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General Manager

Reports To: Board of Directors

Location: Crossfield, AB

Type: Full-Time, Permanent

Rockyview Gas Co-op Ltd. is a member-owned natural gas utility proudly serving rural households, farms, and businesses across Rocky View County and surrounding areas. As the region continues to experience significant residential and commercial growth — including fast-developing communities such as Balzac — we play an important role in supporting safe, reliable, and affordable energy service for both existing and new members. We're committed to the communities we serve and to growing responsibly alongside them.

Our culture is collaborative and respectful, with a strong sense of shared purpose, and we value teamwork, employee engagement, and an environment where people feel supported and motivated to do their best work.

As our service area continues to grow and our organization evolves, we are focused on strengthening our systems, leadership capacity, and long-term planning. The **General Manager** will play a key role in guiding this next phase, with responsibility for overall operations, strategic direction, financial stewardship, regulatory compliance, and organizational effectiveness. This role requires a strong, steady leader with the ability to lead others through change in a dynamic, growth-oriented environment, while strengthening systems, developing leadership capacity, and maintaining trusted relationships with internal and external stakeholders.

Key Responsibilities

Executive Leadership & Organizational Effectiveness

- Provide overall executive leadership to the organization during a period of growth, modernization, and increasing regulatory complexity.
- Build leadership capacity across the organization by coaching and supporting an emerging management team, establishing clarity, accountability, and sound decision-making practices.

- Drive sustainable progress by strengthening organizational discipline, prioritization, and execution, while fostering a culture of transparency, safety, continuous improvement, and respectful communication.

Operational & Systems Oversight

- Provide strategic oversight of operations to ensure safe, reliable, and efficient service delivery.
- Guide the continued development and maturity of core operational and business management systems, including safety, health, quality, and environmental frameworks.
- Promote disciplined planning, documentation, and execution to support operational excellence, regulatory confidence, and long-term system integrity.

Capital, Project & Resource Stewardship

- Provide executive oversight of capital planning and project delivery, ensuring effective prioritization, forecasting, and alignment with organizational capacity.
- Ensure resources—financial, human, and operational—are allocated strategically to support both near-term execution and long-term sustainability.
- Maintain focus on system reliability, safety performance, and infrastructure resilience.

Financial & Business Leadership

- Partner with senior financial leadership to strengthen budgeting, capital planning, financial controls, and reporting.
- Support long-term financial planning and scenario analysis to inform strategic decision-making and organizational resilience.
- Ensure financial stewardship aligns with the cooperative's mandate, member interests, and risk profile.

Governance & Board Relations

- Serve as the primary executive liaison to the Board of Directors, providing clear, timely, and decision-ready reporting.
- Collaboratively offer proactive, strategic guidance to support effective Board oversight.
- Prepare and present high-quality operational, financial, and strategic materials for Board and Committee meetings.

Stakeholder & Member Engagement

- Build and maintain strong, trusted relationships with members, regulators, contractors, government agencies, and industry partners.

- Represent the cooperative with professionalism, credibility, and clarity in the community and across external forums.

Technology, AI & Information Governance

- Provide executive leadership in the responsible exploration and implementation of emerging technologies, including generative AI, balancing innovation with sound judgment, risk awareness, and ethical considerations.
- Oversee the development and implementation of data governance, cybersecurity and AI frameworks, in collaboration with external IT service providers.

What You Bring

- Senior leadership experience in utilities, energy, operations, construction, or another safety-sensitive and regulated environment.
- Demonstrated success leading organizational change, ideally with rapid growth.
- Experience building or improving management systems.
- Experience working with, or familiarity reporting to, a Board of Directors, providing clear, strategic, and decision-ready guidance.
- Strong coaching and mentoring skills, especially with emerging leaders.
- Comfort working in small teams with limited capacity.
- Strong financial literacy, including capital planning and budget management.
- Experience building operational discipline, structure, and accountability.

Why Join Us?

- Be part of a genuinely collaborative, respectful, and positive team.
- Contribute to a community-oriented organization that makes a real local impact.
- Lead strategic initiatives that strengthen and modernize a trusted utility.
- Shape the future of the cooperative, driving resilience, innovation, and long-term growth.
- Enjoy autonomy, influence, and the opportunity to leave a lasting legacy.

Details at: <https://rvgc.ca/> OR link to <https://rvgc.ca/linkedin>