CEO

White River Valley Electric Cooperative, Branson, Missouri

The White River Valley Electric Cooperative (WRVEC) Board of Directors seeks a proven leader to serve as the cooperative's next Chief Executive Officer. The CEO reports to a nine-member Board of Directors elected by and from the cooperative membership. The preferred start date is July 2026.

Candidates

The cooperative is seeking a high integrity CEO with exceptional skills in leadership and communication with an understanding of the industry, electric operations, and financial prudence, while embracing the electric cooperative model. The ideal candidate will be driven, confident, and loyal. The CEO will play a pivotal role in setting a vision and shaping an organizational culture of collaboration and empowered staff.

WRVEC's CEO will guide the cooperative in maintaining its member focus through providing affordable power while maintaining reliability and the financial strength of the cooperative. This will require strong leadership to foster positive relationships and open communications with the board, executive team, staff, business partners, the community, and other key stakeholders.

About White River Valley Electric Cooperative

White River Valley Electric Cooperative (WRVEC), headquartered in the picturesque Ozark Mountains in Branson, Missouri, is a member-owned utility serving over 48,000 meters across Taney, Stone, Christian, Douglas, and Ozark counties. Since its founding in 1939 with the support of the Rural Electrification Administration (REA), WRVEC has been committed to delivering reliable electric service and enhancing the quality of life in rural communities. Today, WRVEC is advancing its mission by investing in cutting-edge infrastructure and launching initiatives such as White River Connect, LLC, which is building a world-class fiber broadband network to empower members and transform the region's connectivity. The Cooperative is deeply engaged in rural broadband expansion, community development, and economic growth,

set against a backdrop of nationally recognized entertainment, scenic lakes, outdoor recreation, and vibrant local culture.

Preferred Qualifications

Preference will be given to candidates with ten years of progressively responsible administrative, management, and/or supervisory experience; a four-year degree or equivalent training and experience; and five years in a senior leadership role.

Living Requirements:

The Cooperative's Chief Executive Officer must reside within the service territory of White River Valley Electric Cooperative to ensure effective leadership, community engagement, and accessibility to members and staff. If the selected candidate does not currently reside within the service territory, reasonable time will be allotted to facilitate relocation prior to assuming full responsibilities.

To Apply

Interested candidates should email a resume, cover letter, and a minimum of three (3) professional references or letters to: Carnahan Evans, PC, c/o Shawn Battagler at Sbattagler@CarnahanEvans.com . Applications will be accepted through February 13, 2026. All inquiries and applications are confidential. Receipt of all applications will be acknowledged by email reply. For assistance or questions about the application process contact Shawn Battagler at 417-447-4400.

White River Valley Electric Cooperative is an equal opportunity provider and employer.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.

Note: The complete CEO job description is included with this posting.

WHITE RIVER VALLEY
ELECTRIC COOPERATIVE

Updated 2025

Job Description			
Division/Department:	Executive Staff		
Location:	**White River Valley Electric Cooperative, Branson, MO**		
Job Title:	Chief Executive Officer		
Reports to:	Board of Directors		
Hours:		**Position Type:**	Exempt

General Description:

The job of the **Chief Executive Officer** at **White River Valley Electric Cooperative** in Branson, MO involves performing high-level leadership and management functions such as planning, organizing, directing, coordinating, and controlling the activities and affairs of WRVEC in accordance with established policies, strategic plans, and business objectives as delegated by the Board of Directors. The CEO provides leadership, vision, advice, and assistance to the Board concerning industry changes, strategic planning, business objectives, and policy needs that support the Cooperative's mission. Additionally, the CEO ensures good working conditions for personnel, fosters opportunities for maximum creativity, personal satisfaction, and sense of accomplishment, and develops member loyalty, support, understanding, and acceptance. The CEO also ensures that all members have a dependable, competitively priced supply of electricity and provides timely data as required by the Cooperative's business associates while developing and maintaining beneficial political and business alliances.

Responsibilities in Serving Members:

- Leadership
- Provides opportunities for strategic visioning and planning to ensure that the business is in a competitive position in the marketplace.
- Guides and assists the Board of Directors in developing goals, policies, and plans to support the strategic planning.
- Provides educational information and opportunities for the Board of Directors' participation.

Management:

- Ensures Cooperative activities align with bylaws, policies, mission, and Board goals.
- Takes reasonable action necessary to carry out delegated responsibilities so long as such action does not deviate from established policies and practices defined by the Board of Directors, conflict with sound business judgement, or exceed specific limitations placed upon the authority delegated by the Board of Directors or the Bylaws of the Cooperative.
- Establishes the organization structure and modifies it as conditions warrant.
- Supervises all aspects of operations for White River Connect.

