



CHIEF EXECUTIVE OFFICER – POWER – NORTHWEST U.S.

OVERVIEW:

Our client is a leading service provider in the power industry with over \$300M in revenues, and a subsidiary of a multifaceted Fortune Global 500 company with sales generating over \$28 billion. The organization seeks an individual to join them as President & CEO. He/she will have overall operating responsibility for the company, including all functional areas (operations, finance, sales, and marketing). He/she will work closely with the management team and the parent company's executive team to maximize the financial success of the organization. This opportunity is ideal for an executive with a great deal of personal drive and energy, as the goal is to grow the size of the company in excess of \$500M in the next few years.

As the leader of the executive management team, the President & CEO is responsible for the overall success and stability of the company, with a particular focus on integrating all operational functions of the firm. The President & CEO is responsible for maximizing the operational and financial performance while enhancing the overall quality of the company's infrastructure.

The President & CEO will be responsible for determining and leading the company's profitability, including aggressively building the company through organic growth, acquisitions, and expansion into new markets that may entail alliances and other new ventures. He/she will be responsible for developing the company's strategy and annual business plans.

The President & CEO will oversee the budget and the P&L process for the organization, responsible for timely reporting, keeping the company on its financial performance track, and ultimately responsible for developing the company's strategy along with the annual business plans.

The President & CEO will be the focal point for external communications, specifically responsible for building and maintaining optimal relationships and communications with its customers. The President & CEO will be the key liaison with the parent company's executive team and affiliated companies. He/she will be expected to continue the development of the management team, encourage teamwork and raising the bar throughout the company. The President & CEO of the firm is responsible for ensuring that departments and operations conduct all aspects of business with integrity, adhering to the strictest standards of compliance and ethics.

Positions reporting to the President & CEO are as follows:

- Chief Financial Officer
- SVP Operations
- VP Human Resources
- VP Marketing and Sales
- President, Construction Subsidiary
- General Counsel

EXPERIENCE / SKILLS REQUIRED:

The successful candidate will have significant experience within the power industry, having worked effectively through periods of growth and change. This individual will have successfully demonstrated the ability to i) manage and grow a substantial organization, ii) identify, analyze, and negotiate substantial acquisitions, new business alliances and new product introductions, iii) work directly with the executive team, as well as key outside constituents, and iv) have solid international business experience. The President & CEO of the firm must have the professional maturity, flexibility and diplomacy required to work productively in a multi-cultural organization with major U.S. operations throughout the country.



The successful candidate will have the following qualifications and experience:

- A charismatic leader with executive presence who is highly analytical, a decisive decision maker, and a broadly strategic thinker.
- Thoroughly knowledgeable regarding the details of management and financial reporting, with a proven success at building strong management team performance and loyalties.
- Experience in overseeing the integration of an acquisition through periods of growth and change.
- Strong power generation industry experience and knowledge of marketing, business development, and acquisitions.
- Financial background important.
- Strong technical understanding in engineering, power generation, renewable energy, or infrastructure industry.

PERSONAL ATTRIBUTES:

- "A" player with strong leadership skills
- Strong presentation, oral, and written communication skills
- Credible executive presence
- Ability to clearly articulate business vision and implement strategic plans
- Tactical business thinker with an excellent understanding of general business issues
- Comfortable with high level strategic planning and deal making
- High energy, strong work ethic
- Uncompromising integrity
- Full appreciation of corporate culture and corporate governance
- A team player with all constituencies
- A creative problem solver with demonstrated ability to develop new ideas and techniques
- The ability and significant desire to excel in a continually changing environment

EDUCATION AND EXPERIENCE:

- BS or BA required; an MBA is preferred
- 20+ years business experience with a minimum of 10 years experience as a member of senior management
- Experience leading a company in excess of \$250M in revenues
- 15+ years of experience in power generation or related industry
- International experience desired, ability to work with different cultures

COMPENSATION:

- A comprehensive base salary, performance bonus and benefits are offered
- Relocation program is provided as necessary

CONTACT:

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