Chief Executive Officer
Position Specification
2026

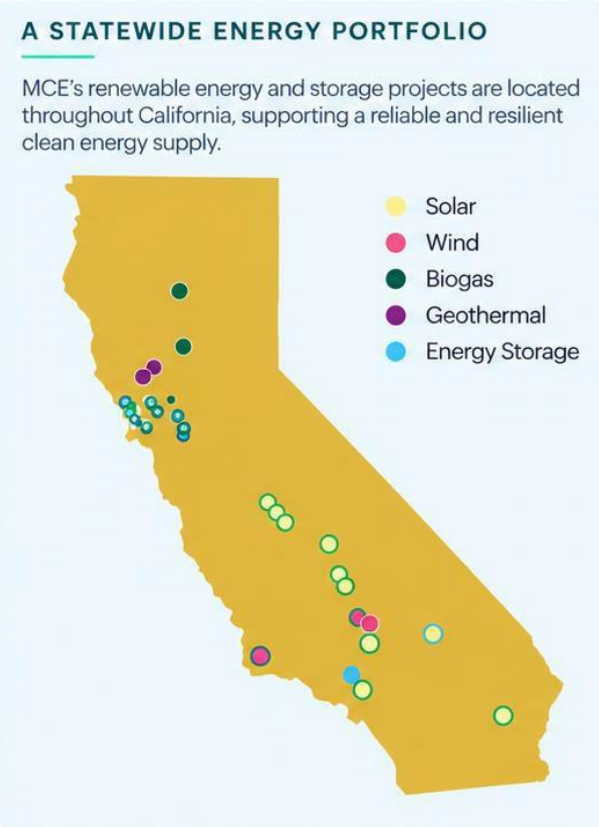


HEIDRICK & STRUGGLES

About MCE

MCE is California's first Community Choice Aggregation (CCA) program and a locally controlled, not-for-profit public agency providing cleaner electricity across 38 member communities. Serving customers since 2010, MCE gives customers an alternative to PG&E for electricity supply while reinvesting in renewable energy, energy efficiency, and community programs. MCE procures and manages its customers' electricity supply, while PG&E delivers the electricity, maintains the grid, and manages billing.

Headquarters	San Rafael, California
Service Territory	38 member communities across Contra Costa, Marin, Napa, and Solano counties
Employees	114 FTEs
Revenue	$723 million (FY2026)
Customer Base	600,000+ accounts serving 1.8 million residents and businesses
Load	1,300 MW peak demand served; 5,300 GWh annual electricity sales (2025)
Renewable Portfolio	1,165 MW online/in development including 46 MW local renewable generation; $5.3 billion committed to renewable energy projects since 2010
Links	MCE Website Impact Report Page 2026 Financial Statements



The Moment in Time for MCE

Over more than 15 years, MCE has evolved from a pioneering local initiative into a sophisticated public power agency with significant scale, market presence, and impact. MCE is now approaching *a defining leadership transition*—one that will shape not only its next chapter of growth, but its continued evolution as an institution.

While in a position of financial and operational stability, MCE is navigating an important period of organizational and governance evolution. As the organization has grown in scale, sophistication, and market relevance, the Board is assessing how its governance model can best support effective stewardship, institutional resilience, and long-term growth.

The CEO transition comes at a consequential moment in the power sector. Surging electricity demand is tightening capacity, increasing procurement complexity, and placing sustained upward pressure on costs. Advancing clean energy beyond early gains is becoming more challenging as state requirements rise. Sustaining MCE's leadership will require approaches that bring additional clean energy to market and deliver measurable environmental benefits while keeping rates affordable. As a public agency operating in one of the country's most complex power markets, MCE must continue balancing commercial discipline and prudent risk management with commitment to mission, long-term strategy, and innovation.

The next CEO must bring commercial judgment balanced with the duty mindset required to lead a mission-driven organization. MCE seeks a leader who can foster a culture of transparency and accountability, with responsibility for complex decisions regarding affordability, procurement, investment, risk management, and long-term growth. The CEO must also strengthen MCE's identity as a trusted local energy provider through meaningful community engagement.

Above all, the next CEO must honor the organization's pioneering legacy while shaping its next chapter. *This is an opportunity to lead a consequential institutional evolution, ensuring MCE's position as the leading innovative force in California's energy sector.*

The Position

Title	*Chief Executive Officer*
Location	*San Rafael, California*
Reports To	*Board of Directors*
Team	*100+ FTEs across Customer Operations, Power Resources, Strategic Initiatives, Technology & Analytics, Public Affairs, and Corporate Operations*

Position

Reporting to the Board of Directors, the CEO holds enterprise-wide responsibility for MCE's strategy, operations, financial performance, power portfolio, talent, and external affairs. The incoming leader will build on MCE's position as *California's first Community Choice Aggregation program* and a recognized leader in clean energy, delivering reliable, competitively priced electricity and advancing equitable community benefits across its service area.

In partnership with the executive team, the CEO brings disciplined financial and operational leadership to the organization while positioning MCE to respond to shifting market conditions, regulatory requirements, emerging technologies, and evolving customer and community expectations.

As the face of MCE, the CEO cultivates trusted relationships with the Board, member communities, employees, customers, policymakers, regulators, labor, and industry partners. Internally, the CEO leads a high-performing organization, fostering a culture of accountability, collaboration, innovation, and service. Above all, the CEO combines strategic vision with operational discipline, guided by a deep commitment to mission.

