

Please post on 12/16/2025

Executive Vice President & Chief Executive Officer (CEO) Clarke Electric Cooperative (CEC)

The Board of Directors for Clarke Electric Cooperative (CEC) is seeking to fill the position of **Executive Vice President & Chief Executive Officer**. A vacancy in this position will be created when the current President & CEO retires at the end of **May 2026**.

CEC is a non-profit, member-owned rural electric distribution cooperative with approximately 1,900 miles of line serving nearly 5,295 members in South Central Iowa, headquartered in Osceola, Iowa. Osceola and the surrounding communities offer an exceptional quality of life, with abundant opportunities for outdoor recreation, golf, local dining and attractions, excellent healthcare access, and an affordable cost of living — all within 50 miles of Iowa's capital city, Des Moines.

Desired Qualifications and Experience

The Board seeks candidates with demonstrated competence in the leadership and management of an electric cooperative. In addition to strong interpersonal and communication skills, the well-qualified candidate will have:

- “Hands-on” operations experience in power supply, rates, and engineering.
- Proficiency in finance and accounting, human resources, safety, and customer service.
- A collaborative, team-oriented approach to governance and strategic leadership.
- The ability to work effectively with the Board and bring initiative, innovation, and vision to the CEO role.
- The ability to present a positive organizational image of CEC in interactions with the community, other cooperatives, and the public.

Minimum qualifications include:

- A Bachelor's Degree and at least five (5) years of experience in an electric cooperative, **or** ten (10) years of electric cooperative experience in lieu of a degree.
- Commitment to Cooperative Principles and Touchstone Energy values.
- Strong written and verbal communication skills, including comfort with public speaking.
- Demonstrated success in managing a large, diverse workforce is preferred.
- A working understanding of Board-Manager relations, budgeting, personnel, planning, forecasting, financial management, and project management.
- Knowledge of community, industrial, and economic development and a general understanding of load management and energy conservation principles.
- Proven leadership skills in designing, implementing, and evaluating strategic plans.
- The highest standards of ethics and integrity.

CEC expects its CEO to be an **active, visible leader** in the local community — serving on community boards and committees, helping drive local economic development initiatives, and representing the cooperative as the “face” of the organization.

About the Position

The President & CEO is responsible for the overall management of CEC and reports directly to the **9-member Board of Directors**, which is elected by the cooperative’s membership. The CEO is accountable to the Board and responsible for administering policies and directives as established by the Board. The position requires the ability to manage multiple priorities through a collaborative, problem-solving approach and to achieve organizational goals on a timely basis.

Candidates with an understanding of the unique challenges facing **rural Iowa** and a demonstrated commitment to addressing the needs of rural communities are strongly preferred.

Compensation and Application Process

CEC is an Equal Opportunity Employer. The cooperative offers a comprehensive benefits package including participation in the IAEC defined benefit pension plan and NRECA’s 401(k) savings plan, as well as medical, dental, life, LTD, and STD insurance and paid time off. Salary is **commensurate with qualifications and experience**.

Application packages should include:

- A **cover letter** explaining why you are seeking this position and why you believe you are the best candidate.
- A **current résumé**.
- Your **salary requirements** or desired salary range.
- **Four (4) business and two (2) personal references**.
- Responses to the following **supplemental questions** (in a separate document or within your cover letter):
 - a) Beyond what is shown on your résumé, summarize the key attributes you believe you bring to this role and what makes you uniquely qualified to be the next CEO of Clarke Electric Cooperative.
 - b) Describe your experience with strategic planning. Please share one strategic initiative you were instrumental in identifying and leading, and explain why you are especially proud of it.
 - c) Help us understand your leadership style and approach to relationship building — with direct reports and colleagues across the organization, with cooperative members, and with governmental agencies and officials.

Please submit application materials no later than **January 26, 2026**, to:

Amanda James
Sullivan & Ward, P.C.

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West Des Moines, Iowa 50266
Email: ajames@sullivan-ward.com

All information will be kept strictly confidential.