

General Manager

Northwest RPPD- Hay Springs, NE



The Board of Directors of Northwest RPPD (NRPPD) in Hay Springs, NE **seeks a results-focused utility leader with strong interpersonal communications skills** to become their next General Manager. The Northwest RPPD Board of Directors

has retained NRECA Executive Search to facilitate the search process.

About Northwest RPPD

Northwest Rural Public Power District is in Hay Springs, NE in the northern part of the Nebraska Panhandle. NRPPD delivers reliable, community-owned electric service across one of Nebraska's most scenic and diverse territories, from dryland wheat fields and grasslands in the west, to the pine-covered ridges and rock formations of the Pine Ridge in the north, to the Sandhills and cattle ranches to the east, and irrigated farmland to the south. This diverse landscape reflects the vibrant communities and industries NRPPD proudly serves.

Employing a staff of 20 full-time employees, the utility has an annual revenue of \$12 million and a total utility plant of \$53 million. Covering a total of 3,500 square miles, NRPPD serves 1,365 customers and 3,307 meters. The utility currently receives its wholesale power from Tri-State Generation and Transmission Cooperative.

Reporting to a 7-member Board of Directors, the Northwest RPPD General Manager is responsible for carrying out the strategic vision of the District. As GM, you will lead a respected public power utility committed to safety, reliability, and service, while making a meaningful impact in the communities that depend on NRPPD every day. This position offers not only professional challenge and reward, but also a lifestyle rich in outdoor adventure, family-friendly living, and genuine community relationships.

The Ideal Candidate

The successful candidate will be a **collaborative leader who understands distribution utilities and demonstrated financial acumen**.

Leadership Competencies

- **Ability to lead change and manage risk:** Identifies and actively manages change and risk throughout the organization.
- **Results Driven:** Achieves results for the utility by establishing and maintaining focus on challenging goals and measuring organizational performance against those goals and standards.
- **Analytical Thinking and Decision Making:** Thinks systematically, conceptually, and analytically to determine effective solutions that will enable the utility to achieve its desired goals.
- **Exceptional communication skills, both formally and informally:** Listens, relates and expresses oneself in a manner that is effective while supporting mutual understanding.
- **Respect and Appreciation:** Develops and nurtures a healthy culture that leverages the talents of each person and promotes cultural awareness among members.
- **Commitment to Public Power Values :** Acts in ways that put the utility's values and principles above one's own personal needs and goals
- **Integrity and Courage:** Makes decisions and acts consistently with values, professional standards, and the broader interests of the utility
- **Solid financial understanding of electric utilities:** 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 utility.



3,307
meters



20
employees



\$12 million
operating revenues

Experience and Expertise

- Bachelor's degree preferred; candidates with equivalent relevant experience will also be considered.
- Advanced degree, such as an MBA, is a plus.
- Education or Experience in Accounting & Finance, or Business is preferred.
- At least 5 years of management experience is required.
- At least 5 years of electric utility experience is required
- Solid understanding of power supply and rates.
- Public Power or electric cooperative experience is desired.

Our Location

Located in the northern Nebraska Panhandle, Hay Springs is a welcoming community of approximately 575 residents that blends small-town charm with modern conveniences. The town features a high school and grade school, medical clinic, parks, swimming pool, and a variety of community amenities. Residents value the strong sense of connection and safety that define life here, along with easy access to a full-service hospital and a four-year college just 20 minutes away in Chadron, NE.

Beyond its friendly community, the region offers abundant recreational opportunities for outdoor enthusiasts and families alike. The surrounding area is a gateway to hiking, camping, hunting, fishing, wildlife viewing, and photography across the Oglala National Grasslands, nearby national forest lands, and the rugged beauty of the Pine Ridge. The rolling Sandhills invite exploration on horseback or ATV, while open spaces provide endless opportunities for cycling, stargazing, and enjoying Nebraska's wide skies. Local lakes, streams, and reservoirs support boating and fishing, and community parks and events bring neighbors together year-round.

Our Benefits

We provide a comprehensive benefits package that includes:

- 100% employer-paid medical **insurance** for employee and family
- Dental and vision insurance
- Generous contribution to a 401(k) with immediate vesting
- Paid vacation and sick leave
- Company vehicle for work-related travel

Salary is commensurate with experience and qualifications.

Northwest RPPD 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 or Local law are not taken into account in any employment decision. Learn more about us at <https://nrppd.com/>

How to Apply

If interested, please apply at <https://nreca.applytojob.com/apply/t6Pt0APLU/Northwest-RPPD-General-Manager> with the following: 1) Cover letter, 2) resume and 3) contact information (including emails) for 3 professional references. Applications must be received by **February 20, 2026**. If you have any questions, please contact **Leigh Taylor**, NRECA Executive Search, leigh.taylor@nreca.coop.

All replies are confidential.