

CEO General Manager Position

Southwest Iowa Rural Electric Cooperative

Southwest Iowa Rural Electric Cooperative (SWIAREC) is seeking a qualified and experienced leader to serve as its next CEO/General Manager following the retirement of its longtime CEO.

About SWIAREC

SWIAREC is a nonprofit, member-owned electric distribution cooperative serving approximately 6,120 meters across 2,550 miles of line in portions of 11 southwest Iowa counties. With offices in Corning and Mount Ayr and a team of 25 employees, SWIAREC is committed to providing safe, reliable electric service while supporting community and economic development through cooperative principles and values.

SWIAREC is a financially sound, well-managed cooperative with approximately \$13.9 million in annual revenue, a 41% equity ratio, and approximately \$62 million in utility plant. As an RUS borrower, the Cooperative has access to a stable source of lower-cost capital. The next CEO will build on that foundation while helping the Board and employees prepare the Cooperative for future industry, workforce, technology, and member-service needs.

The Position

The CEO/General Manager reports to SWIAREC's Board of Directors and is responsible for the overall leadership and management of the Cooperative. The CEO will work closely with the Board and employees to maintain safe and reliable operations, provide sound financial and strategic leadership, develop and support the Cooperative's workforce, and maintain strong relationships with members, communities, industry partners, and governmental officials.

SWIAREC is seeking a leader who demonstrates sound judgment, integrity, accountability, and a commitment to the cooperative business model. The successful candidate should have senior leadership experience in the electric utility, cooperative, or a related industry and the ability to lead an experienced workforce in a union environment.

Important Areas of Experience

- Electric utility operations, power supply, safety, and reliability
- Financial management, budgeting, and rate setting
- Strategic planning and preparation for industry change
- Employee leadership, workforce development, and labor relations
- Working effectively with a board of directors
- Member, community, governmental, and industry relationships
- Clear and effective communication

Compensation and benefits will be competitive and commensurate with the successful candidate's qualifications and experience. The CEO will be eligible for the benefits generally available to the Cooperative's regular full-time non-bargaining employees, subject to applicable plan terms and Board approval.

Living in Southwest Iowa

SWIAREC's service territory offers the advantages of small-town and rural living, including welcoming communities, accessible healthcare, strong schools, and an active civic culture. Corning and the surrounding Adams County area offer lakes, trails, camping, hunting, golf, an aquatic center, cultural attractions, and a vibrant Main Street. Mount Ayr provides hospital and clinic access, parks, a public lake, golf, a theater, bowling, and other family-oriented amenities. Together, these communities provide an attractive setting for a CEO who values meaningful work, community involvement, and the quality of life available in southwest Iowa.

Residency

The CEO is expected to reside within or near SWIAREC's geographic service area, with a preference for Corning or Mount Ayr. Residence on SWIAREC's electric lines is not required. The Board places importance on the CEO being readily accessible and actively engaged in the communities served by the Cooperative.

How to Apply

Applicants must submit a complete application package containing:

- A completed [SWIAREC CEO/General Manager Application Form](#), available as a separate download with this posting
- A cover letter explaining the applicant's interest in the position and qualifications to serve as SWIAREC's next CEO/General Manager
- A current résumé
- Salary requirements or desired salary range
- Four business references and two personal references
- Written responses to the three supplemental questions below

Supplemental Questions

1. Beyond what is included in your résumé, what attributes and experience would you bring to this position, and what makes you particularly qualified to serve as SWIAREC's next CEO/General Manager?
2. Describe your experience with strategic planning. Please provide an example of a strategic initiative you helped identify and lead and explain why you are particularly proud of it.
3. Describe your leadership style and approach to building relationships with employees and colleagues, a board of directors, cooperative members, and governmental and industry representatives.

Application Deadline and Submission

[Application Form](#) completed and supporting materials must be received no later than **October 25, 2026**, and submitted electronically to:

Amanda James
Sullivan & Ward, P.C.
ajames@sullivan-ward.com

Questions concerning the application process should also be directed to Amanda James at the email address above.

Southwest Iowa Rural Electric Cooperative is an equal opportunity employer.