

General Manager

Job Title: General Manager

Department: Administration

Reports To: Hibbing Public Utilities Commission

Location: Hibbing, MN

FLSA Status: Exempt

Job Type: Full-Time

Drug & Alcohol Policy Classification: Non-Mandate

Salary Range: \$150,000-\$190,000 per year, depending on experience and qualifications.

Executive Profile

Visionary and results-driven utility executive with extensive leadership experience overseeing complex municipal and multi-service utility operations, including electric generation and distribution, natural gas systems, district steam energy, and water treatment and distribution systems. Proven ability to lead large-scale utility organizations through strategic planning, financial sustainability initiatives, infrastructure modernization, regulatory compliance, labor relations, and operational transformation.

Recognized for building high-performing leadership teams, strengthening organizational culture, fostering productive labor-management relationships, and establishing trusted partnerships with governing boards, municipalities, regulatory agencies, industry organizations, and community stakeholders. Experienced in directing multimillion-dollar capital programs, enterprise risk management, emergency response operations, and long-range infrastructure planning while maintaining a strong focus on safety, reliability, customer service, and fiscal responsibility.

Demonstrated success leading utilities through operational and financial challenges by implementing sustainable business strategies, enhancing system resilience, improving operational efficiencies, and promoting innovation and conservation initiatives.

Core Executive Competencies

- Executive & Enterprise Leadership
- Strategic Planning & Organizational Development
- Utility Operations Management
- Electric Generation & Distribution Systems
- Natural Gas Distribution Operations
- Water Treatment & Distribution Systems
- District Steam Systems
- Financial Management & Capital Planning
- Board & Commission Relations
- Regulatory & Government Affairs

- Labor Relations & Collective Bargaining
- Infrastructure Modernization
- Emergency Management & System Resilience
- Public & Stakeholder Engagement
- Safety & Compliance Leadership
- Budget Development & Fiscal Oversight
- Organizational Culture & Workforce Development

Executive Leadership

Provide executive leadership and strategic direction for a complex multi-service public utility system serving residential, commercial, and industrial customers. Responsible for the overall performance, sustainability, reliability, and governance of electric, natural gas, steam district energy, and water utility operations.

Executive Leadership & Organizational Management

- Lead development and implementation of the utility's strategic vision, long-term goals, and enterprise-wide operational objectives.
- Serve as principal executive advisor to the Public Utility Commission, governing board, and municipal leadership on all utility matters.
- Direct executive leadership teams responsible for operations, engineering, finance, human resources, customer service, safety, and regulatory compliance.
- Promote a culture focused on accountability, operational excellence, employee engagement, safety, and continuous improvement.
- Build trust and collaborative relationships with employees, union leadership, elected officials, regulators, customers, and community stakeholders.
- Represent the utility in public meetings, industry organizations, regulatory proceedings, and intergovernmental initiatives.

Strategic Planning & Infrastructure Leadership

- Lead long-range infrastructure planning and capital investment strategies for electric, gas, steam, and water utility systems.
- Direct enterprise-wide initiatives focused on system reliability, sustainability, modernization, and resilience.
- Evaluate emerging technologies, conservation strategies, and industry best practices to improve operational performance and customer value.
- Oversee emergency preparedness planning, mutual aid coordination, and crisis response activities.

Financial & Regulatory Management

- Direct development and administration of annual operating and capital improvement budgets.
- Ensure long-term financial sustainability through responsible fiscal management, rate planning, capital financing, and cost-control initiatives.

- Oversee utility rate design, pricing strategies, and cost-of-service alignment across all utility divisions.
- Maintain compliance with federal, state, and local regulations governing utility operations and environmental standards.
- Coordinate with outside legal counsel, consultants, and regulatory agencies including FERC, Minnesota Public Utilities Commission, and other governmental entities.

Labor Relations & Human Resources Leadership

- Work closely with the Director of Human Resources to lead collective bargaining negotiations, labor contract administration, employee relations, and workforce management initiatives.
- Maintain productive labor-management relationships while protecting organizational, operational, and ratepayer interests.
- Collaborate with the Director of Human Resources in overseeing personnel administration, including staffing, recruitment, employee development, performance management, disciplinary actions, and succession planning.
- Partner with the Director of Human Resources to implement employee safety programs, technical training initiatives, leadership development, and workforce planning strategies that support operational excellence and organizational goals.

External Relations & Industry Leadership

- Represent the utility in regional power agencies, municipal utility organizations, professional associations, and industry task forces.
- Lead negotiations with major energy suppliers, vendors, contractors, and service providers.
- Build strategic partnerships that support operational efficiency, financial stability, and long-term organizational success.
- Promote public education initiatives related to utility conservation, energy efficiency, and water sustainability.

Education

- Bachelor's Degree in Finance, Accounting, Business Administration, Public Administration, Engineering or related field
- Master's Degree preferred

Additional Qualifications

- 10+ years of progressively responsible executive utility leadership experience
- Extensive experience managing multi-utility operations
- Strong expertise in electric utility generation and distribution systems
- Proven leadership in strategic planning, capital program management, and financial oversight
- Demonstrated success working with governing boards, Commissions, unions, and regulatory agencies

- Comprehensive knowledge of utility safety standards, regulatory compliance, and public sector administration

Benefits:

- Competitive salary
- Retirement through Public Employee Retirement Association (PERA)
- 457(b) with Employer match
- Comprehensive medical, dental, and vision insurance
- Life insurance
- Employee assistance program (EAP)
- Generous paid time off (vacation and sick leave)
- Paid holidays

To Apply:

Send resume and cover letter to applicants@hpuc.com