

General Manager/CEO

Central Nebraska Public Power & Irrigation District

Holdrege, NE

The Board of Directors of Central Nebraska Public Power & Irrigation District ("District") in Holdrege, NE seeks an experienced utility executive to serve as their next General Manager. The General Manager serves as the Chief Executive Officer of the District and is responsible for the overall leadership, strategic direction, financial stewardship, operational performance, and public representation of the District. Woods Aitken, LLP will assist the Board of Directors in the search process.

About Central Nebraska Public Power & Irrigation District

The District is a not-for-profit public power and irrigation district providing electric generation, water storage, transport, and delivery services. The District serves customers and stakeholders across the state and is headquartered in Holdrege, Nebraska.

The District has ninety-eight dedicated, full-time employees supporting generation, irrigation, natural resource management, compliance, engineering, and administrative functions. The District generates power through its system of managed dams and manages water storage and delivery systems across its service territory.

The General Manager reports directly to the Board of Directors and serves as the Board's primary advisor, ensuring it receives accurate, timely, and relevant information for sound decision-making. The General Manager is responsible for the administration and execution of all District activities in accordance with approved policies, budgets, and programs. Specific responsibilities include:

- Financial Leadership — overseeing development and administration of annual operating and capital budgets, leading long-range financial planning, and ensuring strong internal controls, financial transparency, and accountability.
- Stakeholder & Government Relations — representing the District in legislative, regulatory, and industry forums, and building constructive relationships with policymakers, customers, public power partners, irrigation customers, and community stakeholders.
- Strategic Leadership — developing and leading implementation of the District's strategic plan, identifying opportunities to enhance asset value, revenue diversification, and operational efficiency, and driving State and Federal policy that protects the District's water resources and rights.
- Governance & Board Relations — providing strategic analysis and professional recommendations on matters requiring Board action, collaborating with the Board to establish measurable strategic, operational, and financial objectives, and reporting regularly on performance metrics, enterprise risk exposure, and progress toward strategic priorities.
- Organizational Leadership — fostering a culture of safety, integrity, professionalism, and collaboration, and investing in workforce development, leadership growth, and succession planning.

Ideal Candidate

The successful candidate will have an extensive utility background and be a well-rounded executive leader with a demonstrated commitment to employee development and team growth. The successful candidate will possess the ability to build relationships and establish trust with the Board, team members, customers, suppliers, public officials, the community, and associated consultants and organizations. The successful candidate should also have strong operational management skills, including contract negotiation, directing development of budgets, and reviewing financials, as well as demonstrated success in strategic planning, strengthening organizational financial position, enhancing public trust, and navigating complex regulatory environments.

Leadership Competencies

- Ability to carry out the vision set forth by the Board and build a culture of teamwork and operational excellence throughout the organization.

- Strong financial acumen, including understanding finances, interpretation of financial metrics, long-range financial planning, debt management, capital planning, risk management, and budgeting.
- Desire to capitalize on economic development opportunities that benefit the customers of the District and fit within the strategic direction of the Board, and ability to represent the District effectively in legislative, regulatory, and industry forums.

Minimum Qualifications

Required:

- Bachelor's degree in engineering, business, public administration, or a related field to the District's operations.
- Minimum 10 years of progressively responsible executive leadership experience.
- Demonstrated experience in utility operations, including regulatory compliance and financial management.
- Strong employee management skills and a proven record of employee development, including workforce development, leadership growth, and succession planning.
- Willingness to relocate to Southwest Nebraska, including Kearney, Phelps, Gosper, Dawson, Lincoln or Keith counties; and be an engaged community member in Holdrege, NE and the surrounding communities.
- Demonstrated experience interacting with a governing board or an elected body.

Preferred:

- Advanced degree (MBA, MPA, JD, or equivalent).
- Experience in electric utility, public power, irrigation, water resources, or hydroelectric operations.
- Demonstrated success in strategic planning, strengthening organizational financial position, enhancing public trust and brand reputation, and navigating complex regulatory environments.

Our Benefits

The District provides a competitive total compensation package, including health, dental, and vision insurance, retirement benefits, paid leave, and professional development support. Base salary is commensurate with experience and qualifications and is expected to be in the \$275,000-350,000 range.

Physical Requirements

Occasional site visits requiring walking, climbing stairs, and navigating infrastructure facilities. Standard executive-level physical requirements.

The District 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 www.cnppid.com.

How to Apply

If interested, please submit the following: 1) Cover letter addressing your qualifications relative to this position; 2) Resume or curriculum vitae; and 3) Three professional references, including names, titles, organizations, phone numbers, and email addresses. All materials should be submitted via email to David Jarecke at djarecke@WoodsAitken.com.

Applications must be received by **June 5, 2026**. Early submissions are encouraged, as materials will be reviewed on a rolling basis. All replies are strictly confidential.

Inquiries should be directed to David Jarecke at Woods Aitken, LLP, direct at (402) 475-7084 or djarecke@WoodsAitken.com.