

**ELECTRICITIES of NORTH CAROLINA  
CHIEF OPERATING OFFICER**

ElectriCities of North Carolina, Inc., is a membership organization that provides power supply and related critical services to over 90 community-owned electric systems in North Carolina, South Carolina, and Virginia. ElectriCities manages a trade association (non-agency) along with two power agencies: North Carolina Municipal Power Agency Number 1 (Agency 1) and North Carolina Eastern Municipal Power Agency (Eastern Agency). Eastern Agency members receive power supply from a full-requirements contract with Duke Energy Progress. Agency 1 members are primarily served by nuclear energy that comes from the Catawba Nuclear Station. ElectriCities also assists members in operating their electric distribution systems and delivers other innovative services including legislative, technical, communications, and economic development expertise. ElectriCities is governed by a 16-member Board of Directors. Board members are elected by the Boards of Commissioners of the two Power Agencies and the non-Agency Board. ElectriCities employs approximately 175 people which includes electric distribution Lineworkers in four Member communities in Huntersville, Cornelius, Pineville and Lexington.

ElectriCities seeks a Chief Operating Officer (COO) to serve as the primary operating executive and advisor to the two power agency Boards. The COO serves as part of the executive leadership team, comprised of a Chief Executive Officer, Chief Financial Officer, Chief Strategy Officer, and Chief Legal & External Affairs Officer, who collaboratively establish ElectriCities' objectives by balancing the needs of key stakeholders (members, employees, governing boards, bondholders, etc.) and exercise sound judgement and appropriate risk management to effectively operate the business.

The COO manages a 55-person team with broad accountability for ElectriCities and the two power agencies' operational areas including: power supply and planning, wholesale rate setting, transmission and delivery point planning, and distribution operations. He or she will travel regularly throughout ElectriCities' membership footprint.

**MAJOR DUTIES and RESPONSIBILITIES**

- Advise and counsel the Chief Executive Officer in setting corporate strategic direction for the organization and power agencies which involves identifying emerging trends, opportunities, issues, and solutions; collaborating with the broader Senior Leadership Team comprised of the chief officers and Vice Presidents; and advising and partnering with the Board of Directors and power agencies' Board of Commissioners on matters of strategy and policy.

- Make recommendations to the Chief Executive Officer, the Board of Directors, and the power agencies' Boards of Commissioners in the areas of power supply, operational programs and services, related legislative and communications matters, and evolving industry initiatives. Provide management and direction for implementation of projects assigned.
- Establish and maintain expert knowledge of all agency portfolios, power supply contracts, key governance documents, and manage and lead all power supply decisions.
- Provide leadership and direction to the Operations team. Develop team members to ensure appropriate knowledge sharing and succession within the Operations team.
- Promote public power and ElectriCities with the membership, key stakeholders, industry partners, and the public at large.
- Maintain a collaborative and productive relationship with members and their customers, investor-owned utilities, electric cooperatives, and other external parties and stakeholders.
- Collaborate with ElectriCities leadership to foster an environment that aligns with ElectriCities' core values and supports ElectriCities purpose in serving Members.
- Perform other related duties as assigned by the Chief Executive Officer in accordance with the goals and objectives of ElectriCities and the Power Agencies.

### THE SUCCESSFUL CANDIDATE

Ideal candidates will possess at least 10 to 15 years of experience in operations management within a public power organization, electric cooperative, or investor-owned electric utility, including five-plus years leading groups and/or senior leaders to achieve business objectives. Demonstrated ability to provide strategic direction and effectively lead diverse business operations is required.

Fully qualified candidates will possess a member-service orientation along with a track record of progressively responsible assignments, advancing into senior-level

leadership in areas related to power supply, power production, resource and transmission planning and development, and wholesale and retail electric rate setting. Candidates must possess the knowledge and ability to perform cost/benefit analysis for all major power supply contract analysis and negotiations. He or she must also possess the ability to anticipate future trends and events which may impact ElectriCities and/or the agencies, and take appropriate action to mitigate resulting risks or realize potential opportunities.

The COO must demonstrate effective verbal and written communication skills with the ability to inspire confidence and engender trust and respect. In addition, ElectriCities requires strong management and supervisory skills that include the ability to foster cooperation and encourage teamwork within and across departments.

Candidates must possess a four-year degree in engineering, or a comparable combination of education and experience.

