



Position Description

Position Title:	CEO & General Manager	Direct Reports:	Yes
Department:		Classification:	Exempt
Location:	Lansing, MI	Approved Date:	
Reports To:	Board of Commissioners	Revision Date:	June 17, 2026

Position Summary:

Responsible for administrative, strategic and tactical leadership of MPPA. Directs all activities of the organization within the framework of budgets, policies and bylaws approved by the Board of Commissioners ("BOC"). Responsible for developing and implementing the structure, systems and staffing necessary to execute the strategic plan. Build positive relationships with suppliers, industry partners, Commissioners of the Board and governing bodies of members. Enhance the brand and image of MPPA by participating in important industry functions. Work with the Executive Director of MMEA to support public power's legislative and regulatory objectives. Provides coaching, mentoring and team building activities to create positive engagement from employees and to develop future leaders.

Organizational Values:

1. Belief in public ownership of utilities
2. Honesty and integrity
3. Professionalism
4. Cooperation/dedication to the common good
5. Commitment to service
6. Maintaining a culture of regulatory excellence

Essential Responsibilities:

1. Effective leadership through engaging, coaching and developing employees.
2. Demonstrates fiduciary duties of care, loyalty and disclosure to the organization and all its stakeholders.
3. Provides strategic leadership by setting priorities, directing key activities, and anticipating emerging trends to maximize value for and meet the evolving needs of the members.
4. Recommends and implements the organizational structure, systems and staffing necessary to deliver on the goals and initiatives of the strategic plan.
5. Creates a positive image of public power and brand of MPPA among industry peers, suppliers, partners, regulators and legislators.
6. Productive communicator with the Board of Commissioners, member governing bodies, industry stakeholders and employees.
7. Exhibits strong industry and organizational knowledge when recommending action, communicating with stakeholders and making decisions.
8. Prioritizes fiscal stewardship and risk management.
9. Ensures timely compliance with all laws and regulations.

Supervision Received:

Limited Direction: Works from overall policies, goals, and budgetary limits. Virtually self-supervising with direct accountability for final results.

Supervisory Responsibilities:

Advanced supervision: Determines organizational level priorities, work assignments, and procedures for subordinates. Responsible for assigning, scheduling, and ensuring the quality and quantity of work. Manage organizational policies for all employees. Provides training and coaching. Selects candidates for employment, promotion, etc. Formally evaluates subordinate's performance (i.e. performance reviews, discipline, etc.). Terminates employment. Makes compensation decisions.

Education & Experience:

1. Bachelor's Degree specializing in Business, Finance, or Engineering or equivalent related field; Master's Degree preferred.
2. Seven (7) years progressively responsible leadership experience including at least four (4) years in a senior leadership role serving and balancing the needs of multiple internal/external stakeholders; Five (5) years of experience setting strategic priorities while leading a team to move initiatives from concept to completion; Ten (10) years of experience in the Electric Industry and/or competitive wholesale energy markets.

Other Knowledge, Skills & Abilities:

1. Advanced knowledge of the electric power industry
2. Excellent communication and people skills
3. Financial acumen
4. Risk management

Core Competencies:

1. Motivation: Ability of to inspire and encourage others to reach a goal.
2. Management: Ability to achieve desired outcomes by organizing individuals and setting goals and priorities to deliver results.
3. Leadership: Ability to motivate and guide others to ensure performance in accordance with clear expectations and goals.
4. Problem Solving: Ability to recognize courses of action which can be taken to handle problems or potential problems, and applying contingency plans to solve those problems.
5. Coaching and Development: Ability to provide honest and timely guidance and feedback to help others strengthen specific skill areas needed to accomplish a task or solve a problem.