U.S. Electrical Services Inc.



Chief Digital Officer

carterbaldwin executive search



About U.S. Electrical Services, Inc.

U.S. Electrical Services, Inc. (USESI) is a proudly American-owned and operated electrical supplier with over 2,000 employees spread across 150 locations. These locations are part of 12 regionally managed electrical distribution and service-related brands that represent over 100 years of combined industry experience. With over $2B in annual revenue, USESI's commitment to excellence is reflected in a breadth of products and services that go far beyond traditional wholesale electrical suppliers.

Through its CDC's, branch network, and large commercial team, USESI operates very closely to the electrical contractor market, bringing over 300,000 products from over 1,000 manufacturers to customers quickly and seamlessly. They also provide a host of value added services spanning inventory management programs, jobsite logistics and material staging, prefabrication and light assembly of electrical components, project material coordination, technical training and product expertise, and energy efficiency consulting such as lighting upgrades and utility rebate support. These services are designed to help contractors reduce labor on the jobsite, simplify material procurement, and improve project execution.

Mission Statement

To be the best electrical solutions provider in the space by helping customers meet and exceed their goals and creating a great place to work for employees.

Our Core Values

Excellence * Employee Fulfillment * Shared Vision * Integrity

History & Vision

USESI has always taken significant steps to improve and streamline the business and to deliver the greatest value to the people they work with. They do this by focusing on:

- Providing a seamless buying process
- Investing in state-of-the-art technology
- Improving internal processes
- Aligning as a mission- and values-driven company

Today, their value-added services include solutions such as:

- Inventory and project management
- Prefabrication and assemblies
- Vehicle, supply room & cart storage solutions and management
- Energy audits, utility rebates & renewable solutions
- Electrical and lighting training programs

100
Years of Experience

2,000+
Employees

150+
Locations



"Today, each of our regions can better serve you through the efficient systems and processes we've designed together and put in place. It's been our collective goal to meet and exceed the needs of both our customers and employees."

–Randy Eddy
President and CEO



The Opportunity

USESI is seeking a visionary Chief Digital Officer to serve as the leader of USESI's technology infrastructure and the architect of the company's digital future. This is a defining leadership role for an executive who views technology as the primary engine for competitive advantage rather than a support function. The incoming leader will join an executive team that values excellence, winning, radical accountability and speed of execution. They will be expected to develop and drive a ground-up AI strategy to further enable USESI's market leadership, speed, and strong culture … supporting continued expansion for this multi-billion-dollar enterprise.

The mandate to envision and implement a robust AI enabled business across warehouse logistics, commercial activities, customer interface, and internal functions means the new CDO will have the opportunity to give an already successful physical business a digital soul. Reporting to the CFO with a strategic direct line to the CEO on all AI initiatives, this role offers a seat at the table with a team fully committed to winning the technological race in the distribution space.

KEY RESPONSIBILITIES

- **Enterprise AI Strategy:** Design and implement a comprehensive AI roadmap encompassing internal and external facing operations.
- **Digital Transformation:** Continue to drive and embed USESI's digital toolset across commercial warehouses, fleet and core internal applications.
- **Systems and Infrastructure Excellence:** Lead the 50+ person technology organization spanning all business and warehouse management systems.
- **Executive Team Alignment:** Collaborate directly with the CEO, CFO, and ELT to align technology strategy and investments with the organization's mission and long-term scaling objectives.
- **Operational Innovation:** Identify and execute opportunities for automation across high-flow logistics, inventory management, and commercial workflows and internal functional teams.

DESIRED ATTRIBUTES

- **Visionary Technical Intellect with Experience Leveraging AI to Drive Business Outcomes:** A leader with a deep interest in emerging technology and a proven track record of implementing AI solutions in complex, related, real-world environments.
- **Operational Enablement:** Experience in high-volume distribution, 3PL, retail, or related manufacturing where supply chain and complex operational dynamics are critical elements of the business model.
- **Change Management:** The ability to lead seasoned teams through profound digital shifts by combining a relentless drive for results with the emotional intelligence and management ability to build consensus, alignment, progress, and results.
- **Analytical Horsepower:** An exceptionally smart approach to problem-solving.
- **Leadership Alignment:** A high-performance mindset that thrives in a culture of excellence, winning innovation, and shared success.
- **Location:** Able to work from the USESI Middletown, CT headquarters 2 to 3 days per week.





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