



**RAPPAHANNOCK
ELECTRIC COOPERATIVE**

RELIABLE • AFFORDABLE • FOCUSED ON YOU

CHIEF GRID ENGINEERING OFFICER

FREDERICKSBURG, VA



POSITION PROFILE

Rappahannock Electric Cooperative (REC) is seeking a **Chief Grid Engineering Officer (CGEO)** who will lead and manage the Engineering and Operational & Support Services functions at REC, with a focus on the continued expansion and modernization of our grid infrastructure and power supply.

The Chief Grid Engineering Officer will provide strategic oversight of the engineering, substation, apparatus, Fredericksburg Operations Center, Operational Support Services, and SCADA/Load Management departments to ensure the initiatives of each align with REC's goals to deliver safe, reliable, and sustainable energy to our members. This role will be key in driving innovation, promoting operational efficiency, and ensuring the long-term sustainability of our electric systems.

ROLES AND RESPONSIBILITIES

LEADERSHIP AND VISION

- Develops the strategic direction for all engineering functions, particularly in scaling the engineering department to meet the company's rapid growth. Oversight of engineering standards and engineering planning in collaboration with Vice President of Engineering addressing electric transmission, substation, and distribution assets.
- Shapes and executes programs necessary to support grid infrastructure on-going inspection and maintenance, periodic replacement, and expansion engineering, working collaboratively with REC's operations and construction.
- Ensures the safe and fully compliant design, and development of maintenance programs for the electric system, including incorporating the impacts of fiber optic and third-party telecommunications attachments for pole loading analysis.
- Works with Vice President of Engineering and outside consulting firms to develop REC's long term load forecast and periodic multi-year system work plans.
- Develop and optimize strategic direction for power supply contracts and resources while monitoring power costs and provider performance.
- Coordinates with REC's growth division in addressing infrastructure engineering designs and approvals for large-scale, direct-serve members such as data centers.
- Collaborate with senior leadership to align engineering objectives with company-wide business goals, with a focus on grid modernization, digital transformation, and operational excellence.
- Work with direct reports to define the strategic direction for the Fredericksburg Operations Center, Operational Support Services, and SCADA/Load Management.
- Execute multiple high impact initiatives while adhering to organizational policies, industry standards, and regulatory requirements.
- Shapes strategies working within the department to ensure high quality interactions with REC's members and developers for line extension and new connections. Ensure business sustainable, equitable programs for cost sharing of new requested line extensions between the Cooperative and its members.
- Works with other REC departments on the evaluation of innovative technologies for the grid and consumer programs impacting energy demands and consumption.
- Conducts extensive engineering economic analysis utilizing data and analytics to optimize the performance of the grid, boosting reliability, and reducing economic and energy losses.
- Tracks PJM Wholesale Market participant requirements including those necessary for REC and/or its affiliates to serve necessary roles as an electric distributor.
- Oversees significant elements of REC's storm and outage response coordination efforts including the engineering department providing major storm event coordination.
- Addresses power quality concerns or events in partnership with member services, operations and construction.
- Partner with the HR team to develop a comprehensive talent acquisition and development strategy to support the ongoing dimensions of the engineering team.
- Lead and collaborate on the grid and engineering requirements for inclusion and management within REC's enterprise risk management program. Identify hazards and risks and execute plans to minimize likelihood and impact.

ROLES AND RESPONSIBILITIES

ENGINEERING GROWTH & DEVELOPMENT

- Oversee the expansion of engineering resources, systems, and processes to support the cooperative's growing asset base and annual work plan objectives.
- Develop and manage workflows that ensure the sustainable and rapid growth of grid systems and infrastructure.
- Lead efforts to innovate and integrate advanced technologies such as smart grid solutions and energy storage.
- Supports the development of engineering talent and specialized expertise and further engagement within REC.

OPERATIONAL EXCELLENCE & RISK MANAGEMENT

- Ensure the highest responsibility of grid, personnel, and public safety of the electric system.
- Ensure the integrity and reliability of grid systems by ensuring all teams reporting up to this role follow best practices and adhere to regulatory standards.
- Lead initiatives that enhance operational efficiency, performance monitoring, and predictive maintenance capabilities to minimize disruptions and enhance reliability.
- Optimize the necessary use of REC funds ensuring members receive the best value toward grid and resource investments.
- Embrace and excel in the use of data analytics to enhance decision making.
- Oversee risk management processes to ensure grid resilience, with contingency plans in place to address failures or disruptions.

INNOVATION & SUSTAINABILITY

- Continue to drive the integration of energy technologies and sustainability initiatives within grid operations, aligning with the company's commitment to environmental stewardship.
- Champion the advancement of smart grid technologies and data analytics to create a future-proof, flexible, and resilient power grid.

THE SUCCESSFUL CANDIDATE

The ideal candidate will possess a Bachelor's degree in Electrical Engineering, Power Systems, or a related field, with a Master's degree or equivalent preferred. A Licensed Professional Engineer (PE) certification is required, along with over 15 years of experience in grid engineering, power systems, or a related technical field, including at least 10 years in senior leadership roles overseeing multiple teams or divisions.

The candidate should have a proven track record in leading large-scale, rapidly expanding infrastructure projects and managing high-performing engineering teams, particularly within the energy or power systems industries. Additionally, the successful candidate must be a strong advocate for safety. Experience in working within a cooperative environment or with cooperative energy systems is considered a plus. Qualified candidates must demonstrate exceptional leadership abilities and sound, ethical decision-making skills.

