

General Manager

Custer Public Power District



The Board of Directors of Custer Public Power District (Custer PPD) in Broken Bow, NE is seeking a **demonstrated utility leader** to serve as its next General Manager (GM). A **strong communicator with a safety focus and solid financial acumen**, this leader will actively engage with employees, customers, and the broader community to help drive Custer PPD's mission forward with integrity and vision.

The Custer PPD Board has retained NRECA Executive Search to facilitate the search process.

About Custer PPD

Custer Public Power District, headquartered in Broken Bow, Nebraska, is geographically the largest rural public power district in Nebraska serving over 8,000 square miles of territory.

Custer PPD supplies electric power over 4,600 miles of distribution lines to Custer, Thomas, Blaine, Logan, McPherson, Loup, and Hooker counties plus portions of Sherman, Dawson, Cherry, Lincoln, Brown, and Garfield counties. Custer is divided into six service areas; two areas are served out of the main headquarters in Broken Bow. The other four areas have their own service centers strategically located within their service area. This concept places our service personnel closer to the customer. We maintain Area Service Centers in Sargent, Callaway, Stapleton, and Thedford, Nebraska, providing top-notch service to their customers/owners.

With annual revenue exceeding \$32 million, total utility plant of approximately \$156 million, Custer PPD serve over 11,000 customer/owners. The District employs 46 full time employees that are focused on its mission to safely deliver electricity, to keep the organization in a sound financial position, and to exceed expectations in service and reliability to its customer/owners. Custer PPD's wholesale power provider is Nebraska Electric G&T, through its contract with Nebraska Public Power District (NPPD).

The General Manager, acting as the Chief Executive Officer of Custer PPD, reports to a 7-member Board of Directors and is entrusted with leading the District in a way that supports both its employees and its customers.

The Ideal Candidate

Leadership Competencies

- **Vision and Strategic Orientation:** Takes a comprehensive, long-term view, that focuses on the future needs of the organization and its customers
- **Ability to Lead Change and Manage Risk:** Identifies and actively manages change and risk throughout the organization
- **Analytical Thinking and Decision Making:** Thinks systematically, conceptually, and analytically to determine effective solutions that will enable the utility to achieve desired goals
- **Relationship and teambuilding experience:** Creates and fosters constructive working relationships and cohesive teams
- **Exceptional communication skills, both formally and informally:** Listens, relates and communicates in a manner that is effective and supports mutual understanding
- **Ability to motivate, develop and positively influence others:** Develops, persuades and motivates others towards an outcome aligned with the organization's mission, vision, and values
- **Industry Knowledge and Leadership:** Has extensive knowledge of the utility industry and uses this knowledge to guide the future direction of the organization
- **Strong Focus on Safety:** Upholds and provides focus on the safety standards of the utility
- **Understanding of Financial Issues:** Has an excellent understanding of the key financial opportunities and risks entailed in operating a public utility as well as intimate familiarity with the budgeting process

Experience and Expertise

- A Bachelor's Degree is preferred.
- An advanced degree such as an MBA or graduation from the NRECA MIP program is a plus.
- Education or Experience in Accounting & Finance, Engineering or Business is preferred.
- A minimum of 5 years of leadership experience is required.
- At least 5 years of electric utility experience is required.
- Understanding of Public Power/Cooperative values will set you apart.

Our Location

Custer Public Power District (Custer PPD) is headquartered in Broken Bow, Nebraska, a rural community located in the heart of Custer County. Broken Bow, with a population of approximately 3,500, offers a high quality of life with affordable housing, excellent schools, and a strong sense of community.

The region offers the benefits of rural living with the advantages of being within driving distance of larger cities like Kearney and Grand Island, which provide expanded options for shopping, healthcare, entertainment, and higher education. Broken Bow is home to a modern medical center, a regional airport, and Mid-Plains Community College, supporting both education and workforce development in the area.

Nebraska's landscape and four-season climate offer abundant outdoor recreational opportunities including hunting, fishing, hiking, boating, and golf. The Sandhills region, in particular, is known for its scenic beauty, ranching heritage, and outdoor lifestyle. Custer PPD's location allows employees to enjoy a balanced lifestyle rooted in community, with access to both natural beauty and essential services.

Our Benefits

Custer PPD provides its employees with an attractive and competitive benefits package which includes NRECA medical, 401k plan and RS Plan, dental (100% employee paid), vision (exams only) long term disability, short term disability, life insurance (3x salary) and wellness activities.

Salary is commensurate with qualifications and experience.

How to Apply

If interested, please apply at <https://nreca.applytojob.com/apply/C97v1xphBd/Custer-PPD-General-Manager>

Applications must be received by **September 8, 2025** and are required to include the following: 1) cover letter, 2) resume and 3) contact information, including email addresses, for 3 professional references. If you have any questions, please contact **Leigh Taylor**, NRECA Executive Search, Email: Leigh.Taylor@nreca.coop.

All replies are confidential.



11,000
customers



46
employees



\$32 million
2024 revenue