

Chief Executive Officer

Federated Rural Electric Association – Jackson, MN



The Board of Directors of Federated Rural Electric Association (Federated or Federated REA) in Jackson, MN **seeks a strategically focused electric utility leader with strong interpersonal communications skills** to become their next CEO. The cooperative's Board of Directors has retained NRECA Executive Search to facilitate the search process.

About Federated Rural Electric Association

Federated Rural Electric Association delivers reliable, member-owned electric service across southwest Minnesota and portions of northwest Iowa. Serving a diverse mix of rural communities, family farms, small businesses, agricultural operations, three large contract loads and growing broadband customers, Federated REA's service territory reflects the strong work ethic and close-knit communities that define the region.

The cooperative powers the homes, businesses, schools, and essential services that support the area's agricultural economy and quality of life. In addition to delivering safe, dependable electric service, Federated REA continues to expand high-speed fiber broadband, to meet the connectivity needs for today's homes, farms, and businesses.

With approximately 34 full-time employees, Federated REA serves more than 5,275 members throughout Jackson and Martin counties in Minnesota, neighboring communities, and approximately 60 members in Iowa with affordable, reliable and safe electric service with great member service. The cooperative generates annual operating revenues of approximately \$42 million and maintains total assets of nearly \$89 million.

The cooperative also currently serves more than 2,000 broadband consumers which includes fiber to the premise, fixed wireless, Cooperative TV streaming video, VoIP phone and a cellular phone option. This growing sector of the cooperative covers a three-county area of Jackson, Martin and Cottonwood and has the goal of providing these essential services to all who wish to receive them.

Founded in 1935, Federated remains committed to providing safe, reliable, and cost-effective electric service while investing in the infrastructure and technology necessary to meet the evolving needs of its membership.

Reporting to the seven-member Board of Directors, Federated REA's Chief Executive Officer is responsible for leading the organization, overseeing daily operations, managing the cooperative's financial performance and workforce, implementing board policies, and representing the cooperative throughout the communities that it serves.

The Ideal Candidate

The successful candidate will be a collaborative, safety-focused leader with strong financial acumen, deep knowledge of the electric utility industry (including power supply), and a good understanding of the broadband industry.

Leadership Competencies

- **Ability to lead change and manage risk:** Identifies and actively manages change and risk throughout the organization.
- **Vision and Strategic Orientation:** Takes a broad scale, long-term view, that focuses on the future needs of the organization, its members and the industry.
- **Industry Influence:** Uses their knowledge of the electric and broadband industries to positively impact the future direction of those industries.
- **Analytical Thinking and Decision Making:** Thinks systematically, conceptually, and analytically to determine effective solutions that will enable the co-op to achieve desired goals.
- **Results Driven:** Achieves results by establishing and maintaining focus on challenging goals and measuring organizational performance against those goals and standards.
- **Exceptional communication skills, both formally and informally:** Listens, relates and expresses oneself in a manner that is effective while supporting mutual understanding.
- **Respect and Appreciation:** Develops and nurtures a healthy culture that leverages the talents of each person and promotes cultural awareness among members.
- **Commitment to Cooperative Values:** Acts in ways that put the utility's values and principles above one's own personal needs and goals.
- **Integrity and Courage:** Makes decisions and acts consistently with values, professional standards, and the broader interests of the utility.

Experience and Expertise

- Bachelor's degree preferred. An advanced degree will set you apart!
- Education or Experience in Accounting & Finance, Engineering, or Business is preferred.
- At least 5 years of progressive leadership experience is required.
- At least 5 years of electric utility experience is also required.
- Working knowledge of the broadband business model, with an appreciation for the operational, customer, and strategic factors that drive long-term success is important.
- A solid understanding of power supply will be advantageous.
- Experience interacting with legislators and public officials is preferred.
- Electric cooperative experience and understanding of cooperative values are a plus.

Our Location

Federated Rural Electric Association's headquarters is in Jackson, Minnesota, a welcoming regional community in the heart of southwestern Minnesota. Jackson offers an exceptional quality of life, combining the benefits of small-town living with convenient access to regional amenities. Residents enjoy safe neighborhoods, excellent schools, quality healthcare, affordable housing, and a strong sense of community - making it an ideal place to build both a career and a home.

Located at the intersection of Interstate 90 and U.S. Highway 71, Jackson provides easy access throughout the region. Sioux Falls, South Dakota, less than 90 minutes away, offers a vibrant metropolitan area with extensive shopping, dining, entertainment, and healthcare options. The cooperative is also close to the Sioux Falls Regional Airport, providing daily nonstop service to major U.S. hubs and is just over two hours from Minneapolis, MN.

The communities of Fairmont, Worthington, Mankato, and Spirit Lake, Iowa, are all within a comfortable drive, offering additional retail, professional services, educational opportunities, and recreational amenities.

Outdoor enthusiasts appreciate the area's four distinct seasons and abundant recreational opportunities. Nearby lakes, parks, golf courses, trails, hunting, fishing, and the scenic Des Moines River provide year-round opportunities to enjoy the outdoors. Jackson is also home to a thriving arts and community events scene, with local festivals, youth activities, and civic organizations contributing to an active and engaged lifestyle.

The communities served by Federated REA reflect the values that have sustained the cooperative for generations - integrity, hard work, innovation, and a commitment to neighbors.

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Agriculture remains the economic backbone of the region, complemented by manufacturing, healthcare, renewable energy, education, and locally owned businesses that create a diverse and resilient economy.

Our Benefits

Federated offers an excellent comprehensive benefit package (e.g. vacation, sick leave, short-term and long-term disability, 10 paid holidays, NRECA Health Insurance participation, 401(k), defined contribution plan and more). Annual salary for the position is \$195,000 to \$275,000 and is commensurate with experience and qualifications.

Federated REA is an EEO/Affirmative Action employer. Race, color, religion, sex, age, national origin, disability, military, veteran status, gender identity, sexual orientation, genetic information or any other applicable status protected by Federal, State or Local law are not taken into account in any employment decision. Learn more about us at <https://federatedrea.coop/>.

How to Apply

If interested, please apply at <https://nreca.applytojob.com/apply/HaZDGaerEd/Federated-Rural-Electric-Association-CEO> with the following: 1) Cover letter, 2) resume and 3) contact information (including emails) for three professional references. Applications must be received by **September 21, 2026**. If you have any questions, please contact **Leigh Taylor**, NRECA Executive Search, leigh.taylor@nreca.coop.

All replies are confidential.