

Tri-State Generation & Transmission Association (Tri-State) seeks an experienced and dynamic Chief Information & Technology Officer (CITO) to provide strategic vision, leadership, and oversight for our organization's technology functions. This critical role ensures the seamless integration of Information Technology (IT), operational technology (OT), cybersecurity, and governance to support our mission of delivering reliable, affordable, and responsible electricity to member systems. The CITO reports to the Chief Administrative Officer, supervises over 100 personnel through four Vice Presidents and Senior Managers, and plays a transformative leadership role aligning information and technology strategy with organizational objectives, driving innovation, and ensuring the resilience and security of information and technology systems.

The CITO oversees four key functional areas: Cybersecurity, Technical Services, Business Services, and the Technology Office. This role offers a unique opportunity to lead significant impact on the organization's transformation into one of the leading generation and transmission cooperatives in the country serving the diverse needs of electric cooperatives in a four-state region. The next CITO will continue providing organization-wide leadership through technological innovation and driving operational efficiencies that will position the company for success in the future.



Functional Oversight:

1. Cybersecurity:
 - Develop and execute enterprise-wide cybersecurity strategies in compliance with North American Electric Reliability Corporation (NERC) Critical Infrastructure Protection (CIP) standards and other relevant regulations.
 - Lead risk management, incident response, and security awareness programs to protect both IT and OT assets.
 - Ensure the organization's technology infrastructure and assets are secure and resilient against evolving threats.
2. Technical Services:
 - Oversee the management of IT and OT infrastructure, including systems such as Supervisory Control and Data Acquisition (SCADA), Energy Management Systems (EMS), cloud services, data centers, networks, and service desk operations.
 - Ensure the availability and reliability of critical technical systems supporting operational excellence, ensuring 24/7 uptime and operational continuity.
3. Business Services:
 - Direct the delivery and maintenance of enterprise applications, including Enterprise Resource Planning (ERP), human capital management, asset management, and data analytics solutions.
 - Lead modernization efforts, leveraging innovative technology solutions to streamline and improve business processes and enhance overall organizational performance.
4. Technology Office:
 - Ensure effective governance, compliance, quality assurance, and financial management for all technology-related operations.
 - Oversee project management, vendor relations, and the full lifecycle management of technology assets.

Organizational Leadership:

- Cultivate a high-performing, collaborative culture across all technology teams, fostering an environment of accountability, innovation, and trust.
- Build and maintain strong relationships with internal stakeholders, regulatory bodies, and external technology partners.

- Represent the technology function at the executive and board level as needed, aligning technology strategy with the organization's corporate goals.
- Provide strategic leadership to direct reports and key stakeholders, fostering an atmosphere that encourages change and drives the organization toward long-term success.

Compliance and Risk Management:

- Ensure compliance with relevant regulatory standards, including NERC CIP, Sarbanes-Oxley (SOX), and Health Insurance Portability and Accountability Act (HIPAA).
- Identify and mitigate risks related to technology, cybersecurity, and operational continuity.
- Promote a culture of safety, compliance, and security across all technology operations.

Budget and Resource Management:

- Develop and manage the technology budget, ensuring resource allocation aligns with strategic priorities.
- Lead vendor negotiations and technology investments, maximizing value and return on investment (ROI).

Additional Responsibilities:

- Maintain knowledge of regulations, laws, standards, and best practices applicable to technology governance and operational technologies.
- Demonstrate flexibility in the face of evolving challenges, including the potential to work overtime to address urgent organizational needs.
- As an essential leader, contribute to the successful implementation of key organizational projects, such as the construction of new facilities and upgrades to data centers.

Knowledge, Skills, and Abilities:

- Strategic thinker with the ability to align technology initiatives with organizational goals.
- Relational people skills with the desire to develop and maintain
- Deep expertise in IT/OT convergence, enterprise systems management, and emerging technologies. Enterprise Oracle experience is desired.
- Ability to lead, influence, and inspire teams, while effectively managing change and setting clear priorities.
- Exceptional interpersonal skills, with the ability to develop relationships across different organizational functions and levels.
- Strong project management skills, with the ability to oversee large, complex initiatives and deliver them successfully.
- Excellent written and verbal communication skills, with the ability to present technical information to non-technical stakeholders.
- Strong analytical and problem-solving abilities, with demonstrated commitment to quality and continuous improvement.

