

Senior Vice President & Chief Financial Officer

PROFILE

The Chief Financial Officer (CFO) is a direct report to the Chief Executive Officer and supervises 84 personnel including an Executive Assistant, a Vice President and Controller, a Vice President of Financial Planning and Analysis, a Vice President of Supply Chain, and a Vice President of Finance as direct reports.

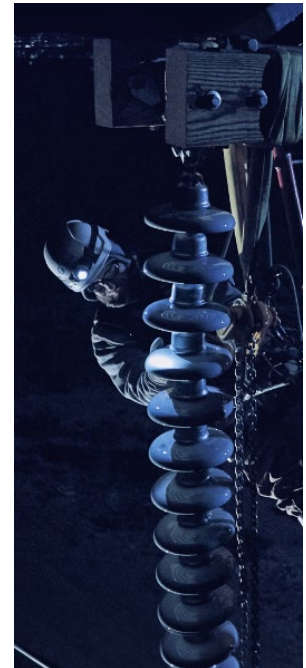
The CFO is directed to actively promote and develop actions to fulfill Tri-State's mission to provide Member Systems with a reliable, affordable, and responsible supply of electricity in accordance with cooperative principles. The successful candidate will provide executive and financial assistance and guidance to the Chief Executive Officer (CEO) and the Board of Directors in the development of major corporate objectives, the review of plans and budgets, and the development of appropriate controls and reporting relationships.

Under leadership and direction from the CEO, the CFO will lead respective business functions, meet associated position accountabilities, demonstrate managerial engagement and associated responsibilities, and promote enterprise advocacy and appropriate business function alignment through management and direction of Accounting, Finance, Financial Planning and Analysis, Financial Project Controls, and Supply Chain Management.

CONDITIONS AND REQUIREMENTS

Tri-State serves one of the most diverse electric cooperative territories in the nation while also serving a membership with an all-in average of less than three members per mile of distribution line. Member diversity includes service to members in four states with increasing political and regulatory divides, differing urban and rural motivations, small-to-large member cooperatives, Front Range territories in Colorado experiencing moderate-to-extreme population and load growth, and a wide variety of pressures and passion toward desired change to the power supplier business model. These conditions create pressure to both evolve Tri-State's vision and investment in technology while also exerting pressure on the need to control and eliminate overhead in the organization.

Over the past 18 months, Tri-State achieved significant accomplishments that include implementation of an Oracle enterprise management system, finalization of an Integrated Resource Plan that includes substantive investment in renewable and backup generators including member-funded resources; implementation of a formulary rate approved by FERC; successful grant applications through [New ERA](#) that begin with \$250 million in funding; evolution of a centralized project management team, and an announcement that Tri-State will join the Southwest Power Pool (SPP), anticipated to begin operation in the region in 2026. Tri-State also completed revised member



agreements, extending 32 of its member cooperative agreements to 2066 and four additional members to 2050.

Upcoming years for Tri-State will challenge the entirety of employees with exciting challenges that include the following:

- 800 MW of new generation and transmission investment and execution of the construction of a first-of-its-kind demand response program and supporting assets, including a renewable-heavy portfolio and transmission grid that will ensure compliance with the State of Colorado's regulatory requirements while exceeding the reliability requirements of membership.
- Ongoing need to maintain an excellent financial strategy and close coordination with board, membership, rating agencies, and lenders to address challenges to maintain the health of the debt portfolio and rate pressure surrounding rising costs and capital investments. This includes leading membership through an anticipated rate increase in 2026.
- Maintenance and development of a positive relationship with federal regulators and lenders to ensure access to low-cost federal funding and ongoing compliance with funding requirements.
- Integration into the Southwest Power Pool.
- Asset retirements.
- Ongoing modernization of Tri-State's culture and leadership principles.

Ideal candidates will seek a challenging environment that will test the leadership and technical talents of the most skilled financial experts. Candidates should not be intimidated by a future that is less certain than the average G&T cooperative and be motivated by the opportunity to continue to shape a new future for a major power supplier. Ideal applicants will display a proven track record of working through substantial challenges with a power supply organization.

