

Carroll Electric Cooperative is a member-owned and focused organization that plays a vital role in the quality of life in the communities we serve. The Board of Trustees invites applications for the position of **CEO/President**.

ABOUT CARROLL ELECTRIC COOPERATIVE

A full-time staff of 30 employees provides electrical service to over 9,000 consumer-members, serving over 12,000 meters, and covering over 1500 miles of line in six counties.

The cooperative is a member of Ohio Rural Electric Cooperatives, Inc., the statewide association of Ohio's electric cooperatives, Buckeye Power, Inc., and is a Touchstone Energy Cooperative. The cooperative utilizes NISC for its member information suite and the Cooperative Response Center (CRC) for additional call answering services.

The cooperative has recent revenues of nearly \$27 million and a total utility plant of \$75 million. Reporting to a 9-member Board of Trustees, the CEO of Carroll Electric is responsible for carrying out the vision of the cooperative as set by the cooperative board.

Carroll Electric's offices are located in the center of Carroll County, which is home to many who appreciate the smalltown communities and quiet countrysides. Within Carroll Electric service territory are three beautiful lakeside communities: Atwood Lake, Leesville Lake, and Lake Mohawk.

While much of the area is rural, the Carrollton area is just 40-minutes away from Canton and the Pro Football Hall of Fame, and about 1.5 hours away from both Cleveland and Pittsburgh.

The Ideal Candidate

The successful candidate will have a strong commitment to cooperative principles and to the core values of innovation, accountability, integrity, and commitment to the community (including the willingness to live within a twenty-minute drive of the cooperative). The successful candidate will have:

Leadership Competencies:

- Demonstrated servant leadership-experience in motivating, inspiring and retaining a team of employees, recognizing their strengths and weaknesses, and finding the best means to build a high functioning team.
- High emotional intelligence - self regulated, social skills, integrity, empathy, trustworthiness.
- Understanding the cooperative on a large scale, recognizing that all aspects of the business model are needed to provide affordable, reliable electricity to our members.
- The ability to establish relationships with the capability to impact and influence others within the cooperative, business arena and community.

- Have excellent communication skills and ability to work effectively with staff and board, as well as willingness to listen to suggestions for problem solving with a down-to-earth attitude and pleasant personality.
- Financial and business acumen-ability to strategically plan to meet short- and long-term needs within the budgetary constraints of the cooperative.
- Strong focus on safety: Upholds and provides focus on the safety standards of the cooperative.
- This job specification should not imply that these requirements are the exclusive standards of the position. Incumbents follow any other instructions and perform any other related duties as required by the Board of Directors.

Experience and Expertise

- Minimum ten (10) years of operations experience in the electric industry and five (5) years of progressive leadership experience are required. Electric cooperative, public power district, or municipal electric experience strongly preferred.
- Undergraduate degree in a related field (Engineering, Business Management or Accounting) is required.
- Relevant on-the-job experience or education over and above the requirement described above may be substituted for part of the experience requirement.
- Advanced degree and/or NRECA Management Internship Program (MIP) participation are a plus.

Abilities & Skills Required:

- Ability to define problems, collect data, establish facts, and draw valid conclusions
- Ability to deal with abstract and concrete variables
- Excellent interpersonal skills, effective verbal and written communication skills, advanced leadership skills, strong analytical skills, and ability to inspire and motivate others.
- Working knowledge of accounting principles and procedures
- Ability to operate a personal computer and operate office machines and equipment

Work Environment:

Travel approximately up to ten percent. Work outside normal schedule, when necessary, is required.

Our Benefits:

- We are committed to providing an attractive and competitive benefits package which includes medical, dental, vision, basic and supplemental life, business travel, long-term disability, paid holidays, vacation, and sick leave.
- Our retirement package includes the NRECA Retirement & Security Pension Plan as well as a 401(k) plan with matching company contributions.
- Our normal business hours are Monday through Friday 7:30 a.m. to 4:00 p.m.

Carroll Electric Cooperative is an EEO provider and employer. Carroll Electric Cooperative does not discriminate based upon any classification protected by Federal, State or Local law.

How to Apply

If interested, please apply online or email the following: 1) cover letter, 2) resume and 3) contact information (including emails) for 3 professional references. Applications must be received by **November 15, 2025**, to **Harold Sutton, Chairman**. Any questions may be directed to **hsutton@cecpower.coop** at the email.

Equal Opportunity Employer, including disabled and veterans.