The ideal candidate will have demonstrated management and leadership abilities and must be able to communicate effectively both within the organization and with external stakeholders. Advanced technical analysis skills are required, along with the ability to strategically plan and execute those plans. Additionally, the candidate will be expected to perform other duties as assigned.

Candidates must be legally eligible to work in the US without requiring current or future sponsorship. Additionally, candidate must have ability to pass a pre-employment and random drug and alcohol screenings, REC and client specific background checks, and annual motor vehicle record (MVR) according to company and client policies.

Forward-thinking capacity, leadership, and supervisory experience are essential for the successful candidate. In particular, this position will require the following competencies:

- Deep knowledge of grid systems, energy distribution, power operations, smart grid technologies, SCADA, and field communication systems.
- Experience in driving digital transformation initiatives, including the integration of innovative technologies into existing systems.
- Strong leadership capabilities, including team-building, cross-functional collaboration, and talent development.
- Proven ability to manage large, complex projects with a focus on scaling operations efficiently and sustainably.
- Expertise in risk management, regulatory compliance, and performance optimization in the energy sector.
- Develops, presents, oversees, and monitors department budgets to ensure alignment and adherence with Cooperative goals, objectives, projects, and budget.

The position will primarily be based in the Fredericksburg office, with regular trips to Eastern and Western Regional offices. There will also be frequent travel to the Old Dominion Electric Cooperative, Virginia, Maryland, & Delaware Association of Electric Cooperatives (VMDAEC), and other cooperatives. Additionally, out-of-town travel can be expected.

REC LANDSCAPE

As one of the nation's leading electric cooperatives, REC is an extraordinary place to discover a rewarding career. Each day, REC powers the lives of its member-owners. REC presently serves over 180,000 residential, commercial, industrial, agricultural and government accounts, and is experiencing an average of 3,000 new service connections per year. Critically important to the membership is access to high-speed broadband internet. REC is taking significant steps to facilitate broadband partnerships in the counties it serves with local internet service providers.

In Virginia, REC is an innovative leader implementing new programs, services, and rate offerings. From being the first to implement Prepay, develop an on-bill energy efficiency tariff, and to connect a large-scale battery storage system, opportunities to lead the way are endless.

Today REC is offering and shaping a variety of energy services programs that will be essential to meeting new member needs, in the areas of:

- Clean Energy
- Distributed Energy
- Standby Generation
- Energy Management
- Outage Information
- Energy Efficiency
- Electric Transportation



HOW TO APPLY:

Deadline: Open Until Filled

Internal Applicants: Interested parties should submit an internal application (a resume may be attached to the completed application) to the Human Resources Department. Resumes can be emailed to rech@myrec.coop.

Applicants: Use our website myrec.coop/careers to apply for the opportunity. Please indicate the Job Posting ID **#10FB03202025**

APPLY NOW
rech@myrec.coop | myrec.coop/careers



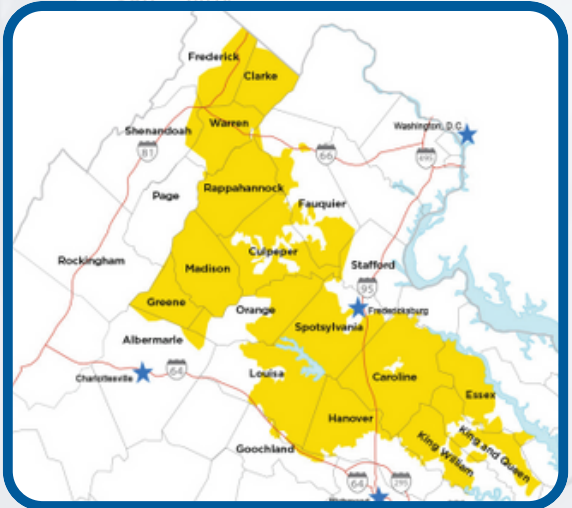


COMPENSATION, BENEFITS AND RELOCATION

The total compensation and relocation package is competitive and will be dependent upon qualifications and experience. There are a lot of benefits to working at REC. You'll be surrounded and supported by a great team of people who are passionate about what they do.

REC believes our team members are at the core of our success. In recognition of the vital role each employee plays every day, we provide a very strong benefits package including:

- **COMPETITIVE PAY**
- **MEDICAL, DENTAL, VISION, AND PRESCRIPTION DRUG COVERAGE**
- **FLEXIBLE SPENDING ACCOUNTS**
- **401(K) WITH COMPANY MATCH**
- **PENSION PLAN**
- **PAID HOLIDAYS AND TIME OFF**
- **EDUCATIONAL/TUITION REIMBURSEMENT PLAN**
- **EMPLOYEE ASSISTANCE PROGRAM**
- **WELLNESS PROGRAMS**
- **PARENTAL LEAVE**
- **REMOTE AND TELEWORKING OPTIONS**



POWER YOUR FUTURE. JOIN OUR TEAM!

REC has over 450 employees working across 22 counties, from the Blue Ridge Mountains to the southeastern shores of the Rappahannock River. REC is one of the largest electric cooperatives in the nation, with over 180,000 member connections across 18,000+ miles of power lines. While the service territory and employees are diverse, what always stays consistent are the core values: Caring, Integrity, Respect, and Service.

Working at REC means you will enjoy the support of a great team of professionals while also having a positive impact on the lives of people in our communities.

Our employees are some of the most dedicated, innovative, and brightest in the industry. We know that working at REC means we're building successful careers for you and a better life for our members.

**START STRONG. MAKE CONNECTIONS.
PLAN FOR THE FUTURE.**