Inherent within the New ERA lending challenge will be ensuring maintenance and development of the relationship with Rural Utilities Service (RUS) and Department of Energy leadership and the ongoing development of an associated compliance program and skill set within Tri-State's finance and accounting team. Tri-State currently manages no RUS debt within its portfolio but will receive its first \$250 million in New ERA funding possibly before the end of 2025. For these reasons, strengths in utility accounting may be more desirable in the CFO leader than in past years.

Attention to workforce development and succession planning placed Tri-State and the next CFO in a position to enjoy a highly capable and energetic executive team, but also a finance, accounting, and supply chain team with great chemistry and focus to support peer divisions and evolve the cooperative's condition, capabilities, and service to members. The next CFO will join a team of executives that are committed to each other's success and working collaboratively while committed to an Executive Team Agreement that furthers partnership between the executives with the following principles:

- Organizational goals supersede divisional interests; respectful collaboration; inclusiveness; mutual prioritization.
- Psychological Safety – debate is encouraged; communication is fearless yet respectful; accountability for ourselves and others in accomplishing goals; willingness to openly challenge; diplomatic disagreement.
- Feedback and Unanimous Support – vigorous debate and feedback is encouraged but the team's ultimate decision will be supported unanimously regardless of the outcome.
- Social – team members are highly encouraged to have social interaction with each other.

The cooperative seeks a CFO who is dedicated to continuing Tri-State's investment in the workforce and can be a quality mentor that is willing to personally invest in the future of the team in every direction of the organizational chart. Leaders at Tri-State are expected to further the principles listed above into lower levels of leadership in the organizational chart. Ideal candidates also offer a management style that furthers accountability in execution of the strategic plan and related initiatives, empowerment in the workforce, and a culture of individuals supporting each other to be hard-working and dedicated to the mission while providing proper financial, accounting, and supply chain guidance with a customer service mentality supporting other divisions of the organization.

Candidates should bring substantive breadth of financial and accounting experience with preferred strengths in the areas of financial strategy and planning, debt and investment portfolio management, financial reporting, utility accounting, wholesale rates, audit, and tax. Candidates must be skilled at building and maintaining relationships with key stakeholders, including lending and rating agencies, governing boards and external regulatory bodies, and professionals from owner-members of the G&T cooperative. Experience with credit rating agencies, asset retirements, grant acquisition and administration, and the Securities Exchange Commission (SEC) are desired. Experience engaging with a regional transmission organization (RTO), specifically SPP, and including such experience in a leadership position with a power supply utility entering an RTO market, is desired. Experience leading or participating in a formalized energy and/or enterprise risk management process is desired as well as energy market engagement that includes hedging practices and market settlement. FERC experience is desired as Tri-State became FERC regulated in 2021. Supply chain experience is additionally desired.

With the variety of challenges facing Tri-State, the next CFO should be accustomed to a high level of delegation to staff and bring a willingness to be a champion and key leader in a variety of special projects that are crucial to the future of Tri-State in concert with other key executives, support personnel, and consultants.

Candidates are required to offer at least 15 years of finance and accounting experience with a strong preference for at least five of those years in a senior leadership capacity. Prior CFO experience is desired. Candidates must offer a bachelor's degree in an applicable field of study and an MBA is preferred. Additional financial certifications are desired.

TRI-STATE GENERATION AND TRANSMISSION ASSOCIATION

Tri-State is a wholesale electric power supplier headquartered in Westminster, Colorado. Tri-State has 40 utility members and three non-utility members. The utility members are comprised of cooperatives and public power districts. 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 1 million consumers. Tri-State employs approximately 1,100 personnel across the four-state territory. Around 200 of these employees are part of a collective bargaining agreement and 150 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](#)

[Governance](#)

[Tri-State Members](#)

[Annual Reports and Ratings](#)

[SEC Filings](#)

[Responsible Energy Plan Video](#)

WESTMINSTER, COLORADO, WEB LINKS

[Wikipedia Page](#)

[City of Westminster](#)

[City-Data.com Page](#)

TIMELINE – IMPORTANT DATES

Resume submittal deadline – Preferred by July 11

Semi-Finalist Interviews – By August 8

Finalist Interview on-site – By August 22

Candidate begins employment in September 2025

CONTACT INFORMATION

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