

MISSOURI RIVER ENERGY SERVICES VICE PRESIDENT & CHIEF STRATEGY OFFICER



Missouri River Energy Services (MRES) provides wholesale electricity and energy-related services to 61-member municipal utilities across Iowa, Minnesota, North Dakota, and South Dakota. Each Member utility owns and operates its local electric distribution system, serving a total population of around 333,000. In 2024, MRES supplied nearly 56% of their Members' total energy needs, with the balance primarily coming from hydropower provided by Western Area Power Administration (WAPA) and other sources. MRES is governed by a 13-member Board of Directors elected by and from its Member utilities. Western Minnesota Municipal Power Agency (WMMPA), a separate but related organization, finances the generation and transmission resources used by MRES. Under an administrative services agreement, MRES provides all management and operational services for WMMPA, which is governed by a seven-member board representing its 24 Minnesota members.

MRES's total generation capacity is 1,174 MW and approximately 45% of its Members' energy comes from renewable resources. The organization also strives to meet Member needs by offering other services like distribution maintenance, energy-efficiency initiatives, rate planning, key account programs, strategic planning, and other new technology initiatives. MRES's rates are approximately 15% lower than the average rate of other comparable wholesale providers in the region.

MRES seeks a Vice President & Chief Strategy Officer (CSO) to plan, develop, implement and direct the MRES Strategic Plan and related member services and communications to enhance and promote the competitive position of MRES and its Members. The CSO serves as the face of MRES with Board Members, Member communities, with the public, and in other regional and national electric utility industry forums. The CSO can expect extensive travel in order to stay fully engaged with MRES's Member utilities and other key stakeholders. The CSO reports to the President & CEO (CEO) and is a key member of MRES's Executive Team. He or she leads a dedicated group of 23 employees through the following direct reports: Director of Communications, Director of Energy Services, Senior Energy Services Technician, Smart Grid Technical Supervisor, and Leadership Development & Strategic Planning Manager. About half of the employees in the group work remotely to be in close proximity to the Members they support.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Strategic Planning & Execution

- Lead the development and implementation of long-term MRES strategic plans, ensuring alignment with member needs, market conditions, and regulatory changes.
- Monitor energy industry trends, technologies, and policies to identify strategic opportunities and risks.
- Actively collaborate with the CEO, leadership team, and Board of Directors to guide organizational priorities and key initiatives.
- Communicate utility industry trends, MRES strategic intent, and key operational issues, as well as ensure stakeholder input is gathered, shared internally, and considered.
- Represent MRES on industry, project, and development committees, task forces, and conferences.

Member Engagement & Services

- Collaborate with member utilities to understand their challenges and future needs; tailor strategic programs and services accordingly.
- Develop and maintain strong relationships with members to ensure satisfaction and foster cooperative partnerships.
- Develop, plan, recommend, and direct the delivery of member services programs, communications programs, marketing programs, and member/employee education, information, and training programs; to include but not limited to:
 - ⇒ Member technology services.
 - ⇒ Member strategic planning services.
 - ⇒ Member community development.
 - ⇒ Member leadership development and training.
 - ⇒ Written and verbal communications programs with members and non-members.
 - ⇒ Member services activities and programs (e.g. scholarships, school programs, etc.).
 - ⇒ Energy Services programs (e.g. Bright Energy Solutions, Member retail customer survey, etc.).
 - ⇒ Member proactive maintenance services.
 - ⇒ Member contacts, meetings, and visits.
 - ⇒ Member education, information and training programs.
- Direct the development and implementation of marketing and communication efforts for energy and energy related services to the members and designated retail customers.
- Plan, develop, and facilitate marketing and communication programs to members; to include, but not limited to, Economic Development, Cybersecurity Services, and Distribution Maintenance Services.
- Plan, develop, and facilitate activities to support the strategic priority of Communicating the Value of Public Power/Members and Joint Action.

- Support the development of business cases, new programs, and innovative pilots through interdepartmental collaboration.

Public & Media Relations

- Lead the development and execution of public relations initiatives, including press releases, media outreach, and event management, to increase brand awareness and promote positive media coverage.
- Serve as the primary spokesperson and point of contact for media inquiries, cultivating relationships with journalists and managing media interactions.
- Represent MRES with the membership, news media, stakeholders, and the general public.
- Oversee and implement the MRES Incident Management Plan and communication strategies to effectively address crises, protecting MRES's reputation and managing public perception.
- Direct all inquiries received to the appropriate department; acts as member ombudsman; and assures a timely response and follow-up.

Other Functions

- Lead, direct and manage the Member Services and Communications Department. Responsible for the overall direction, coordination, and evaluation of these units. Carry out supervisory responsibilities in accordance with MRES' policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.
- Create and maintain permanent documentation of projects and data; and recommend departmental software.
- Develop and recommend the departmental budget.
- Travel up to 30% to 50% of the work schedule with occasional overnight stays.

