

General Manager/CEO

Rolling Hills Electric Cooperative



The Board of Trustees of Rolling Hills Electric Cooperative (RHEC) in Beloit, KS seeks a **safety-focused leader with solid interpersonal communications skills** to become their next GM/CEO due to an upcoming retirement. The RHEC Board has retained NRECA Executive Search to facilitate the search process.

About Rolling Hills Electric Cooperative

Rolling Hills Electric Cooperative, Inc. (RHEC) is a member-owned rural electric cooperative that proudly serves more than 11,200 meters with over 6,400 miles of distribution line in the heartland of America.

Serving parts of 16 northern and north-central Kansas counties, RHEC is the 3rd largest cooperative in Kansas with 40 full time employees, recent operating revenues of \$30 million and a total utility plant of \$110 million. The cooperative's meters are evenly split between residential and commercial & industrial services.

RHEC has a strong focus on utilizing technological innovations, evidenced in their use of digital mapping, positive load control as well as advanced metering infrastructure systems (AMI).

Rolling Hills is blessed with a family-oriented atmosphere and a talented group of efficient and dedicated employees.

Reporting to a 10-member Board of Trustees, the RHEC GM/CEO is responsible for carrying out the strategic vision of the cooperative that is set by the RHEC board.

The Ideal Candidate

The successful candidate will have **demonstrated leadership skills, experience with electric utilities and a willingness to be committed to RHEC's members and the communities that the cooperative serves**

Leadership 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:** Identifies and actively manages 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 results by championing and applying a systematic performance management process & coaching strategy
- **Ability to motivate and positively influence others:** Motivates others towards an outcome consistent with the organization's mission, vision, and values
- **Results Driven:** Achieves results by establishing and maintaining focus on challenging goals and measuring organizational performance against those goals and standards
- **Member focus:** Understands and is proactive to the needs and concerns of cooperative members
- **Solid financial understanding of distribution cooperatives:** Fluent with financial metrics and has a detailed understanding of the key financial opportunities, as well as financial risks and budget processes
- **Strong focus on safety:** Upholds and provides focus on the safety standards of the cooperative

Experience and Expertise

- Bachelor's Degree or equivalent combination of education and experience is required
- Education or Experience in Accounting & Finance, Engineering or Business is preferred
- At least 3 years of supervisory experience is required
- At least 3 years of electric utility experience is preferred



11,200
meters



40
employees



\$30 million
operating revenues

- GM/CEO experience preferred but not required
- Cooperative electric utility experience will set you apart!

Our Location

RHEC is headquartered in Beloit, KS, the county seat of Mitchell County. First settled in 1866, Beloit is located in North Central Kansas and is home to North Central Kansas Technical College. Beloit also features exceptional healthcare facilities as well as primary and secondary school options (e.g., Beloit USD 273, K-12, and St. John's Catholic School, K-12). Beloit Elementary was the sole Kansas school recognized as a 2022 National School of Character, while Mitchell County Hospital Health Systems was one of ten hospitals in Kansas to receive a 5-star rating on a 1-to-5 scale from the Centers for Medicare and Medicaid Services (CMS) for patient experience in 2019. The territory that RHEC serves is well known as one of the country's best pheasant hunting areas and also provides fantastic fishing and hunting opportunities with the nearest lake being only 16 miles from the office. Salina, KS is located about one hour from Beloit and is the intersection of Interstate 70 (east and west) and Interstate 135 (north and south).

Our Benefits

RHEC offers excellent benefits including:

- Medical and prescription insurance with 100% employer-paid premium for employees and their dependents
- NRECA RS Plan participation
- 401(k) Plan with employer match
- Double Salary Basic Term Life Insurance and AD&D with employer-paid premiums
- Long-Term Disability Insurance with employer-paid premium
- Business Travel Accident Insurance with employer-paid premium
- Section 125 Plan
- Paid holidays, vacation, and sick leave
- Dental plans available

Rolling Hills Electric Cooperative is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity (including gender expression), national origin, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, disability, veteran status, genetic information, or any other protected characteristic under applicable law. Learn more about us at <https://rollinghills.coop/>

How to Apply

If interested, please apply at <https://bit.ly/3C38EXt> with the following: 1) Cover letter, 2) resume and 3) contact information (including email addresses) for 3 professional references. Applications must be received by **February 24, 2023**. If you have any questions, please contact **Leigh Taylor**, NRECA Executive Search, leigh.taylor@nreca.coop.

All replies are confidential.