

KEY RESPONSIBILITIES

Strategic Leadership and Board Relations

- Lead strategic visioning and planning to maintain Flint Energies' competitive position and advance its mission.
- Advise and assist the Board of Directors regarding industry developments, strategic priorities, business objectives, policy needs, and operational matters.
- Guide the Board in developing goals, policies, and plans that support the cooperative's strategic direction.
- Provide the Board with timely, accurate information and meaningful educational opportunities to support informed governance and effective participation.
- Plan and conduct Board meetings professionally, facilitate constructive participation, and build consensus among directors.
- Ensure that Flint Energies operates in accordance with its bylaws and the mission, policies, plans, and goals established by the Board.

Enterprise and Financial Management

- Direct the cooperative's overall activities and operations, exercising delegated authority consistent with Board policy, sound business judgment, and applicable limitations.
- Establish an effective organizational structure and modify it as conditions and strategic priorities warrant.
- Oversee development of the annual budget, financial plan, and competitive pricing and rate strategies for Board adoption and regular review.
- Promote operational excellence, fiscal responsibility, prudent use of resources, and continuous improvement throughout the organization.
- Consult and collaborate with legal counsel, auditors, engineers, financial advisers, and other professionals as necessary to accomplish corporate goals and objectives.
- Ensure members have access to a reliable and competitively priced supply of electricity.

People and Organizational Culture

- Provide leadership and direction to employees and secure their engagement, cooperation, and support in accomplishing the cooperative's objectives.
- Foster a safe, respectful, collaborative, and high-performing workplace that encourages creativity, professional growth, personal satisfaction, and a strong sense of accomplishment.
- Establish and maintain effective practices for recruiting, selecting, training, developing, compensating, and retaining personnel.
- Communicate the cooperative's mission, goals, priorities, and performance expectations throughout the organization.

- Promote a total-process and team-oriented approach to work, constructive conflict resolution, open feedback, innovation, efficiency, and accountability.
- Coach, counsel, develop, evaluate, and support senior leaders while demonstrating genuine respect for all personnel.

Member and Community Relationships

- Champion a member-focused culture committed to listening, responsiveness, dependable service, reliable information, and effective follow-through.
- Develop and maintain programs that strengthen member loyalty, understanding, support, and engagement.
- Communicate with members and help resolve member issues and concerns as appropriate.
- Direct planning for the Annual Meeting and other opportunities to inform members about the cooperative's business, performance, services, and industry trends.
- Maintain a visible, accessible, and positive presence in the communities Flint Energies serves.

Industry, Government, and Business Relationships

- Monitor legislative, regulatory, technological, economic, and industry developments affecting Flint Energies and its members.
- Develop and maintain political, industry, and business alliances that benefit the cooperative and its membership.
- Participate in state and national electric cooperative and utility organizations to advance Flint Energies' interests.
- Cultivate productive relationships with chambers of commerce, service organizations, economic development organizations, governmental leaders, and other community partners.
- Promote and protect the cooperative's reputation with members, employees, business partners, public officials, and the general public.

QUALIFICATIONS

Education

- A bachelor's degree in business administration, public administration, engineering, accounting, or a related field is required.
- Preferred: MBA in related field as listed above

Experience

- At least ten years of senior management experience, including substantial responsibility in areas such as financial management, member or customer relations, strategic planning, Board relations, utility operations, rate structures, and legislative or regulatory matters;

- Demonstrated success leading a complex organization, developing executive talent, managing change, and achieving strategic and financial objectives;
- Working knowledge of utility broadband industry;
- Experience working with a governing board and communicating effectively with directors, employees, members, business partners, public officials, and community stakeholders;
- Leadership experience with public, consumer, industry, or community organizations is highly desirable.

Leadership Attributes and Skills

- Unquestioned integrity, sound judgment, accountability, and a record of significant leadership achievement.
- Strategic vision combined with the operational discipline to translate plans into measurable results.
- Exceptional written, oral, interpersonal, and public-speaking skills.
- Strong business and financial acumen, including an understanding of utility pricing, cost drivers, operational efficiency, and responsible resource stewardship.
- A collaborative, team-oriented leadership style that encourages candid communication, constructive feedback, creativity, and problem-solving.
- A genuine commitment to cooperative principles, member service, employee development, community engagement, and improving quality of life.
- The ability to remain accessible and visible throughout Flint Energies' service territory and to represent the cooperative credibly at the local, state, and national levels.

EXECUTIVE LEADERSHIP TEAM

The President/CEO currently supervises and evaluates the following senior leadership positions:

- Vice President, Cooperative Communications
- Vice President, Corporate Services
- Vice President, Engineering & Operations
- Vice President, Finance & Accounting
- Vice President, Member Solutions
- Vice President, Power Supply
- Vice President, Technology
- Manager of Executive Services

The organizational structure and reporting relationships may be modified as business needs and conditions warrant.

ABOUT FLINT ENERGIES

100,915

METERS

230

EMPLOYEES

7,237

MILES OF LINE

17 COUNTIES

SERVICE TERRITORY

Founded in 1937, Flint Electric Membership Corporation, dba Flint Energies, is a not-for-profit, member-owned electric cooperative serving residential, commercial, industrial, and agricultural members across portions of 17 counties in central Georgia. Stretching from Warner Robins Air Force Base in Houston County to Ft. Benning in Muscogee County, Flint Energies serves more than 100,915 meters through more than 7,237 miles of distribution line and 50 substations and is the system owner of the Ft. Benning Army Post. With approximately 230 employees, Flint Energies is the eighth largest of Georgia's 41 electric membership cooperatives and one of the largest electric cooperatives in the nation.

Flint Energies is building a broadband fiber network allowing Flint Energies and its members to receive access to a 2 Gbps broadband network through its fiber lease partner. Once completed, the system will be one of the fastest and robust in the nation.

Flint Energies is locally controlled and democratically governed by a nine-member Board of Directors elected from among the cooperative's membership. As a Touchstone Energy Cooperative, Flint Energies is committed to providing reliable, competitively priced electricity, strengthening the communities it serves, and improving the quality of life in Middle Georgia.

HOW TO APPLY

Candidates must submit a cover letter with their resumes. Cover letter should address qualifications and candidate's vision in energy and broadband industries.

Email cover letters with resumes to CEOSearch@enervision-inc.com

APPLICATION DEADLINE: September 4, 2026, 5:00pm ET

The Board of Directors has retained EnerVision, a Vantage Point Company, to facilitate this executive search.