Required Qualifications:

- A bachelor's degree in information technology, engineering, business administration, or a related field.
- A minimum of 15 years of progressive experience in technology leadership, including a strong desire that candidates offer IT/OT integration and cybersecurity in the utility sector. It is desired that candidates offer electric utility experience, but IT and technology leadership experience in another utility sector or non-utility business that positioned the candidate to face similar challenges and scope are invited to apply. Candidates with electric cooperative experience may have an advantage.
- Proven experience in leading large, complex teams and delivering transformative technology initiatives.
- A minimum of 5 years in a senior leadership capacity, with a demonstrated ability to make strategic decisions and drive organizational change.
- Strong understanding of both IT and OT systems and their integration within an enterprise setting. Experience with Oracle or another substantial enterprise management system is desired.

- Demonstrated leadership skills, including the ability to develop effective teams, foster collaborative relationships, and maintain a professional leadership presence.

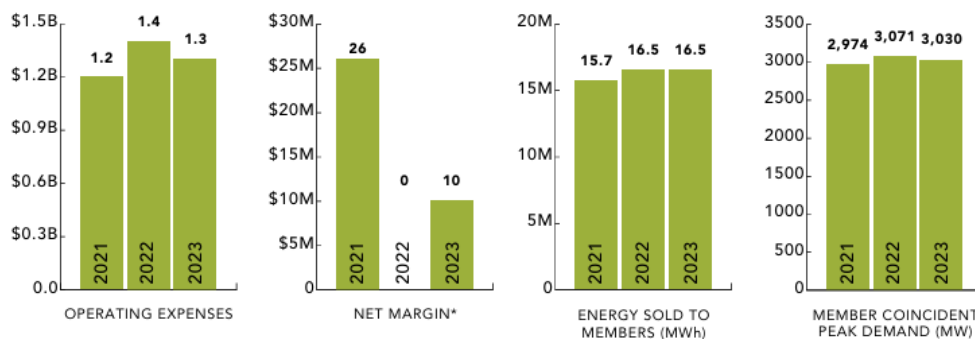
Preferred Qualifications:

- A master’s degree in information technology, engineering, business administration, or a related field.
- Proven experience in managing technology integration and complex transformation projects, particularly in the utility or energy sectors.
- Familiarity with the intricacies of NERC CIP compliance, cloud computing, and emerging cybersecurity trends in the electric utility space.

TRI-STATE GENERATION AND TRANSMISSION ASSOCIATION

Tri-State is a wholesale electric power supplier headquartered in Westminster, Colorado, and owned by the 40 electric cooperatives that it serves. Tri-State generates and delivers electricity to its member systems throughout a 200,000 square-mile service territory across Colorado, Nebraska, New Mexico, and Wyoming, serving a population of approximately 1million consumers. Tri-State employs approximately 1,100 personnel across the four-state territory. Around 250 of these employees are part of a collective bargaining agreement and 170 of these employees belong to subsidiaries of Tri-State.

Tri-State is part of a multi-state, interconnected transmission network and owns or operates over 7,000 miles of high-voltage lines. An extensive network of substations, telecommunications, and maintenance centers and field offices supports the system. Over recent years, Tri-State purchased \$100 million in transmission assets from its members and including all assets above 115 kV.



Helpful Web Links:

[Main Web Site](#) [Annual Report](#) [Financials](#) [SEC Filings](#) [Members](#) [Governance](#) [Resource Planning](#)

WESTMINSTER, COLORADO, WEB LINKS

[Wikipedia Page](#) [City of Westminster](#) [City-Data.com Page](#)

Candidates may reside anywhere within a commutable distance of the headquarters office. Relocation support is available. Benefits information is available upon request.

TIMELINE – IMPORTANT DATES

- Resumes preferred by February 28
- Semi-Finalist Interviews – By March 28
- Finalist Interview on-site – By April 11
- Employment likely begins in late April or May of 2025

CONTACT INFORMATION AND RESUME SUBMITTAL (PDF PREFERRED)

Patrick Prouse
 Senior Recruiter
 Mycoff, Fry & Prouse LLC
 (800) 525-9082 pprouse@mfpllc.us www.mfpllc.us