Role & Responsibilities

Enterprise Leadership & Strategy

- Set the enterprise agenda and translate Board priorities into a clear, actionable strategy that aligns the organization around its most important objectives.
- Assess new opportunities, investments, partnerships, and capabilities through a disciplined strategic and economic lens, ensuring resources are directed toward the areas of greatest long-term value.
- Establish the performance framework and management disciplines necessary to measure progress, sharpen accountability, and enable the Board and leadership team to recalibrate priorities as conditions evolve.
- Communicate a compelling vision for MCE's next chapter, engaging employees in the organization's direction and building shared commitment to its mission and long-term success.

Power Supply & Risk Management

- Provide executive oversight of MCE's power procurement and portfolio strategy, including long-term contracting, resource adequacy, energy storage, and participation in wholesale energy markets.
- Advance MCE's clean energy leadership through innovative resource strategies and partnerships that bring additional clean energy to market and deliver measurable environmental benefits while maintaining affordability.
- Ensure a rigorous risk management framework governs commodity, credit, counterparty, and other enterprise exposures, with appropriate controls, oversight, and accountability.
- Guide major resource and contracting decisions with a long-term view, balancing reliability, affordability, flexibility, and risk across MCE's evolving energy requirements.

Role & Responsibilities, continued

Financial & Commercial Stewardship

- Provide executive oversight of MCE's financial strategy and planning, including rate-setting, budgeting, forecasting, liquidity, reserves, and long-range capital requirements.
- Safeguard MCE's financial strength while navigating the tradeoffs among affordability, investment needs, and evolving market conditions.
- Ensure major expenditures and commitments are grounded in rigorous financial analysis, disciplined decision-making, and clear accountability for outcomes.

People Leadership & Organizational Effectiveness

- Enhance MCE's operating model across the enterprise, with clear accountability, effective decision-making, and disciplined execution.
- Shape organizational structure and capabilities as the enterprise evolves, strengthening the leadership bench through talent development, recruitment, succession planning, and thoughtful organizational design.
- Foster strong coordination across all critical functions, including power resources, finance, customer programs, and regulatory affairs.
- Lead with integrity, fairness, and sound judgment, fostering trust through active listening and open information sharing while empowering capable leaders to take ownership of their teams and decisions.

Role & Responsibilities, continued

Governance & Member Relations

- Provide the Board with timely, transparent, and decision-useful insight into MCE's performance, key risks, strategic choices, and emerging priorities.
- Build strong relationships with MCE's member jurisdictions and ensure their perspectives appropriately inform the organization's direction and priorities.
- Navigate MCE's multi-jurisdictional governance model with judgment and diplomacy, balancing the interests of individual communities with the long-term needs of the enterprise.

Regulatory & External Affairs

- Shape MCE's response to legislative, regulatory, and market developments with the potential to materially affect its strategy, economics, or operating environment.
- Ensure MCE is a credible and influential voice in the proceedings and industry forums shaping California electricity policy, market design, and the future of Community Choice Aggregation.
- Cultivate productive relationships with utilities, government agencies, labor, industry organizations, counterparties, and other institutions critical to MCE's long-term success.

Key Criteria for the CEO: Pivotal Experience & Expertise

Power Industry Experience	Deep experience in the power sector, including electric utilities, Community Choice Aggregators, power generation and/or other relevant organizations, ideally with direct experience in power procurement. Experience operating within California is a plus, given the state's unique regulatory, policy, stakeholder, and energy landscape.
Senior Leadership	15+ years of progressive leadership experience, including substantial P&L responsibility as a CEO or C-suite executive, with experience leading across the core functions of a complex organization and a track record of driving operational discipline, organizational effectiveness, accountability, and continuous improvement.
Strategic Agility	Experience developing and executing impactful strategy, with the ability to align and inspire others around a shared vision.
Stakeholder Engagement	Aptitude to build trusted relationships across an organization and effectively engage with a board, elected officials, community leaders, customers, labor, and other key external stakeholders.

Key Criteria for the CEO: Culture Impact

Mission-Driven Leadership	A demonstrated commitment to clean energy and a track record of advancing innovative solutions that create economic, environmental, and community benefits. Leads with a strong sense of purpose while balancing mission with affordability, reliability, and sound business judgment.
Collaborative & Inclusive	An approachable and highly collaborative executive, with the aptitude to work effectively with a Board, who builds trust across teams and values different perspectives. Demonstrates transparency, humility, and respect while fostering accountability, strong communication, and shared ownership of outcomes.
Community & Public Service Orientation	A strong appreciation for MCE's community-based model and the responsibility that comes with leading a public agency. Brings a service-oriented mindset and demonstrates the judgment and diplomacy to operate in a high-visibility, high-accountability setting.

Heidrick Engagement Team

MCE has engaged Heidrick & Struggles to conduct the search for its Chief Executive Officer.

Jackie Zavitz
Partner, Social Impact Practice
jzavitz@heidrick.com

Steven Eikenbary
Principal, Energy Practice
seikenbary@heidrick.com

Sophie Adler
Senior Associate, Energy Practice
sadler@heidrick.com

Nominations, interest, and applications can be directed to: mceceo@heidrick.com

Compensation will be determined based on experience and skill set, with a salary range of $425,000 - $500,000 annually.

MCE is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law.