

POSITION PROFILE

CONFIDENTIAL

<b>POSITION TITLE:</b>	Chief Executive Officer
<b>REPORTS DIRECTLY TO:</b>	Board of Directors
<b>LOCATION:</b>	Angola, Indiana
<b>THE COMPANY:</b>	Steuben County REMC

Steuben County REMC delivers electric power to approximately 11,000 members across more than 900 miles of energized line throughout Steuben County and portions of DeKalb and LaGrange counties in Northeastern Indiana. In addition to electric service, the cooperative provides broadband internet to nearly 5,000 members. In 2025, total revenue and patronage capital reached approximately \$32.8 million. The REMC is governed by a 9 member Board of Directors elected by the membership at the annual meeting each year.

Northeast Indiana and Steuben County are rich in history and a place we are proud to call home. Steuben County offers a high quality of life rooted in natural beauty, close-knit communities, and a balanced pace of living. With over 100 lakes, scenic parks, and access to Pokagon State Park, residents enjoy abundant opportunities for outdoor recreation year-round—from boating and fishing in the summer to hiking and cross-country skiing in the winter. The area blends small-town charm with modern amenities, offering safe neighborhoods, strong schools, and a low cost of living. Its proximity to larger cities like Fort Wayne provides convenient access to expanded services and cultural attractions while preserving the tranquility and connectedness of rural life. Whether raising a family or enjoying retirement, Steuben County is a welcoming place to call home.

## **YOUR IMPACT:**

As the Chief Executive Officer of Steuben County REMC, this dynamic leader reports directly to the Board of Directors and drives the success of the cooperative across all areas of operation. With ultimate responsibility for Finance, Electrical Operations, Broadband Services, Customer Experience, and Office Management, the CEO ensures seamless day-to-day operations while keeping a sharp focus on long-term strategy.

This role champions the creation and execution of the annual budget, aligning operational needs with the Board's strategic goals. Through clear, consistent communication with the Board, the CEO provides key updates on financial health, customer engagement, operational challenges, and progress toward strategic initiatives.

A passionate developer of talent, the CEO fosters a strong internal culture by investing in employee growth and upholding the cooperative's core values. Safety is not just a priority—it's a mindset embedded across the organization.

Externally, the CEO is a proactive and respected voice at the Indiana Electric Cooperatives (IEC) and Wabash Valley Power Alliance (WVPA), and proudly serves as the face of Steuben County REMC in the local community—building relationships, championing innovation, and leading with integrity.

The CEO will be responsible for providing the following:

### **PROFESSIONALISM**

- Consistently behaves and presents himself in a professional and ethical manner consistent with the seven cooperative principles and organizational standards. Offers a near flawless core ethical foundation. Regarded and recognized as a professional selfless leader who faithfully seeks to do what's right for people first.
- Conveys a deep commitment to serving employees, the board, and external members. This includes listening, building confidence, increasing satisfaction, and responding to needs.

### **LEADERSHIP AND VISION**

- Is a credible leader demonstrating a strong professional presence while conveying trust, rapport, and connection with teams while leading the organization.
- Has been a member of a management team with leadership experience that can naturally adapt to a versatile role. He or she is also equally adept at building a strategic platform for company and member growth opportunities as well as actively and thoughtfully managing and mitigating risk appropriately.
- Communicates expectations, goals, and vision in a way that provides clarity and excites interest.
- Demonstrates a commitment to employee growth and development, mentors employees and ensures all employees within the cooperative function at a high level.
- Promotes and generates cooperation between the board of directors and staff to achieve collective outcomes.

### **COMMUNICATION AND RELATIONSHIP MANAGEMENT**

- With exceptional communications skills, he or she is an effective communicator with high interpersonal, relationship-building skills who can partner effectively with the Board, members of the cooperative, and all other 3rd parties.
- Is a highly innovative, hands-on leader who thinks like an owner of the business. Has an unending passion and quite effectively employs fact-based decision-making process supportable by data and sound decision methodology.
- Will facilitate and build meaningful relationships with regulatory and legislative parties.

### **BUSINESS ACUMEN**

- Is well versed in business acumen and is comfortable with financial metrics and has a detailed understanding of the key financial opportunities as well as financial risk strategies.

- Upholds the safety standards of the cooperative. Proactively identifies and corrects conditions that affect employee safety.

### **WHAT WE NEED FROM YOU:**

- Bachelor's degree in business or public administration, marketing/communications, engineering, accounting, or a related field with 10 plus years of leadership experience preferred or 15 years of increasingly responsible administrative, management, and/or supervisory experience.
- Cooperative and/or electric utility experience, preferred
- Experience working with broadband, a plus
- Experience working with seasonal billing also a plus.

### **WHAT YOU'LL GET:**

We believe what benefits our employees benefits our cooperative. That's why we put our employee's first-your health, your family, and your development. These aren't just slogans: We offer health benefits, a 401(k) match and pension plan, and much more.