### EASTERN AGENCY and AGENCY 1

The Eastern Agency has 32 members serving 284,000 customers with a peak demand of 1,600 MW. The annual operating budget is \$570 million and long-term debt is \$48.8 million. Standard & Poor's and Fitch rate the Eastern Agency A- (stable) and A (stable) respectively. In 2015, the Eastern Agency entered into a full-requirements power supply agreement with Duke Energy Progress that expires in 2045.

Agency 1 has 19 all-requirements members serving over 173,000 customers with an 1,100 MW peak load. Agency 1's main asset is 840 MW from the Catawba Nuclear Station (92% carbon-free) with an operating license that expires in 2042 and is likely to be extended through 2062. Other resources in Agency 1's portfolio include 335 MW of contractual natural gas generation, 206 MW of member-owned diesel generation, 24 MW of Agency-owned natural gas turbines, and 60 MW of SEPA hydroelectric allocations. Agency 1's annual budget is \$550 million, capital assets total approximately \$1.24 billion, and long-term debt is approximately \$529 million. Standard & Poor's and Fitch rate Agency 1 A (stable), Moody's rating is A2 (stable).

## OPPORTUNITIES and CHALLENGES

ElectriCities and both Power Agencies anticipate significant power supply analysis and contract negotiations over the next three to five years. The COO is expected to play a key role in those activities. ElectriCities and both Power Agencies are addressing the following opportunities and challenges:

- Duke Energy filed a Carbon Plan to comply with North Carolina Legislation that promises to reduce carbon emissions from generation by at least 50% by 2030; close all coal-fired power plants by 2035; and achieve net-zero carbon emissions from electricity generation by 2050. Analysis of these changes, along with evaluation of other available power supply resources, are imperative to Eastern Agency Members.
- Duke Energy is consolidating Duke Energy Carolinas and Duke Energy Progress retail rates and system operations functions which will have an impact on Eastern Agency and Agency 1. As a result of its support of the Duke merger, ElectriCities gained access to Duke's future gas turbine and transmission development projects. Analysis of investment in these assets, along with other resource development options, are ongoing.
- Agency 1's Catawba Project Agreement expires in 2032 and interrelated power supply contracts with Members expire in 2028. Agency 1 expects to complete negotiating extensions to these contracts out to at least 2042 by mid-2026. Once complete, Agency 1 will develop and execute a strategy to meet Member supplemental power supply needs, estimated at 400 MW to 500 MW.
- ElectriCities focuses on its own internal needs, as well as Member needs, as they relate to attracting, retaining and developing a skilled workforce; succession planning; meeting changing customer expectations; adoption and utilization of new technologies; and strategies to operate and reinvest in member distribution systems.

More information can be found at: <https://www.electricities.com/>

## RALEIGH, NORTH CAROLINA

ElectriCities is headquartered in Raleigh, North Carolina, the capital of the state and the second most populous city in North Carolina after Charlotte, with an estimated population of over 482,000. Raleigh, Durham, and Chapel Hill make up the three primary cities called the "Research Triangle" with an estimated regional population over 2 million. The City is referred to as the "City of Oaks," with abundant wooded tracts. Raleigh has more than 9,000 acres of parkland and almost 1,300 acres of water, offering recreational activities year-round. Raleigh boasts temperate weather, a strong economy, an abundance of jobs, and small-town hospitality. The average home cost is estimated at \$427,000, and the cost-of-living is listed at 105.8% of the national average. More information can be found at: <https://www.visitraleigh.com/>

## COMPENSATION, BENEFITS and RELOCATION

ElectriCities offers a competitive benefit, compensation, and relocation package, commensurate with qualifications and experience. Employees participate in the North Carolina Local Governmental Employees' Retirement System, a defined-benefit pension plan. Retirement benefits are 1.85% of a member's average four highest years of compensation, times the member's years of service. Plan members are required to contribute 6% of their salary. ElectriCities also offers 457 and 401(k) deferred compensation plans.

## APPLICATION, RECRUITMENT and SELECTION TIMELINE

- Interested candidates should submit a resume and cover letter, no later than **March 6, 2024** to **Joyce Ann Gallo** at Mycoff Fry Partners at [jgallo@mfpllc.us](mailto:jgallo@mfpllc.us), (860) 307-1747.
- Candidates to be interviewed will be identified on March 16, 2026
- Virtual interviews will be conducted with selected candidates March 23-27, 2026.
- Selected finalists will participate in final interviews in Raleigh, North Carolina on April 10, 2026

**ElectriCities is an Equal Opportunity Employer**