Personnel:

- Ensures through employee meetings, communications, and committees that personnel are aware of the Cooperative mission and goals and perform their functions to accomplish these goals.

- Provides and maintains wage and salary plans, benefits, and effective human resource policies.
- Guides personnel to look at work from a total process viewpoint rather than task viewpoint.

Member Relations:

- Regularly update members on the Cooperative's performance, initiatives, and challenges via newsletters, meetings, and digital platforms.
- Ensure financial and operational data is accessible and understandable to reinforce trust and accountability.
- Develop and maintain programs to build member loyalty.
- Address and resolve member issues and concerns as needed.
- Plan the Annual Meeting to inform members of Cooperative business and industry trends.
- Keep members informed about new developments at WRVEC and within the industry.

Business and Political Alliances:

- Builds and nurtures strategic partnerships with local, state, and national industry organizations to effectively advocate for the Cooperative's goals and interests.
- Serves as a public representative to enhance the Cooperative's reputation and foster goodwill within the community.
- Monitors and evaluates industry trends and legislative developments to proactively address potential impacts on the Cooperative.
- Collaborates with external organizations such as the Chamber of Commerce, local service groups, and economic development agencies to promote shared objectives and advance the Cooperative's mission.

Supervision:

- Oversee and perform supervisory duties, including planning, scheduling, delegating, evaluating, coaching, mentoring, and providing training to staff. Ensure adherence to business systems, policies, procedures, and practices related to supervisory responsibilities.
- Foster a collaborative work environment by encouraging constructive conflict resolution, offering, and receiving feedback, and empowering staff to find creative solutions that streamline processes and eliminate inefficiencies.
- Guide team members in understanding how their roles contribute to the Cooperative's broader objectives, demonstrating a genuine interest in their professional development.
- Promote a culture of mutual respect among personnel and lead by example in maintaining professional standards and an inclusive workplace.

Member Service:

- Fosters a culture of excellence by ensuring member satisfaction through proactive engagement, listening to stakeholders' needs, and delivering dependable products and services. Demonstrates accessibility and visibility within the community, responding to inquiries with prompt and reliable information while exemplifying a courteous and professional demeanor.

Business Knowledge:

- Demonstrates a commitment to strategic excellence by ensuring tasks are executed efficiently and effectively from inception, fostering a culture of precision and accountability. Identifies opportunities for operational efficiencies, minimizes waste, and exercises sound judgment in

procurement and resource deployment. Emphasize teamwork and collaboration, recognizing the Cooperative's mission to enhance members' quality of life and act in their best interests. Exemplifies leadership through pride in delivering meaningful value to the community and setting a standard of professionalism across organizational efforts.

Team Efforts:

- Provides strategic leadership and oversight to ensure the organization achieves its business goals and budgetary objectives. Demonstrates exceptional communication skills by actively listening, understanding diverse perspectives, and delivering constructive feedback. Serves as an initiative-taking analytical person, adept at addressing both operational challenges and refining business processes while fostering collaboration across teams. Embodies professionalism by maintaining expertise in industry standards, completing tasks with precision, using sound judgment, and prioritizing innovation to enhance organizational performance. Displays a commitment to positive organizational impact through effective leadership, thoughtful decision-making, and exemplary people skills.

Supervises and Evaluates:

- White River Connect CEO
- Executive Staff Members

Education and Training Requirements:

- **Required:** Candidates must possess a bachelor's degree in Business or Public Administration, Accounting, Engineering, or a closely related field. A minimum of ten(10) years of progressively responsible experience is administration, management, and/or supervision is required, including at least five (5) years in a senior leadership capacity Additional advanced training in engineering, finance, accounting, statistics, utility operations, or economics as it relates to utility management is highly desirable.
- Must possess excellent written and oral communication skills to interact with the Board, members, personnel, and business associates.
- Requires familiarization with computers and other technology.

Physical Capabilities for the Working Environment:

- This position involves working in a smoke-free office, interacting with the public, members, and employees. It requires sitting at a desk, using hands and fingers, and reviewing documents, reports, and vendor information. The noise is usually moderate, and there are no specific lifting requirements. Travel by car or plane to meetings, as necessary.

Note: This job description is not to be construed as an exhaustive statement of duties, responsibilities, and requirements. Management retains the right to assign or reassign duties and/or responsibilities at any time.