



**American Samoa
Power Authority**

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PUBLIC JOB POSTING

<i>Position Title</i>	Chief Operations Officer	<i>Posting Date</i>	April 8, 2026
<i>Department</i>	Administration	<i>Deadline</i>	April 22, 2026 – 4:00 p.m.
<i>Division</i>	Executive Director		
<i>Position Type</i>	Career Service	<i>Starting Rate</i>	\$89,337.43/year
<i>Reports To</i>	Executive Director	<i>Job Grade/Status</i>	R/1/D; Exempt

Position Summary

On a day-to-day basis, the COO reports to the Executive Director; works collaboratively with the Chief Financial Officer, Plant Managers, and employees, to achieve the mission of ASPA. The COO is primarily responsible for the Operations Branch of the multi-utility organization.

Key Responsibilities

The COO, together with the ED, Board, CFO, and Plant Managers, shall plan, develop, construct, operate, manage, inspect, and maintain an effective, efficient, financially responsible, and progressive multi-function public utility. The COO shall provide leadership, direction, and management of the Operations Branch of ASPA, including the Engineering Services, Power Generation, Transmission and Distribution, Water, Waste Water, Solid Waste, and Manu'a Special Districts Divisions. The COO shall also be responsible for planning, development, operation, and maintenance of capital improvements for the utility services; shall prepare operational policies and procedures to ensure effective and efficient operations; routinely inform and consult the ED on any ASPA-wide issues involving operations, provide full, accurate, timely and comprehensive reporting on issues and/or subjects requested by ED and the Board. Ultimately the COO shall ensure, together with division managers, that the operational services meet the performance expectations of ASPA.

First 12-month Success Measures

- Establish performance reporting dashboards
- Increase service reliability
- Strengthen leadership accountability
- Improve inter-department coordination
- Implement monthly operations reviews

Core KPIs

- System Reliability Improvement across divisions
- Operational Cost Efficiency: Reduce 5–10%
- Employee Accountability Metrics improved
- Capital Projects On-Time/On-Budget: $\geq 85-90\%$
- Regulatory Compliance: 100%

Minimum Qualifications

Education	Bachelor's degree in Engineering, Electrical Engineering, Mechanical Engineering, Business Administration, Public Administration, or a related field. Master's degree (MBA, MPA, or Engineering) is strongly preferred.
Experience	Minimum of 12–15 years of progressively responsible leadership experience in utilities, energy, infrastructure, or public sector management. At least 7 years in senior executive or operational leadership roles. Experience in managing complex infrastructure systems or large utility operations Preferred Experience: Leadership experience with electric utilities or integrated public utilities. Must have experience working with small islands or remote utility systems; experience overseeing capital infrastructure projects and energy transition initiatives; Knowledge of public utilities regulations and government operations. Professional Engineer (PE), MBA, or similar executive credential.
Application Process	Qualified candidates should submit: <ul style="list-style-type: none"> ▪ Completed ASPA Application form ▪ Resume or Curriculum Vitae ▪ Cover Letter describing executive leadership experience in utilities or infrastructure ▪ Professional references Applications should be submitted to ASPA Human Resources.

An Equal Opportunity Employer * A Drug Free Workplace

The American Samoa Power Authority is an equal opportunity employer and encourages qualified candidates from diverse backgrounds to apply.