

**CEO/General Manager**  
Western Cooperative Electric Association, Inc.  
WaKeeney, Kansas

The nine-member Board of Directors of Western Cooperative Electric Association (WCE) is seeking qualified candidates for the position of CEO/General Manager. The current GM has announced his retirement effective early January 2025. The Board has contracted with Holmes' Executive Search to facilitate the search process.

The successful candidate will be a person of high integrity with broad electric utility management experience including such areas as strategic planning, member communications, operations, finance, and board/member/governmental relations. The individual will have excellent people and communications skills, a proven leadership ability, strong business acumen, a focus on safety, and a dedication to building and nurturing a healthy team environment. Must fully endorse the 7 Cooperative Principles. The new CEO will be expected to interact within the communities that WCE serves. Candidates must have electric utility experience with at least three years in a progressively responsible leadership position, preferably at an electric cooperative. A bachelor's degree in business or a technical field, an advanced degree such as an MBA or completion of NRECA's MIP program, is a plus; however, the Board will consider candidates with a combination of adequate education and experience.

WCE ([www.westerncoop.com](http://www.westerncoop.com)) is a financially sound, member-owned electric distribution cooperative whose mission is to provide its consumer-owners with reliable electricity and responsive service at an affordable price. WCE was formed in 1945 to bring electricity to eight counties of Northwest Kansas. With the Aquila purchase in 2007, WCE's service territory was expanded to 13 total counties. Currently WCE serves more than 12,000 meters, maintains over 4,000 miles of line, and employs 52 employees. The Co-op has annual revenues of \$40 million with a significant commercial load, and a plant investment of \$111 million. It receives its wholesale power from Sunflower Electric Cooperative and is a member of KEC, NRECA, CFC, and CoBank. It is a Touchstone Energy Cooperative and an RUS borrower.

The headquarters for WCE is in WaKeeney with newly updated facilities located at its outposts in Ellsworth, Olmitz, and Plainville. WaKeeney, population of 1800, is conveniently located on the crossroads of Interstate 70 and US Hwy 283, halfway between Denver and Kansas City. WCE's service territory is steeped with consumers that have a strong heritage in family and agriculture. Crude oil production also plays a key role in the local economy. WaKeeney is proud of its own health care facility, Trego-Lemke Memorial Hospital, and its good school system. Post-secondary education is available at several nearby community colleges including Colby Community College and Barton County Community College, both being near WEC's service territory. Fort Hays State University located 30 miles away in Hays offers a multitude of classes and post graduate degrees. Recreational activities in and around WaKeeney include Cedar Bluff Reservoir, Big Creek Golf Course, a modern swimming pool, and good wild game hunting opportunities.

WCE is an Equal Opportunity Employer and offers an excellent retirement plan through NRECA, competitive benefit programs and a competitive salary commensurate with qualifications. Interested parties should direct their inquiries to Holmes Executive Search and submit the following electronically: 1) cover letter, 2) a two to three-page resume, and 3) minimum of three professional references or letters of recommendation. Applications must be received by **September 14, 2024** and submitted to:

**Tammy Lehman, Holmes Executive Search**

Ken@HolmesExecutiveSearch.com

(785) 764-0296

*All replies are confidential.*