

CEO General Manager Application

Southwest Iowa Rural Electric Cooperative

Instructions. Complete this form and submit it with your cover letter, current résumé, six references, and written responses to the three supplemental questions. Applications must be received by October 25, 2026. Type directly into this form or print clearly, and attach additional pages if needed.

1 Applicant Information

Full legal name _____

Preferred name _____

Mailing address _____

City State ZIP _____

Telephone _____

Email address _____

2 Current Employment and Availability

Current employer _____

Current title _____

Earliest available start date _____

Desired salary or salary range _____

If selected, are you willing to relocate within or near SWIAREC's geographic service area with a preference for Corning, Mount Ayr, or another community that provides convenient access to SWIAREC's operations and service area? ☐ Yes ☐ No ☐ Discuss

3 Application Package Checklist

- ☐ Completed SWIAREC application form
- ☐ Cover letter explaining your interest in the position and qualifications to serve as SWIAREC's next CEO/General Manager
- ☐ Current résumé
- ☐ Four business references and two personal references listed in Section 5
- ☐ Written responses to the three supplemental questions in Section 4

4 Supplemental Questions

Please attach your responses as a separate document. Concise responses are encouraged.

1. Beyond what is included in your résumé, what attributes and experience would you bring to this position, and what makes you particularly qualified to serve as SWIAREC's next CEO/General Manager?
2. Describe your experience with strategic planning. Please provide an example of a strategic initiative you helped identify and lead and explain why you are particularly proud of it.
3. Describe your leadership style and approach to building relationships with employees and colleagues, a board of directors, cooperative members, and governmental and industry representatives.

5 References

Please identify four business references and two personal references. Do not list relatives as personal references. SWIAREC will seek your permission before contacting references unless you authorize earlier contact below.

Reference	Contact Information
1 Business	Name: _____ Title or relationship: _____ Organization: _____ Phone: _____ Email: _____
2 Business	Name: _____ Title or relationship: _____ Organization: _____ Phone: _____ Email: _____
3 Business	Name: _____ Title or relationship: _____ Organization: _____ Phone: _____ Email: _____
4 Business	Name: _____ Title or relationship: _____ Organization: _____ Phone: _____ Email: _____
5 Personal	Name: _____ Title or relationship: _____ Organization: _____ Phone: _____ Email: _____
6 Personal	Name: _____ Title or relationship: _____ Organization: _____ Phone: _____ Email: _____

6 Reference Contact Preference

- ☐ SWIAREC may contact the references listed in this application at any time during the search process.
- ☐ Please contact me before contacting any reference.

7 Certification and Authorization

I certify that the information in my application is true and complete. I understand that a material misrepresentation or omission may result in removal from consideration or termination of employment. I authorize SWIAREC and its representatives to verify information relevant to my candidacy, subject to the reference-contact preference selected above.

Applicant signature _____

Date _____

Submit Your Application

Email the completed application package by October 25, 2026, to:

Amanda James

Sullivan & Ward, P.C.

ajames@sullivan-ward.com

Southwest Iowa Rural Electric Cooperative is an equal opportunity employer. Submission of an application does not create a contract of employment.