

Vice President of Human Resources Sunflower Electric Power Corporation

Join Sunflower Electric Power Corporation as Vice President of Human Resources!



Are you a dynamic leader with a passion for human resources and a commitment to fostering a collaborative, customer-service oriented, and innovative work environment? Sunflower Electric Power Corporation is seeking a Vice President of Human Resources (VPHR) to join our team in Hays, Kansas, and supporting our multiple office locations across the middle and western portion of the state. This is a unique opportunity to lead and shape the human resources function of an electric utility with a rich history and a bright and evolving future.

About Sunflower Electric Power Corporation: Sunflower is an electric generation and transmission cooperative formed in 1957 by six distribution cooperatives serving electric member-customers in western Kansas. As distribution cooperatives, the leading founders of Sunflower understood the importance of the [Seven Cooperative Principles](#) of being member-owned and governed...of creating a company that focuses not on profit but on the best interest of Kansans and their way of life. Sunflower's members include six member-distribution cooperatives and one wholly owned subsidiary serving members in 58 central and western Kansas counties.

Sunflower's system assets—along with our organizational culture that values technical competency, respect and dignity, accountability, integrity, trustworthiness, and servant leadership—help ensure that we will continue to meet our member-owners' energy needs now and in the future.

We at Sunflower recognize that electricity is integral to families' personal comfort and convenience, sustainability of businesses and communities, and economic growth throughout the region. That is why we take pride in our role in delivering not just energy to our members...but energy done right.

Sunflower Electric Power Corporation is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Highlights of organizational condition and key facts from 2023:

421 full-time employees
36% Equity-to-Asset Ratio
\$12.8MM in Net Margins

\$12MM Patronage Capital Returned to members

19% Decrease in Rates

Balanced Capacity Portfolio – 56.8% natural gas, 27.4% coal, 14% wind, 1.6% solar, .2% hydroelectric

[Main Website](#) – [Career Page](#) - [Leadership Program](#) – [2023 Annual Report](#) – [Facilities](#) – [Power Supply](#) - [Transmission](#) – [Video Gallery](#) – [News](#) – [Community](#) – [Environmental Stewardship](#)

Position Overview

As the Vice President of Human Resources, you will report directly to the President and Chief Executive Officer. You will be responsible for leading the department, driving organizational change, and fostering a culture of transparency, collaboration, and accountability. Your role will be integral to the success of Sunflower Electric Power Corporation as we continue to evolve and meet the needs of our members and employees.

The Vice President of Human Resources directs 21 personnel including three departments managing the functions of human resources administration and benefits, talent development, and administrative services.

Sunflower's executive team members enjoy a collaborative environment and mutual contribution to leadership of all major challenges to include the development and execution of strategy. The Vice President of Human Resources is expected to contribute significantly to empower all personnel to serve not only the membership, but internally to peer departments as well, empowering all to reach organizational goals. Individuals who enjoy supporting the success of their peer organizations and instilling a human resource environment that fundamentally protects the organization, encourages a high level of investment in personnel and best practices, and seeks to remove barriers to progress and member goals are highly desired.

Key Responsibilities:

- Lead and manage the HR department, ensuring alignment with the company's strategic goals and objectives.
- Drive organizational change initiatives, focusing on improving employee engagement, morale, and collaboration.
- Develop and implement HR policies and practices that support a positive and inclusive work environment.
- Oversee talent acquisition, training, and development programs to ensure a diverse and skilled workforce.
- Foster a culture of transparency, accountability, and continuous improvement.
- Collaborate with executive leadership to address organizational challenges and opportunities.
- Serve as a strategic partner to department leaders, providing guidance and support on HR-related matters.
- Ensure compliance with all relevant labor laws and regulations.
- Manage employee relations, including conflict resolution and performance management.
- Lead negotiations with the union, ensuring ongoing smooth and productive labor relations.



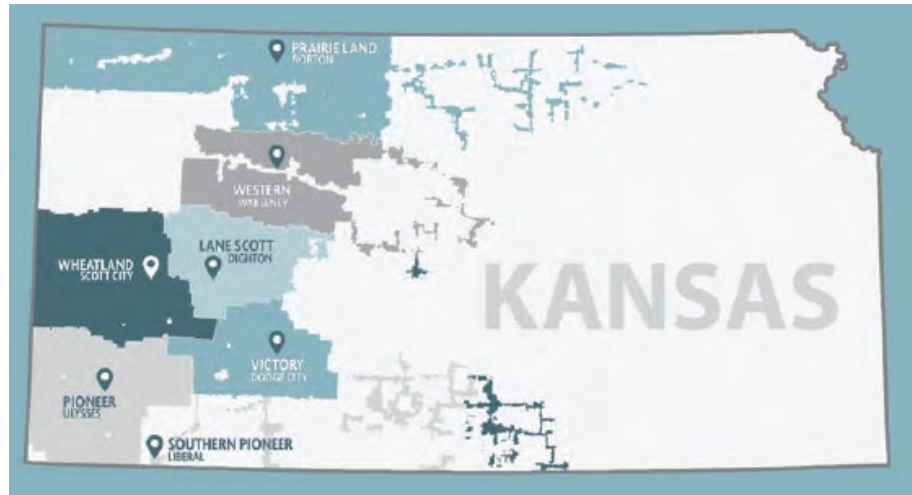
Qualifications:

- 10 years of proven experience in a senior HR leadership role, preferably within a cooperative or member-focused electric utility organization.
- Strong understanding of HR best practices and the ability to implement them effectively.
- Excellent communication and interpersonal skills, with the ability to build strong and supporting relationships at all levels of the organization.
- Demonstrated ability to lead and manage organizational and cultural change initiatives.
- Experience with talent acquisition, training, and development programs.
- Strong problem-solving skills and the ability to think strategically.
- Commitment to fostering a positive and inclusive work environment.
- Bachelor's degree in Human Resources, Business Administration, or a related field; an advanced degree is preferred.

Web Links for Hays, Kansas

[City Web Site](#)
[Visithays.com](#) – [Hays Visitor's Guide](#)
[downtownhays.com](#)
[City-Data.com Hays Site](#)
[Wikipedia Site](#)

A benefits guide is available upon request. Customary relocation assistance is available.

**Timeline (2025)**

- January 3 - Resume submittals due
- January 29-30 - Likely date for virtual semifinalist interviews
- February 12-13 – Likely finalist interview dates in Hays, Kansas
- March – Successful candidate begins employment

Contact Information

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Resumes and cover letters preferred in PDF format