



CONTINENTAL DIVIDE

AN ENERGY & TELECOMMUNICATIONS COOPERATIVE

POSITION ANNOUNCEMENT

GENERAL MANAGER

Continental Divide Electric Cooperative
Grants, New Mexico

The Board of Directors of Continental Divide Electric Cooperative (CDEC) is conducting a regional search to fill the position of General Manager and invites qualified applications.

Cooperative Profile

CDEC is a financially sound and operationally strong not-for-profit, electric distribution cooperative with approximately \$59.2 million in annual sales revenue and 516 GWh in annual energy sales.

Headquartered in Grants, New Mexico, the cooperative serves approximately 23,500 meters across five counties in west-central New Mexico and employs 85 dedicated team members at its newly constructed headquarters in Grants and a satellite office in Gallup, N.M.

Beyond its electric operations, CDEC delivers broadband internet and digital phone services through Red Bolt Broadband, a growing telecommunications division serving approximately 6,000 subscribers across two counties.

The cooperative's energy sales reflect a diverse load profile, consisting of approximately 28% residential, 65% commercial and industrial and 7% wholesale power sales and public lighting.

Position Overview

The General Manager serves as the chief executive officer of the cooperative and reports directly to the Board of Directors. The successful candidate will provide strategic leadership and oversight of the cooperative's electric and telecommunications operations while ensuring exceptional service to members, financial strength, regulatory compliance, employee development and community engagement.

Community Profile

Grants is located in west-central New Mexico and has a population of approximately 9,000 residents. Situated along Interstate 40, approximately 80 miles west of Albuquerque, Grants offers the convenience and affordability of small-town living while remaining within easy reach of metropolitan amenities.

The area offers affordable housing, local dining and shopping opportunities, quality schools and abundant outdoor recreation. Residents enjoy access to nearby attractions such as Mount Taylor, Cibola National Forest, El Malpais National Monument and El Morro National Monument.

CDEC's service territory spans five counties in northwest New Mexico and includes the Tribal communities of Laguna, Zuni Pueblo and portions of the Navajo Nation.



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Candidate Requirements

While not all-inclusive, qualified candidates should possess the following knowledge, skills and abilities:

- Must reside within CDEC's service territory and maintain membership in the cooperative.
- Demonstrated senior-level management experience in the electric utility industry or a closely related field.
- Experience overseeing or supporting broadband, telecommunications or other utility-related business operations is desirable.
- Thorough understanding of the cooperative principles, governance, policies, bylaws, and the General Manager's relationship with and accountability to the Board of Directors.
- Strong verbal and written skills, with the ability to effectively engage members, employees, elected officials, regulators, business partners and other stakeholders.
- Proven leadership and team-building skills, with a demonstrated commitment to fostering a positive organizational culture.
- Ability to lead the strategic, operational, financial, regulatory and member service functions of a modern electric distribution cooperative.
- Firm working knowledge of the evolving legislative, regulatory and public policy issues affecting the electric utility and telecommunications industries.
- Demonstrated commitment to the highest standards of ethics, integrity, transparency and professional conduct.
- Strong interpersonal and relationship-building skills, with the ability to effectively represent the cooperative within the communities it services and throughout the utility industry.

Compensation and Benefits

The cooperative offers comprehensive benefits, including a full NRECA benefits package. The anticipated salary range is \$250,000 to \$300,000, with final compensation commensurate with qualifications, experience and overall market competitiveness.

Application Process

Qualified candidates should submit a cover letter, resume, and at least three professional references electronically by July 7, 2026, to: GMSearch@cdec.coop.

Selected finalists will be invited to interview with the full Board of Directors the week of July 13, 2026.

Visit cdec.coop for more information about Continental Divide Electric Cooperative.