Term Disability
- Long Term Disability
- Life and AD&D Insurance
- Employee Assistance Program

How to Apply

Interested candidates should express their initial interest by providing (1) a cover letter, (2) a current detailed resume, (3) all relevant contact information; and (4) two professional references, by United States first-class or certified mail to:

Mark David Goss
Chief Legal Officer
South Kentucky RECC
200 Electric Ave.
P.O. Box 910
Somerset, KY 42502

Applications must be received by 5:00 p.m. EDT on October 16, 2023. If you have any questions, please contact Mark David Goss, South Kentucky RECC, Chief Legal Officer, by email at:

mdgoss@skrecc.com

All candidate replies are confidential.

South Kentucky RECC is an equal opportunity employer where an applicant's qualifications are considered without regard to race, color, religion, sex, national origin, age, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or any other basis prohibited by law.



POSITION DESCRIPTION

Job Title: President & Chief Executive Officer
Direct Report: South Kentucky RECC Board of Directors
Position Type: Exempt
Effective: 2023

Purpose of Position: To lead and manage the functions of planning, organizing, directing, coordinating, and controlling the activities and affairs of South Kentucky RECC in accordance with the established policies, strategic plans, and business objectives set forth by the South Kentucky RECC Board of Directors.

To advise and assist the Board of Directors in the development of corporate strategic direction, budgets, and contracts. Direct, develop, and maintain the staff, resources, and policies necessary to carry out the mission of South Kentucky RECC. Oversee the day-to-day operations and foster member/customer relations.

Supervises: All Cooperative personnel directly or indirectly. Direct supervision of Chief Operations Officer, Chief Legal Officer, Chief Financial Officer, Chief of Corporate Relations, Chief Technology Officer, and Executive Administrator to the CEO.

Minimum Job Specifications

- B.A. or B.S. degree in Engineering, Accounting, Finance, Law or related field.
- Advanced degree preferred - MBA, JD, MPA, or MA in Engineering, Accounting, Finance, Law or related field.
- Ten years' senior/executive management experience with at least five years of prior electric utility experience.
- Collective bargaining experience preferred.
- Previous CEO experience preferred.

Working Relationships

Internal: Maintains effective working relationships with all SKRECC Employees and Board Members.

External: Maintains member, vendor, and business partner relationships to ensure member/customer satisfaction and the needs of the organization are met.

Working Conditions

Requires a significant amount of time in office using a computer, telephone, close vision work, office ergonomics, common office functions, and attending several day-time, evening, and overnight meetings. Emergency situations could involve long and unusual work hours in the office and/or the field.

With or without reasonable accommodation the position includes the following physical requirements: accurate hand-eye coordination, walking, bending, stooping, lifting up to 15lbs, and climbing.

Essential Duties: The following essential duties do not include marginal functions that are incidental to the performance of fundamental job duties. The scope and the duties of a given position may change or be temporarily altered based on the business needs of South Kentucky RECC.

The South Kentucky RECC President and Chief Executive Officer must possess required knowledge, skills, abilities, and experience and be able to explain and demonstrate, with or without reasonable accommodations, that the essential functions of the job can be performed as follows:

- Provides advice and assistance to the Board of Directors.
- Ensure the direction of the Cooperative's operations to assure that all efforts are being directed toward the fulfillment and achievement of the mission and objectives of the Cooperative. Establishes necessary communication methods to ensure the Board of Directors is fully apprised of the business affairs of the cooperative. Facilitates and attends the monthly cooperative board meetings.
- Manages Cooperative's operational and financial performance to effectively and efficiently perform the mission of the Cooperative and to comply with legally binding requirements.
- Will have experience dealing with energy & regulatory issues on a state and national level.
- Will actively participate in national, state, and local organizations associated with South Kentucky RECC's business.
- Must project a positive attitude and professional image, be outgoing, possess a strong work ethic, be forthcoming and honest in all dealings, have a collaborative consensus-building management style and be a team builder.
- Must have the ability to develop positive long-term relationships with the G & T and other member systems, community organizations, state and federal regulators and legislators, associated regional and national organizations, and the Board of Directors.
- Requires skill and leadership in managing diverse functions and developing a centralized operation with enhanced awareness of cost efficiency and safety. The CEO directs the activities of all employees and is responsible for selecting, hiring, and developing the senior management team.

- Ability to influence people's opinions, attitudes, or judgments about ideas or things; to motivate, convince, and negotiate.
- Ability to perform under stress when confronted with emergency, critical, unusual, or dangerous situations, or in situations in which working speed and sustained attention are critical aspects of the job.
- Extensive knowledge required of management functions and practices. Knowledge of utility concepts, economics, rate structuring, and operational requirements of the electric utility industry is essential.
- Must be able to deal discreetly with confidential information.
- General computer skills necessary with knowledge of word processing, spreadsheet, and presentation programs.
- Represents the overall interests of the Cooperative with East Kentucky Power Cooperative, Kentucky Electric Cooperatives, and other related groups and associations, and maintains effective external relationships.
- Keeps current on industry developments, trends, opportunities, and challenges. Recommends and implements needed changes and improvements within South Kentucky RECC operations. Participates in local community affairs and activities.
- Visits the Cooperative's district offices at least quarterly to build employee relationships and trust.

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