



MASSENA ELECTRIC DEPARTMENT
71 E. Hatfield Street • PO Box 209 • Massena New York 13662
Office: (315) 764-0253 • Fax: (315) 764-1498
www.massenaelectric.com

Superintendent

Massena Electric Department

Massena, New York

<https://www.massenaelectric.com>

The Massena Electric Department (“MED”) is seeking a highly qualified and motivated professional to serve as Superintendent of one of New York State’s historic municipal electric systems.

Located along the St. Lawrence River in Northern New York, Massena is home to major hydropower infrastructure, advanced manufacturing, international transportation access, and emerging economic development opportunities including energy-intensive industry and data infrastructure. MED operates a publicly owned electric utility serving the Massena community with a strong commitment to reliability, affordability, safety, and customer service.

This position serves as the chief administrative and operational officer of the utility and reports directly to the MED Board of Trustees.

Position Summary

The Superintendent is responsible for the leadership, planning, administration, operation, maintenance, and strategic direction of the municipal electric system including:

- Electric transmission and distribution systems
- Substations and switching infrastructure
- SCADA and system monitoring systems
- Electric power procurement and NYPA allocations
- Reliability and emergency response operations
- Utility finances, budgeting, and capital planning
- Regulatory compliance and reporting
- Personnel supervision, safety and labor coordination
- Long-range infrastructure and economic development planning

The Superintendent oversees all utility operations and works closely with the MED Board, local municipalities, state agencies, regional utilities, customers, and economic development partners.



Essential Duties and Responsibilities

The successful candidate will:

- Manage all employees of the Electric Department. Position is responsible for performance management and facilitation of hiring of employees within the department.
- Promote a strong culture of teamwork, workplace safety, training, efficiency, accountability, and public service.
- Supervise utility personnel, contractors, engineering consultants, and operational staff.
- Responsible for supervision, coordination, evaluation and performance of subordinates.
- Direct the operation and maintenance of electric transmission and distribution facilities including substations, feeders, overhead and underground systems.
- Coordinate electric supply matters involving NYPA hydropower allocations, market purchases, PPAC considerations, and system reliability.
- Develop and implement strategic plans for modernization, resiliency, efficiency, and future load growth.
- Ensure compliance with all applicable federal, state, NYISO, PSC, NYPA, OSHA, NERC, and environmental regulations.
- Prepares the departmental budget; recommends the five-year Capital Improvement Plan and Capital Equipment Plan. Proposes new revenue streams regularly, including rate analysis, forecast staffing and equipment needs, monitor and approve expenditures throughout the year in accordance with the approved budget.
- Manage utility budgets, financial reporting, capital improvement planning, and long-term infrastructure investment.
- Follows OSHA procedures and training to ensure safety policies and procedures are enforced for the protection of the crews, co-workers and public.
- Reviews, revises, develops policies and procedures for the Massena Electric Department.
- Coordinate emergency restoration and storm response activities.
- Prepare memos and reports documenting finding and recommendations for presentation to staff and MED board.
- Communicate effectively with customers, elected officials, industry representatives, the MED board, and the public.
- Oversee procurement, equipment replacement, system studies, and engineering projects.
- Assist with economic development initiatives involving large industrial and high-energy-use customers.

Desired Qualifications

Candidates should possess:

- Extensive experience in electric utility operations, preferably within a municipal or public power environment.
- Strong knowledge of electric transmission and distribution systems, substations, SCADA systems, and utility infrastructure.
- Experience with utility finance, budgeting, rates, and capital planning.

- Knowledge of NYPA hydropower allocations, NYISO operations, municipal electric systems, and public power preferred.
- Demonstrated leadership and personnel management experience.
- Strong communication and public presentation skills.
- Ability to work collaboratively with governing boards, municipalities, regulators, and community stakeholders.
- Experience with emergency response and utility restoration operations.

Minimum Requirements

- Bachelor's degree in engineering, utility management, business administration, public administration, or related field preferred.
- Equivalent combination of education, technical training, and progressively responsible utility experience may be considered.
- Minimum of five (5) years of supervisory or management experience in electric utility operations preferred.
- Valid driver's license required .

Professional Electrical Engineer (P.E.), line utility certification, or public power management certifications are considered a plus.

Compensation and Benefits

Salary is competitive and commensurate with qualifications and experience.

Salary: \$125,000 - \$175,000

Comprehensive benefits package includes but not limited to:

- New York State Retirement System
- Health insurance
- Paid vacation and holidays
- Professional development and training
- Company vehicle
- Relocation expenses

This is a full-time position, primary workdays are Monday through Friday. Must be available for off-hour emergencies, sometimes attend evening meetings and other events, weekend work may be required as job duties demand.

Application Process

Cover letter and resume may be submitted in person at MED's office located at 71 E. Hatfield St., Massena, NY or by mail to: Massena Electric Department, P.O. Box 209, Massena, New York 13662

ATTN: *Superintendent Hiring Manager*

or email: humanresources@massenaelectric.com

Accepting applications through 7/10/2026