THE SUCCESSFUL CANDIDATE

MRES requires individuals with in-depth knowledge of electric utility programs and service offerings, as well as industry trends including state and federal regulatory and legislative requirements. The successful candidate will possess an executive presence with a proven ability to interface effectively with utility leaders, media, special interest groups, employees, and Member and community partners. He or she must be immediately credible addressing utility-related issues at a high level and serving as the face of MRES in a variety of forums.

Ideal candidates are expected to possess progressive leadership experience in the electric utility industry which could include expertise with strategic planning, member engagement and services, demand-side management programs, and/or internal and external communications and public relations.

MRES is targeting candidates with a bachelor's degree from a four-year college or university and ten years related experience leading and directing a member and communications and/or strategic planning department; or equivalent combination of education and experience. Candidates must possess a strong customer service mentality, unquestionable ethics and integrity, and a value set aligned with that of MRES and its Members.

MISSOURI RIVER ENERGY SERVICES

MRES is an organization where excellence of work and integrity of character are daily expectations for all employees, Board Members, and others associated with MRES on a professional basis. The organization maintains a commitment to safety and boasts strong safety performance with zero lost-time incidents in 2024.

As a demonstration of their commitment to the long-term success of MRES and its Members, the Board recently approved an addition to the MRES headquarters that will nearly double its size and provide an expanded training room to facilitate the growing training and education needs of MRES and its Members. The addition is currently under construction and will be completed in fall 2025.

MRES operates and optimizes a diverse portfolio of traditional and renewable power supply resources located in the Mid-continent Independent System Operator, Inc. (MISO) and the Southwest Power Pool (SPP) energy markets. Member-owned generation is another important aspect of MRES's power supply program. MRES has agreements with 20 Members for more than 150 MW of their locally owned generation through 2052. MRES offers a long history of investing in generation and transmission infrastructure to help their members thrive. Two such projects include the 55 MW Red Rock Hydroelectric Project (RRHP), which was brought online in Spring 2021. In December 2024, the Marshall Solar Plus (MSP) project began commercial operation. This 10 MW solar farm, paired with a 5 MW battery storage facility, is owned by Marshall Solar Plus LLC (a subsidiary of WMMPA) and operated by MRES.

In addition to supplying its members with reliable, cost-effective, long-term energy and transmission resources, MRES provides a variety of value-added services, programs, and initiatives. One such program is MRES's distribution maintenance service which offers member communities the option to contract with MRES crews to operate and maintain a community's electric distribution system. MRES's Bright Energy Solutions® (BES) program provides cash rebates to retail residential and business customers for the installation of equipment that saves energy. Since the program started in 2008, MRES has reduced electric demand by 96 MW. MRES also has members enrolled in its Advanced Metering Infrastructure (AMI) and Coordinated Demand Response programs. MRES continues to invest in technology to ensure members' needs are met. The organization has partnered with Tyler Technologies to offer enterprise resource planning software that provides a full suite



MRES (continued)

of customer information, financial, and utility billing solutions to member utilities. MRES also offers a Cybersecurity Services program to help members identify cybersecurity risks, determine costs, and establish steps to mitigate them.

MRES's total operating revenue in 2024 was \$305 million, net operating income was \$32 million, total assets were approximately \$1.2 billion, and outstanding debt totaled \$580 million. In 2024, both Moody's Investors Service and Fitch Ratings affirmed their respective Aa2 and AA- ratings of power supply revenue bonds issued by WMMPA. More information can be found at: <https://www.mrenergy.com/>

SIoux FALLS, SOUTH DAKOTA

Sioux Falls is located in the southeast corner of South Dakota on the banks of the Big Sioux River, just a few miles from the Iowa and Minnesota borders. The city has a population of approximately 220,000, making it the state's largest city. Sioux Falls boasts famous waterfalls of the Big Sioux River near downtown, as well as, arts and cultural attractions, family friendly activities, numerous dining and shopping venues, and easy access to outdoor activities like water skiing, snow skiing, and rock climbing. Sioux Falls is located within a few hours' drive to neighboring Midwestern cities such as Des Moines, Fargo, Kansas City, Minneapolis, Omaha, and Rapid City.

The region is home to cutting edge medical and research facilities and offers a wide range of colleges and universities. A friendly tax climate, a cost-of-living estimated at 90.7% of the national average, and highly rated public schools, make Sioux Falls an attractive place to live. *Livability.com* recently named Sioux Falls the #5 best place to live in America. More information can be found at:

<https://www.experiencesiouxfalls.com/>

COMPENSATION, BENEFITS, AND RELOCATION

MRES will negotiate a competitive compensation and relocation package that includes a base salary and incentives commensurate with qualifications and experience. In addition to salary, MRES offers an excellent benefits package that includes health, dental and vision plans, death and disability insurance, retiree health and dental for eligible employees, and participation in 401k and 457b deferred compensation plans along with an employer contribution to the 401k without a matching requirement.

TO APPLY

Candidates should submit a resume and cover letter, no later than **July 25, 2025**, to: (Early applications are encouraged.)

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MRES is an Equal Opportunity Employer

