



**Adams-Columbia
Electric Cooperative**

ADAMS-COLUMBIA
ELECTRIC COOPERATIVE

GENERAL MANAGER

FRIENDSHIP, WI



GovHR USA
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EXECUTIVE RECRUITMENT

ADAMS-COLUMBIA ELECTRIC COOPERATIVE

GENERAL MANAGER



ABOUT THE ORGANIZATION

Friendship, WI - Adams-Columbia Electric Cooperative (ACEC) is a community-focused electric cooperative created to efficiently deliver affordable, reliable, and sustainable energy to more than 38,300 services to homes, businesses, farms, schools, etc. Adams-Columbia Electric Cooperative is led by and belongs to the communities they serve in 12 central Wisconsin counties. As such, it is the largest rural electric cooperative in Wisconsin and the largest in Region Five of the National Rural Electric Cooperative Association.

ACEC's geographic service area includes approximately 2,500 square miles in the central Wisconsin counties of: Adams, Columbia, Dane, Dodge, Green Lake, Jefferson, Marquette, Portage, Sauk, Waupaca, Waushara, and Wood.

Adams-Columbia was formed in 1987 following the successful merger between the former Adams-Marquette Electric Cooperative and the former Columbus Rural Electric Cooperative. In 1992, a second successful merger combined Adams-Columbia with the former Waushara Electric Cooperative. The cooperative's service center is in Friendship, WI. ACEC also maintains operation facilities in Pardeeville and Wautoma, WI. The organization is governed by a member-elected, 7-person board of directors.

A co-op is owned by the members it serves. The organization is guided by their seven cooperative principles, co-op employees and the 7-person member-elected Board of Directors that are dedicated to providing superior service to all member-owners. ACEC has an all requirement purchase power agreement with Alliant Energy and is a 4.5% owner in a combined cycle generation plant.

MISSION STATEMENT

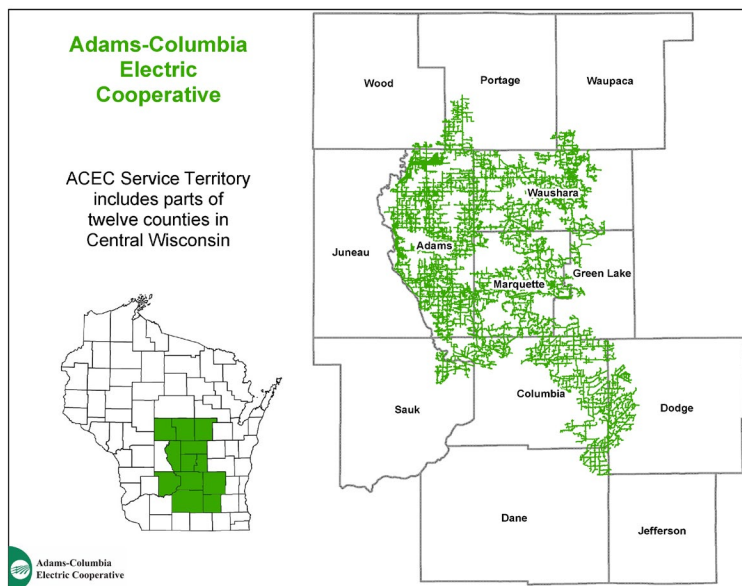
Adams-Columbia Electric Cooperative, embracing the cooperative principles, is dedicated to the safe, reliable delivery of electricity to our members.

VISION STATEMENT

Through honesty and integrity, Adams-Columbia Electric Cooperative will be our members' trusted source of safe, reliable electricity, superior customer service, and community support.

The organization has
75 full-time employees and
2 part-time employees.

Their operating budget for 2022 was
\$76 Million and had a capital
budget of **\$11.9 Million**.



