

WE ARE HIRING!

Title: Chief Operating Officer
Department: Administration
Reports To: President & CEO
Deadline to apply: Open until filled



Chief Operating Officer (COO)

Serving Tullahoma. Leading with Purpose.

At Tullahoma Utilities Authority (TUA), we believe in the Power in Community. As a locally owned and operated utility, we proudly deliver electric service to more than 11,000 customers, water to over 10,500, wastewater to more than 8,500, and broadband services to more than 4,800 homes and businesses. Our mission goes beyond keeping the lights on or water flowing; it's about improving lives, strengthening our community, and building a brighter future together.

We are seeking a Chief Operating Officer (COO) to join our leadership team and guide the daily operations of our Electric, Water, and Wastewater services. Reporting to the President & CEO, this position plays a vital role in ensuring the reliability, safety, and quality of the services that impact every home, business, and school in Tullahoma.

This is more than a job; it's a chance to lead with our values: Safety, Customer Focus, Integrity, Dedication, and Innovation. We're looking for a leader who embodies the traits of being Humble, Hungry, and Smart, someone who understands that people and culture drive success just as much as systems and infrastructure.

What You'll Do

- Lead with vision and integrity, ensuring safe and reliable delivery of essential services.
- Support and mentor teams across Electric, Water, and Wastewater, helping people grow while keeping our community strong.
- Foster a culture of safety, teamwork, and accountability where employees thrive.
- Oversee capital projects and long-term planning to prepare TUA for future growth.
- Drive innovation, embracing new technology and ideas that benefit both our employees and customers.
- Work closely with the President & CEO to advance TUA's mission and long-term strategy.

What We're Looking For

- A leader with at least 10 years of progressive utility operations experience.
- A strong communicator who values collaboration and integrity.
- Proven ability to guide teams through both day-to-day operations and big-picture strategy.
- A leader aligned with TUA's values and committed to serving the people of Tullahoma.
- Bachelor's degree required; Master's preferred.

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Why TUA?

At TUA, you're not just working for a utility; you're serving your neighbors, family, and friends. This is a unique opportunity to:

- Lead in an organization that's community-owned, mission-driven, and people-focused.
- Shape the future of essential services in Tullahoma.
- Be part of a leadership team that values integrity, teamwork, and innovation.
- Enjoy competitive compensation and benefits in a role that makes a difference.

Benefits

At TUA, we invest in our people so they can focus on serving our community. Our benefits include:

- **Health Insurance:** 100% paid for employees, 75% for family coverage
- **Dental Insurance:** 100% paid for employees
- **Life Insurance:** 100% paid, equal to 4x salary
- **Long-Term Disability Insurance:** 100% paid for employees
- **Clothing Allowance:** Annual allowance through a company store for uniforms and branded apparel
- **Tuition Reimbursement:** Up to 100% paid for employees
- **Retirement Plan:** Defined contribution with 12% of salary contributed by TUA, Employee contributes 6%
- **Paid Holidays:** 10 annually
- **Sick Leave:** 12 days accrued annually
- **Vacation Leave:** Accrued based on years of service, starting at a minimum of 12 days annually

How to Apply

Interested candidates should submit a cover letter and resume to:

Allen Potter President & CEO Tullahoma Utilities Authority

apotter@tullahomautilities.com

Applications will be reviewed as they are received, and the position will remain open until filled.
