



## POSITION PROFILE

The Director - Hyperscale Infrastructure Projects (D-HIP) is the principal executive leading data center infrastructure growth and the technical aspects of hyperscale engineering initiatives for the Cooperative. The D-HIP manages a large and growing direct-serve project portfolio, including thousands of megawatts of electric delivery infrastructure, including substations, transmission interconnection, and the time-sensitive delivery of related project initiatives. This position interfaces daily with an array of data center investments, including those in development by Fortune 100 enterprise companies, real estate investors and developers establishing co-location sites, and governmental agencies.

The D-HIP coordinates and directs all aspects of the engineering, procurement, design, and construction efforts associated with the establishment of electrical service and electrical-service infrastructure required to meet the needs of data center developments, or similar major energy projects, across the Cooperative. The D-HIP collaborates with, and manages the activities of consultants and contractors engaged by the Cooperative to successfully meet project goals and milestones. The D-HIP collaborates with the Cooperative's transmission providers and/or the Cooperative's G&T Cooperative provider to ensure cohesive project scope and timing.

## KEY DUTIES AND RESPONSIBILITIES

- Collaborates and prepares proposals across several teams on large energy projects, including REC engineering, engineering services, construction coordination, rate creation, contract input and review, financial, economic development, transmission participation, and project communication.
- Recommends technology and organizational process needs in the service and processing of large energy project requests.
- Solves technical problems of the highest scope and complexity.
- Identifies and ensures design and program compliance with transmission operators, PJM, NERC, and other federal, state, or local compliance standards.
- Communicates frequently with energy project developers to ensure successful advancement of project timelines, swift mitigation of project barriers, and clarity of Cooperative processes and requisites.
- Guides conversations between the Cooperative, other utilities, energy project developers, contractors, and consultants to remove obstacles and encourage collaboration as necessary to ensure project's success.
- Work with national vendors and manufacturers, directly or through contracted services, to specify the appropriate electrical equipment necessary to meet project scope. Review and approval of equipment submittals.
- Manage multiple large energy projects, each with unique timelines, project scopes, and developer needs.
- Equitably and consistently shapes and implements project and Cooperative standards, in areas such as: contractual, financial, operational, design, procurement, construction, and other.
- Collaborates with Economic Development and Engineering to discuss new load applications and recommend approaches to move the project forward.
- Initiates interconnection load studies and transmission construction requests to meet project load ramp objectives.
- Conducts technical review of consultant design proposals, with an emphasis on safety, reliability, redundancy, system relaying and coordination, equipment protection, environmental attributes, security, and all other design facets necessary to achieve project goals.
- Coordinates project management services.
- Identifies individual project, specific company, and aggregate portfolio, risks and recommends prudent risk avoidance or mitigation strategies.
- Develops division annual operating budget and projects anticipated annual capital expenditure plans.
- Manages future division staff members and resources and recommends expansion of staffing, systems, and consultants, as necessary.

**MISSION:** Connecting our members and communities with safe, reliable, affordable and sustainable energy solutions.



## REQUIRED SKILLS AND CORE COMPETENCIES

- Strategic planning.
- Ability to build and maintain strong relationships, influence, lead and manage change.
- Project Management.
- Critical thinking and process improvement.
- Confidentiality and discretion.
- Understanding of state and local permitting requirements for utility scale projects.

## QUALIFICATIONS AND EDUCATION REQUIREMENTS

Bachelor's Degree in Electrical Engineering, or related field, and 15+ years of technical engineering experience, to include:

10+ years' experience in transmission and substation engineering, electric utility system planning, managing multiple teams, and leading large-scale substation or transmission projects, with a proven record of successful completions on time and in scope.

Master's Degree, preferred.

Prefer a Professional Engineering License in the State of Virginia or the ability to obtain one through reciprocity.



## CONTACT INFORMATION:

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## HOW TO APPLY: OPEN UNTIL FILLED

**Internal Applicants:** Interested parties should submit an internal application (a resume must be attached to the completed application) via the HR Hub or resume via [rechr@myrec.coop](mailto:rechr@myrec.coop).

**Applicants:** Use our website [myrec.coop/careers](https://myrec.coop/careers) to apply for the opportunity. Please indicate the Job Posting ID #05FB02072024

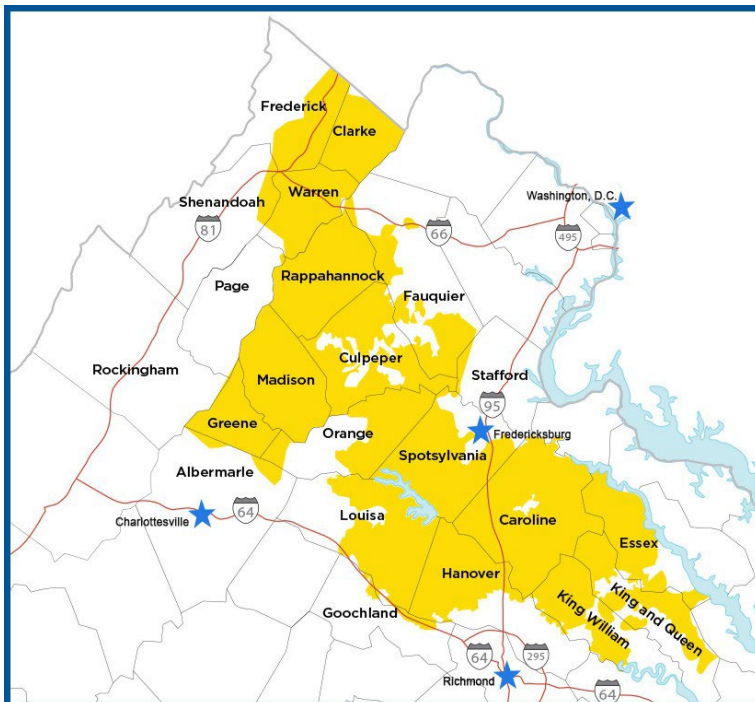
## COMPENSATION, BENEFITS AND RELOCATION

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 Discounts
- Employee Assistance Program
- Wellness Programs
- Parental Leave
- Hybrid Remote and Teleworking Options

People come to REC's region seeking the beauty of nature and an affordable lifestyle. A simple day trip can take you to the mountains, lakes, and the ocean for exploring or relaxing. When you're ready to head indoors, you won't find an area with more museums, entertainment venues, and restaurants to satisfy all interests. REC is nestled between the Nation's Capital and the capital of the Commonwealth, and the Fredericksburg region is Virginia's fastest growing market, boasting a highly educated labor force, lower cost of business and enviable quality of life. Whether you want the charm of a small town or the energy of a metropolitan environment, you can find it here.



## POWER YOUR FUTURE. JOIN OUR TEAM!

REC and its affiliates have nearly 500 employees. REC is one of the largest electric cooperatives in the nation, with over 176,000 connections across 18,000+ miles of power lines. The Cooperative is experiencing an average of 3,000 new service connections per year and is adding to its existing 110+ substations. REC has taken significant steps to facilitate broadband partnerships with local internet service providers and is constructing over 3,000 miles of fiber to the home and a fiber utility network. 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.**