OPPORTUNITIES AND CHALLENGES

The new General Manager for ACEC will be faced with both opportunities and challenges that are relative to an electric cooperative. These challenges and opportunities include, but are not limited to, the following:

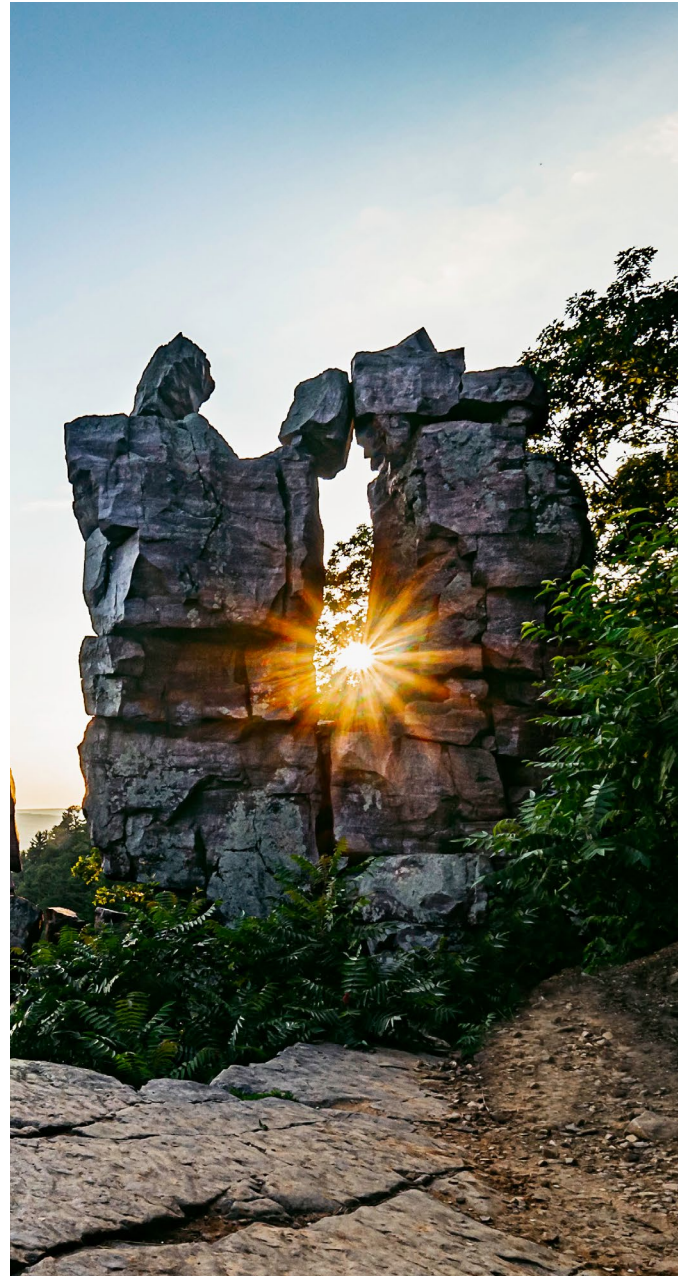
- In conjunction with the Board of Directors, creating and executing a vision for the organization. The General Manager will need to evaluate the service area to determine how to best meet all the needs of the communities ACEC serves.
- The General Manager will enter the organization just as a new rate study is being completed. It will be their responsibility to implement the findings of the study and work with the Board to relay this information to the members of ACEC.
- The Board of Directors is currently undertaking a facilities assessment for the organization to determine what new ones may be needed, are there some that can be combined or are there ones that need to be renovated.
- Maintaining the current working relationship with union membership that will impart a desire to work collaboratively and continue to grow as a business partner so as to enhance the organization and grow a positive culture within ACEC.
- Of critical importance is instilling confidence in the Board as well as the employees and members of ACEC.
- Knowledge of the electric utility industry trends and how they will impact ACEC now and in the future.
- Examination of the organizational structure to understand if the current and/or future needs are being met within each division through the existing workforce and how the organization will need to be structured for future needs.

ACEC QUICK FACTS 2021 DATA

Total Services (all classes)	38,355
Non-Residential (Seasonal)	15,718
Farm & Residential	19,284
Commercial	2,382
Industrial	24
Irrigation	947

Total Line in Service	5,379
Underground Line	3,596
Overhead Line	1,783
Poles in Service	43,279
Distribution Substations	33

Electric Power Purchased in 2021 (kWh)	593,815,806
Electric Power Sold in 2021 (kWh)	556,612,107



CANDIDATE QUALIFICATION CRITERIA

The Board of Directors is seeking highly professional candidates who are passionate about electric cooperatives. Candidates must have strong leadership abilities and management skills that are based upon consensus building, visioning and problem solving. The Manager must have an ardent desire to work in a collegial, fast-paced, team-oriented environment. They must be a highly motivated, self-starting, and confident individual with excellent interpersonal skills.

