

Florida Reliability Coordinating Council

Chief Executive Officer

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About Florida Reliability Coordinating Council

Incorporated in the State of Florida, the Florida Reliability Coordinating Council's mission is to coordinate a safe, reliable, and secure bulk power system operated by electric utilities in the state of Florida. The organization is directed by a stakeholder Board of Directors with a focus on:

- Overseeing the Reliability Coordinator (RC) function
- Overseeing the Planning Committee (PC) function
- Overseeing the Operating Committee (OC) function
- Implementing the FRCC Reliability Coordinator Reliability Plan
- Performing State Capacity Emergency Coordinator (SCEC) functions
- Implementing the FRCC Regional Transmission Planning Process
- FERC compliance and reporting
- Fulfilling commitments to the Florida Public Service Commission (FPSC)

FRCC's services are directed and carried out by its Planning and Operating Committees. These committees, along with their subcommittees, are comprised of managerial and technical representatives of members of FRCC. These representatives provide the expertise necessary for the planning, engineering, and operating aspects of electric system reliability.

FRCC's Members include electric utilities who represent six sectors:

- Non-Investor Owned Utility Wholesale Sector
- Load Serving Entity Sector
- Generating Load Serving Entity Sector
- •Investor Owned Utility Sector
- Suppliers Sector
- General Sector



FRCC HISTORY

In the late 1950's, the three investor-owned utilities in peninsular Florida formed an informal association known as the "Florida Operating Committee." The purpose was to improve coordination and increase transmission interconnection capabilities to allow sharing of operating reserves to achieve economic benefits for customers. It was formalized in 1972 as the Florida Electric Power Coordinating Group ("FCG") and was open to all Florida electric utilities. FCG conducted coordinated operations, planning, and stability studies, and developed operating policies and procedures for reliability. The Florida Reliability Coordinating Council (FRCC) emerged from FCG in the late 1990's and is a Florida 501(c)(6) Not-For-Profit Member Services organization.



The Opportunity

The President and Chief Executive Officer oversees all activities of the FRCC, reports to the Board of Directors (Board), and carries out the broad policy functions adopted by the Board. FRCC's Mission is to coordinate a safe, reliable, and secure bulk power system in Florida, which serves over 22 million Floridians.

The President and CEO is responsible for providing leadership and strategic direction and ensuring that operations are consistent with the FRCC's Bylaws. This is accomplished by leadership of staff, proactive interaction and communication with FRCC Board members and member staff serving on the various FRCC committees, and direct contact with regulatory agencies such as the SERC Reliability Corporation (SERC), the North American Electric Reliability Corporation (NERC), the Federal Energy Regulatory Commission, and the Florida Public Service Commission.

The President and CEO oversees an annual budget of approximately $15m. FRCC has an approved staffing level of 28.

The next leader will be expected to evolve FRCC to a more forward-looking, strategically engaged entity. This includes developing a unified voice in external communications, enhancing engagement with regulatory and governmental stakeholders, and positioning FRCC as a more active participant in addressing emerging reliability challenges.

Essential Job Functions

- Ensures that the FRCC achieves its long-term strategy as adopted by the FRCC Board.
- Fosters cooperation and coordination of the Board members, Board committees, and other groups formed within the corporation to ensure issues are mutually communicated, understood, and addressed.
- Serves as the key spokesperson for the corporation and interacts with a diverse group of entities including the corporation's members, state and federal regulators, SERC, NERC, and other industry participants in support of the FRCC's mission.
- Ensures that the Operations and Planning staff provide efficient and effective support for the member committees.
- Oversees the administrative operation of the FRCC, including information technology, budgeting, accounting, legal, human resources, and risk management.

- Ensures that adequate funds and resources are available to permit the organization to carry out its work.
- Executes legal agreements in furtherance of corporation's mission.
- Develops corporate operating policies and ensures the control, auditing, and legal compliance of all financial matters.
- Serves as a member of the FRCC retirement plan investment committee.
- Follows secure data handling practices, including all security related policies and procedures. Completes all assigned security training. Reports all observed security incidents and suspicious activities promptly.



The ideal CEO candidate for FRCC will be a strong communicator, capable of clearly translating complex reliability topics into practical, actionable direction for both the organization and its member base. They must be able to establish a consistent, unified voice for FRCC, internally with staff, and externally with members, regulators, and other stakeholders.

The successful candidate will demonstrate the ability to lead cultural transition in a measured, deliberate way, balancing engagement with firmness when required.

This individual must be effective in working with the member led Board of Directors, including preparing and delivering clear recommendations, and aligning a diverse group of stakeholders around key decisions. The CEO will serve as the primary interface between the Board and the organization, ensuring transparency, consistency, and follow-through. Given the member-driven nature of FRCC, the role demands strong political and stakeholder awareness. The CEO must be able to navigate competing priorities across large investor-owned utilities, municipalities, and cooperatives, maintaining balance while ensuring no single voice dominates the direction of the organization.

The candidate should also bring experience building or strengthening organizational infrastructure, including improving communication channels, and supporting the development of functions such as HR and cybersecurity oversight. While not required to be a technical operator, the CEO must possess sufficient familiarity with grid reliability, transmission planning, and system operations to establish credibility with members and effectively participate in industry discussions. Overall, the role requires a leader who can bring structure, clarity, and alignment to a small but high-impact organization, while positioning FRCC to operate more proactively in addressing the evolving reliability needs of the state.

Required Qualifications

- Senior leadership experience within the electric utility, power, or energy sector
- Working knowledge of grid reliability, transmission planning, or system operations
- Experience leading organizations or teams through cultural or organizational change
- Demonstrated experience reporting to and engaging with a Board of Directors, including preparing materials, leading discussions, and driving alignment on strategic priorities
- Proven ability to interface with diverse stakeholders, including member organizations, regulators, and industry partners
- Strong communication skills, with the ability to translate technical concepts into clear, strategic dialogue for executive and board-level audiences

Preferred Qualifications

- Experience within Florida or familiarity with the state's energy landscape and regulatory environment
- Background in reliability organizations, utilities (IOU, cooperative, or municipal), or grid operations
- Exposure to member-based or stakeholder-driven organizational structures
- Experience building or scaling organizational infrastructure, including HR and operational processes

Leadership Attributes

- Ability to balance empathy and accountability in leading organizational change
- Strong interpersonal skills with a high degree of approachability and credibility
- Demonstrated capacity to influence without over-reliance on authority
- Experience operating in multi-stakeholder environments, including board dynamics
- Capability to establish trust quickly with both internal teams and the Board while driving necessary change

Technical / Industry Expectations

- Sufficient technical understanding of electric grid reliability to establish credibility with members
- Familiarity with transmission systems, planning processes, and reliability frameworks
- Ability to engage meaningfully in technical discussions without serving as a functional operator

Behavioral Expectations

- Steady, composed leadership style in complex or high-pressure situations
- Willingness to address difficult cultural and organizational challenges directly
- Ability to pace change effectively
- Strong judgment in balancing competing priorities across a diverse stakeholder base and aligning with Board expectations





Contact Information

For more information on this role, please contact:

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