
- **What does NRECA Executive Search do?**

NRECA Executive Search helps electric cooperatives and public utility districts identify and then screen candidates for CEO, general manager, and other senior executive positions. We provide expert guidance, thorough candidate assessments, and strategic insights to help Boards of Directors make the best leadership decision.

- **How is NRECA Executive Search different from other executive search firms?**

Unlike other executive search firms, we specialize in electric cooperatives and public power. Our team has deep knowledge of cooperative governance, leadership needs, and industry trends, ensuring that we find candidates who align with both the cooperative business model and your organization's values.

- We have been leading executive searches for our membership since 1989 and have a vested interest in your leadership success as your not-for-profit association. Since 2019, we have helped our members hire over 100 CEOs, General Managers and Senior Staff. No other cooperative recruiter has our longevity in executive search expertise.

- **Does NRECA Executive Search “place” candidates?**

No. We do not “place” candidates and we do not provide suggestions on which candidate a Board or a hiring team should select. Instead, we find, screen, and assess potential leaders and provide Boards and hiring teams with the information they need to make an informed hiring decision. The final choice always rests with the Board or the hiring team.

- **What does the NRECA Executive Search process involve?**

Our proven, structured process includes:

- ✓ Understanding your cooperative's needs, culture, and strategic goals
- ✓ Developing a candidate profile and targeted recruitment strategy
- ✓ Identifying, vetting, and assessing potential candidates
- ✓ Conducting interviews and leadership assessments
 - ✓ Providing the Board with data-driven insights for decision-making
 - By the time the Board makes their final decision on their next CEO or General Manager, they have 10 separate pieces of information about the finalist candidates to make an informed choice.

NRECA Executive Search

Frequently Asked Questions

- **How do you find candidates?**

- We use both passive and active networking within the NRECA Executive Search team.
- We post the position on various platforms including the NRECA Executive Search LinkedIn page with over 5,000 followers, cooperative.com, NRECA, Engineering and Science network and with applicable statewide associations.
- We use the NRECA resume database, our own Executive Search database, LinkedIn.com searches and the Engineering and Science network database when that platform is selected.
- We directly reach out to over 1000 cooperative leaders.
- We also take direction from the board and cooperative on how and where to advertise.

- **Do you recruit candidates from outside the cooperative industry?**

Yes, we consider both cooperative and non-cooperative executives, but we focus on candidates who understand the cooperative model or have the ability to successfully transition into it because that is what many Boards want in their next leader.

- **How do you ensure that candidates align with our cooperative's culture and values?**

We don't just look at resume, through our candidate conversations and the use of Hogan Insight Assessments, we pay attention to a candidate's competencies, motivators and values, strengths and challenges. Our focus is on leaders who align who they are with what they do, ensuring a strong cultural fit.

- **How long does the executive search process take?**

A typical CEO or GM search takes 5-6 months, but timing can vary based on factors like candidate start date availability, Board schedules, and cooperative needs.

- **How involved is the Board in the selection process?**

The Board is actively involved at every stage. We provide expert guidance, screening, and assessments, but the final hiring decision is always up to the Board.

- **What support does NRECA Executive Search offer after the hire?**

We aren't done after the search is completed as we want your next executive leader to be successful. Included in our Executive Search engagements, is one post search consulting option. [Learn more here](#)

- **Do you offer interim leadership solutions?**

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Yes. If needed, we can help identify interim CEOs or general managers while the Board conducts a full search.

- **How do we start the process with NRECA Executive Search?**

Whether you are looking for next CEO/GM or your next senior leader, simply reach out to us to schedule a consultation. We will discuss your cooperative's needs and develop a customized search strategy that fits your timeline and goals. [Contact Us](#)