



CENTRAL NEW MEXICO ELECTRIC COOPERATIVE INC.

A Touchstone Energy® Cooperative 
The power of human connections

Job Posting

CEO/General Manager

CNMEC is accepting resumes for a qualified CEO/General Manager to join our organization. Resumes will be accepted until July 1, 2025, or until the position is filled, whichever occurs first. CNMEC offers competitive wages and an excellent benefits package. CNMEC pays 100% of the premium costs for medical/dental/vision for employee coverage; company paid life insurance and LTD benefits, a generous paid time off program, as well as a 401(k) retirement plan with company match.

The successful candidate must be able to communicate effectively with a diverse membership as well as team members and employees. The candidate must have strong business insight with an ability to grasp complex industry specific practices (both electric utility and broadband) and general business practices and their impact on the membership. It is preferred that the candidate live in CNMEC's service area. The CEO/General Manager reports to an eight (8) member Board of Trustees and will supervise the management staff.

Location: Moriarty, NM

Job Summary:

The CEO will manage the operations of the Cooperative in a prudent, ethical, and legal manner and in accordance with policies, plans, and objectives established by the Board of Trustees. Will keep the Board informed of progress and results achieved by the Cooperative. The CEO's responsibilities are divided into four equally important areas: Financial Management, Customer Relationship Management, Internal Process Management and Innovation and Use of Technology. The responsibilities of the CEO may be handled personally by the incumbent or delegated to an appropriate staff member; in either case the accountability shall always remain with the CEO.

Minimum Qualifications:

EDUCATION: Bachelor's degree in business administration, engineering, or related studies plus ten (10) years of significant and progressively responsible management experience or equivalent combination of education and/or experience related to the discipline. At least half of these years should involve the direct supervision and leadership responsibilities at the department level and have been in the electric utility field, preferably with a rural electric cooperative or in the rural electric program, or with

a consumer owned electric system. College courses in areas such as personnel, budgeting, statistics, public speaking, financial management, economics and engineering are desirable.

EXPERIENCE: Experience in supervising and developing people, planning, developing work programs and budgets, developing and presenting reports, and organizing and coordinating operations and measuring the end results of such operations is required. Experience in personally working with boards and member groups is highly desirable. A valid New Mexico Driver's License is required.

KNOWLEDGE: Should possess a working knowledge of various management areas, such as Board-Manager relations, supervision, budgeting, personnel administration, planning controls, forecasting, financial management, construction, or project management, etc.; and be able to translate this knowledge into effective work programs. Should be familiar with basic accounting principles, financial management techniques, and construction, operation, and maintenance procedures and requirements in the electric and broadband utility industry particularly as they apply to generation and transmission systems. Knowledge of community, industrial and recreational development, load management and energy conservation are desirable. Working knowledge of RUS, CFC, and Co-Bank requirements is desirable.

Essential Duties and Responsibilities:

- See that all consumers within service area desiring electric service are provided a safe, ample, and reliable supply of electricity at the lowest cost consistent with the highest standards of service and sound business practices.
- Advises and assists the Board of Trustees in formulating the objectives, policies and programs needed to fulfill the basic purposes of the organization.
- Responsible to the Board for the overall administration of the system's activities, subject to legal and regulatory limitations.
- Responsible for determining, coordinating, and executing operational procedures, reviewing progress, taking remedial action, and submitting periodic reports concerning operations and finances to the Board, the CNMEC Members, and State and Federal agencies when required.
- Responsible for developing and maintaining an adequate organizational structure, staffed with qualified supervisory personnel and other employees; and promoting the welfare of the organization and its relationship with the members and the community.

Please refer to the attached job description for specific requirements and responsibilities.

To Apply: Send resumes with a letter of interest, plus a minimum of 3 professional references to Nancy Long at email@longkomer.com or by mail to Central New Mexico Electric Cooperative c/o Nancy Long, PO Box 5098, Santa Fe, NM 87502.

Only those candidates that possess the criteria listed will be considered.

Central New Mexico Electric Cooperative is an Equal Opportunity Employer