

Chief Executive Officer/General Manager

Meeker Cooperative Light & Power, Assn.



The Board of Directors of Meeker Cooperative Light & Power (MCLP) in Litchfield, MN seeks a **visionary leader having excellent communications skills and the drive to continue to build on the Co-op’s successes and efficiently expand its services and programs to take the Cooperative into the future** as the Co-op’s next CEO. The current CEO will retire the spring of 2023. MCLP has retained the National Rural Electric Cooperative Association’s (NRECA) Executive Search Team to facilitate the search process.

About Meeker Cooperative Light & Power

Serving approximately 7,900 member-owners and 9,200 electric services in Southcentral Minnesota. MCLP has 45 full-time employees. The Cooperative serves a mixture of residential, commercial, industrial, and agricultural members located in six counties and spread across 1,200 square miles. MCLP is financially sound with annual revenue of nearly \$25 million and plant value of \$111 million. The CEO reports to a 9-member Board of Directors who are responsible for executing a forward-thinking strategic vision for the cooperative.

MCLP also provides broadband service:

- **VIBRANT Broadband (VB):** The Cooperative offers high-speed internet, and telephone service to homes and businesses located throughout its electric service territory and beyond. VB was launched in 2018 via a hybrid network of fiber-fed wireless towers and fiber to the consumer.



7,900
Members



45
Employees



\$25 Million
Net Revenue

In addition to electric and broadband service, MCLP also has ownership and governance in the following:

- *Heartland Security Services (HSS)*: MCLP is one of 13 cooperatives that own HSS, a company that installs, services, and monitors a comprehensive range of residential, commercial, agricultural, and industrial security alarm and environmental monitoring systems.
- *STAR Energy Services (STAR)*: MCLP is one-fifth owner of STAR. Star is a comprehensive electric engineering firm with approximately 50 employees, serving over 100 utility-related clients. Its services include electrical engineering, compliance and safety, electrical testing, field services (e.g., pole testing, URD cabinet, substation inspections), IT management and support, and software integration and management.

The Ideal Candidate

The successful candidate will be **a utility executive having demonstrated leadership and management skills who is committed to cooperative values and the Cooperative's employees** while focusing on the best interest of the members of MCLP.

Leadership Attributes & Competencies

- **Vision and Strategic Orientation**: Takes a broad scale, long-term view, that focuses on the future needs of the organization and its members.
- **Ability to Lead Change and Manage Risk**: Identify and actively manage Change and Risk throughout the organization.
- **Exceptional Communication Skills, both Formally and Informally**: Listens, relates and expresses oneself in a manner that is effective while supporting mutual understanding.
- **Commitment to Talent Development, Acquisition and Retention**: Develops and empowers staff to achieve by championing and applying a systematic performance management process & coaching strategy.
- **Strong Focus on Safety**: Upholds and provides focus on the safety standards of the Cooperative.
- **Results Driven**: Achieves results by establishing and maintaining focus on challenging goals and measuring organizational performance against those goals and standards.
- **Relationship and Teambuilding Experience**: Creates and fosters constructive working relationships and cohesive teams.
- **Solid Financial Understanding of Electric Distribution and Broadband Services Cooperatives**: Fluent with financial metrics and have a detailed understanding of the key financial opportunities as well as financial risks and budget process.
- **Community Engagement**: Community involvement experience or willingness to be involved in the communities that MCLP serves.

Experience & Expertise

- Bachelor's Degree is Preferred, or Equivalent combination of education, training and experience
- Education or experience in Accounting & Finance, Electric Engineering, Business Administration, or Tele-Communication is Preferred.
- An MBA or other advanced degree is Desirable.
- NRECA Management Internship Program (MIP) graduate is Desirable.
- At least 5 years of senior leadership/management experience is Preferred.
- At least 5 years of electric utility experience Preferred.
- At least 5 years of broad-band service experience Preferred.
- CEO experience Preferred.
- A commitment to cooperative values will set you apart!

Our Location & Community

Meeker Cooperative Light & Power's headquarters is located in Litchfield, MN. Litchfield has a population of nearly 6,700 and serves as the county seat of Meeker County; a regional economic center. Strategically positioned in southcentral Minnesota, the community is surrounded by several large metro and micropolitan areas; including the "Twin Cities" metro area of Minneapolis-Saint Paul (60 miles east), and St. Cloud (40 miles north).

Litchfield offers excellent health care facilities, including the Meeker Memorial Hospital and Clinics. The highly rated Litchfield School District serves grades PK -12. The current enrollment is 1,470 with a student-teacher ratio of 16:1, and graduation rate is 94%.

Southcentral Minnesota offers an abundance of recreational and entertainment opportunities that include crystalline lakes, rivers and streams, perfect for fishing, boating, and water sports. Central MN is also home to a variety of outdoor activities that include biking, hiking, camping, hunting and more. The area is rich in history including museums and historical sites. There are also active arts and theatre groups in the area. Proximity to the metropolitan areas opens access to a wide variety of interests.

Access to Minneapolis-St. Paul International Airport from Litchfield is via US-12E and I-494E. Also available is the St. Cloud Regional Airport.

Our Benefits

The employees of MCL&P are a highly trained team of professionals committed to providing excellent service to the Co-op's members. The value of this team is reflected in an attractive and comprehensive benefit package for employees.

MCLP offers both a traditional pension plan and a 401(k) plan with a Co-op match; both plans are through the NRECA. Other benefits include health insurance for employees and family members, in addition to a generous Personal Time Off (PTO) policy. MCLP offers a competitive salary for the CEO, commensurate with qualifications and experience.

Meeker Cooperative Light & Power Association is an EEO/Affirmative Action employer. Race, color, religion, sex, age, national origin, disability, military, veteran status, gender identity, sexual orientation, genetic information or any other applicable status protected by Federal, State and Local law are not taken into account in any employment decision.

How to Apply

If interested, please use the following link to apply:

https://20200302130724_ylzk7howzkwhhtmj.applytojob.com/apply/k1ywxl8ul3/Meeker-Cooperative-Light-Power-Association .

The following information must accompany your application: 1) Cover Letter, 2) Resume, and 3) Contact Information for 3 Professional References. Applications must be received by **January 16, 2023**. If you have any questions, please contact:

Rick Crinklaw, NRECA Executive Search
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(541) 954-4174

All replies are Confidential.