

Chief Executive Officer

Tongue River Electric Cooperative — Ashland, Montana

The Board of Directors of Tongue River Electric Cooperative (TRECO) is seeking an experienced, visionary leader to serve as its next Chief Executive Officer (CEO) following the planned retirement of the current CEO after 11 years of service.

Position Overview

TRECO is seeking a dynamic Chief Executive Officer with outstanding leadership and communication skills and a proven ability to build strong, lasting relationships. The ideal candidate will bring a strategic, forward-thinking mindset and a deep commitment to collaboration, innovation, and service excellence. The CEO will lead an engaged team dedicated to delivering safe, reliable, and affordable electric service to more than 2,700 members.

The CEO must lead with integrity and demonstrate a strong commitment to safety, ethical leadership, and cooperative values. A high degree of self-awareness, teamwork, and the ability to foster a culture of trust, accountability, and member focus are essential.

About Tongue River Electric Cooperative

Tongue River Electric Cooperative, Inc. (TRECO) was incorporated on January 22, 1946, and first energized its system on September 9, 1949. Today, TRECO proudly serves more than 2,700 members and over 5,000 service locations across rural eastern Montana. Approximately 60% of TRECO's load is residential, 30% commercial/industrial, and 10% irrigation.

TRECO's headquarters is located in Ashland, Montana, along U.S. Highway 212 in Rosebud County. The cooperative operates two outpost shops—one in Broadus, Montana (44 miles east of Ashland) and one in Miles City, Montana (80 miles north of Ashland). TRECO maintains a four-person line crew at each outpost and a five-person line crew at the Ashland headquarters.

TRECO serves the communities of Ashland, Broadus, Birney, Lame Deer, and Busby, along with rural members across Prairie, Custer, Rosebud and Powder River Counties. The cooperative also serves rural areas surrounding Miles City, Terry, and Colstrip.

Required Qualifications

Applicants who do not meet the required qualifications will not be considered.

- Verifiable, successful leadership experience with an electric utility
 - Excellent leadership, communication, and interpersonal skills
 - Ability to develop and execute a compelling vision and strategic plan aligned with Board goals
 - Demonstrated ability to work collaboratively with the Board of Directors, staff, employees, members, and external stakeholders
 - Strong knowledge of electric utility operations, safety protocols, power supply, member services, finance, strategic planning, and risk management
 - Understanding of electric utility industry trends and the ability to leverage them to benefit cooperative members
 - Knowledge and appreciation of the cooperative business model and the Seven Cooperative Principles
 - Proven success in building high-performing teams and positive organizational cultures
 - Ability to maintain a workplace aligned with TRECO's vision, values, and policies while complying with federal and state employment regulations
 - Commitment to ongoing professional development
 - Willingness to travel for local, regional, and national meetings
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Preferred Qualifications

- Bachelor's degree from an accredited university or a minimum of five years of leadership or management experience within an electric utility, preferably an electric cooperative.
 - Advanced degree or professional certification relevant to electric utility leadership, including engineering, management, finance, accounting, economics, or law
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Compensation and Benefits

TRECO offers a competitive salary along with a comprehensive benefits package, including:

- Pension retirement plan
- 401(k) plan base contribution of 17% plus a 6% employer match (up to 23% total of base pay)
- Medical, dental, and vision insurance
- Long-term disability insurance
- Life insurance

- Health savings account (HSA)
 - Eight paid holidays (plus two floating holidays)
 - Starting annual accrual of 168 hours of personal time off (PTO)
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Application Process & Deadline

Interested individuals who meet the required qualifications must submit:

- A cover letter
- A resume
- Three professional references

Final candidates will be required to successfully complete a comprehensive background check and a pre-employment drug test.

To receive full consideration, applications are **strongly preferred by February 13, 2026, at 5:00 p.m. Mountain Time**. Applications will continue to be reviewed until the position is filled.

Questions may be directed to Board President Jim D. Collins at amigo1@rangeweb.net or 406.427-5424. Completed applications may be submitted to the following address:

Tongue River Electric Cooperative/CEO Search

2435 US Hwy 212

Ashland, MT 59003

Tongue River Electric Cooperative is an Equal Opportunity Employer.