Ethics and integrity are of paramount importance. The General Manager will be well-regarded and recognized as an extremely versatile leader who faithfully seeks to do what's right for members first. The following education, experience, management, and leadership criteria have been identified by the Board as important skills and abilities for the candidates to possess and demonstrate.



- Graduation from an accredited college or university with a bachelor's degree with preferred major course of study in engineering, finance, business administration or related; minimum of seven years senior level management experience and a proven record of career success OR any equivalent combination of education and experience which provides the necessary knowledge, skills, and abilities.
- Have proven managerial and interpersonal skills to lead a dynamic organization with high customer-service expectations, community activism, and demand for transparency.
- Hold strong fiscal management abilities, including financial forecasting, revenue enhancement, capital improvement programming, and budget development and control.
- Have a trusted leadership style that is decisive, open, and fact-based, with high ethical standards and professional conduct, possessing the competence, judgment and personal commitment that will be expected at ACEC.
- Be a forward thinker who looks ahead to identify and explain opportunities and is confident in making strategic decisions that allow for clarity and a motivated, unified staff with the Board of Directors.
- Possess strong experience working with diverse and progressive boards, experience with the ability to gain trust, align boards and staff, and inspire the cooperative towards a common vision/mission.
- Be adept at understanding change and driving organizations into uncertain and unfamiliar territory. Be an opportunistic leader who creates excitement throughout the organization.
- Have excellent interpersonal, relationship-building skills allowing for the ability to positively influence all those around them; highly proficient at explaining and educating on complex cooperative industry issues.
- Bring a keen understanding of the complexities of the political and regulatory landscape impacting the ACEC region and its members and can navigate these complexities in a strategic and skillful manner allowing for long term positive outcomes.
- Create an environment that allow for succession planning processes with deliberate talent development and management strategies. Also, create an environment where others feel they have the ability to move up within the organization and a plan for professional development.
- Have a record of conducting thorough analysis and examination of issues, being fully prepared to assess the topic at hand, the implications of various courses of action and if necessary, take an unpopular position.
- Have management experience in creating an environment of trust, integrity, and mentorship where individuals respect one another and where the organization consistently functions at an elevated level of customer service.
- Be an articulate and an effective communicator, both orally and in writing; be someone who is comfortable listening to and talking with a wide spectrum of people; someone who can clearly and concisely present written and oral information to decision makers; and willingly share information as appropriate.
- Possess strong administrative leadership abilities and be able to help the Board to identify, analyze, prioritize, and thoroughly deliberate and address administrative and management issues that are critical toward meeting both current and long-range needs.
- Be a self-starter who has the vitality and energy to continue to move the organization forward in its mission; someone who seeks and enjoys a challenge. Be a team leader who can work on their own or with a team to develop ideas that will meet organizational goals; appreciate a work-life balance philosophy.
- Promote a strong, service-oriented, "customer relations" approach by all current and future employees in dealing with members and future members of the organization.

COMPENSATION AND BENEFITS

The anticipated hiring salary range for the position is \$200,000 – \$225,000/year + DOQ with an extremely generous benefit package. This position is required to be a bona fide resident receiving electric service from the cooperative at their primary residence within 9 months of being hired. ACEC offers a benefits package including medical with a health reimbursement account, dental and vision insurance; life insurance; flexible spending accounts; paid time off; paid holidays; and National Rural Electric Cooperative Association's (NRECA) pension and 401k.

HOW TO APPLY

Interested candidates should apply online by June 17, 2022, with a cover letter, resume, and contact information for at least five (5) professional references to GovHRUSA.com and to the attention of Sarah McKee, Senior Vice President, GovHR USA, 630 Dundee Road, Suite 225, Northbrook, IL 60062. Tel: 847-380-3240, EXT 120. Only electronic submissions will be accepted.

Adams Columbia Electric Cooperative is committed to compliance with the American Disabilities Act and is an Equal Opportunity Employer. Diversity and inclusion are critical to their success. They seek to recruit the most talented people from a diverse candidate pool and strongly encourage women, people of color, LGBTQ individuals, people with disabilities and veterans to apply.



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