

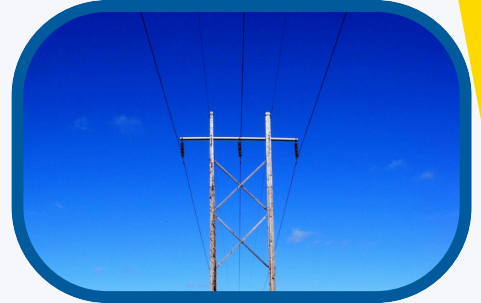


**RAPPAHANNOCK
ELECTRIC COOPERATIVE**

RELIABLE • AFFORDABLE • FOCUSED ON YOU

DIRECTOR - GIS

FREDERICKSBURG, VA



POSITION PROFILE

Rappahannock Electric Cooperative (REC) is seeking a Director of Geographic Information Systems (GIS) to lead, inspire, and strategically direct a high-performing GIS team. This individual will be responsible for delivering innovative, accurate, and impactful geospatial solutions that drive operational excellence. The Director will ensure the consistent provision of high-quality mapping, spatial analysis, and data services that support all REC departments, operational functions, and enterprise-wide strategic initiatives.

Additionally, the Director will champion the continuous evolution of GIS technologies and promote data-driven decision-making across the organization. They will ensure that GIS strategies are closely aligned with REC's corporate objectives, as well as with emerging industry standards and technological advancements. The successful candidate will also foster a culture of innovation, continuous improvement, and cross-functional collaboration in order to maximize the value of geospatial intelligence throughout REC.

rech@myrec.coop | myrec.coop/careers

Rappahannock Electric Cooperative is an equal opportunity provider and employer.

ROLES AND RESPONSIBILITIES

- **Strategic Management:** Formulate and execute a long-term GIS strategy that aligns with REC's vision, enhancing operational efficiency and strategic decision-making across departments.
- **Team Leadership:** Recruit, motivate, and develop a high-performing GIS team. Guide career development, conduct performance evaluations, and manage departmental staffing decisions, including hiring, terminations, and disciplinary actions.
- **Project Oversight:** Direct complex, cross-functional GIS projects, ensuring they meet strategic goals, deadlines, and budgets. Oversee the integration of GIS with other REC systems for comprehensive analytics and operations support.
- **Data Integrity and Quality Control:** Establish and enforce rigorous standards for data accuracy, integrity, and security within GIS repositories. Ensure all GIS data reflects current network configurations, including electric utilities and fiber optic assets.
- **Stakeholder Engagement:** Act as the primary liaison for GIS across REC, fostering strong relationships with internal teams and external entities for data sharing and collaboration.
- **Innovation and Technology:** Stay ahead of GIS technology trends, recommending and implementing new tools and methodologies. Lead initiatives to modernize data management and leverage emerging technologies.
- **Operational Support:** Ensure the Operations Dispatch Center's efficiency through timely and accurate GIS updates to the Network Management System (NMS) for outage analysis and response.
- **Educational Leadership:** Identify training needs, develop comprehensive training programs, and deliver or oversee training on GIS software and procedures to enhance team capabilities and user proficiency.
- **Compliance and Safety:** Champion adherence to all REC safety protocols and industry regulations, ensuring the GIS operations contribute positively to cooperative safety and compliance.
- **Budget and Resource Management:** Manage the GIS department's budget, justify investments in technology and personnel, and seek funding for strategic GIS projects.

THE SUCCESSFUL CANDIDATE

The ideal candidate will hold a Master's degree or higher in Information Technology, Computer Science, GIS, or a related field; however, a Bachelor's degree may be considered with substantial relevant experience.

A minimum of 10 years of experience in GIS is required, including at least 5 years in a senior management role. The candidate should have demonstrated experience with electric utility and fiber optics systems, as well as proven leadership in managing large teams and complex projects.

The role includes serving as a thought leader in GIS within the cooperative by participating in industry forums and contributing to professional development efforts. The individual will oversee the creation of specialized maps and reports to support both internal and external stakeholders. Additionally, the position involves promoting REC's business ventures through the strategic use of GIS data and analysis. A commitment to engaging in at least one professional development activity annually is expected to ensure continued alignment with evolving industry standards.

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

- **Strategic Vision:** Ability to envision and drive the future direction of GIS within the organization.
- **Leadership:** Proven ability to lead teams, inspire innovation, and model core values like Caring, Respect, Integrity, and Service.
- **Technological Proficiency:** Advanced knowledge of GIS software (ArcGIS, QGIS), with experience in NISC Mapping and Staking preferred. Proficient in Microsoft Office Suite.
- **Decision Making:** Exceptional critical thinking for problem-solving, process improvement, and strategic recommendations.
- **Interpersonal Skills:** Strong in communication, collaboration, and confidentiality management.

This role is based in our Fredericksburg headquarters with opportunities for blended or remote work as agreed upon, with a requirement to reside not more than 75 miles from REC headquarters. Occasional overnight travel and extra hours as needed for meetings, seminars, and conferences, as well as overtime work, may be required.

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 rechhr@myrec.coop.

Applicants: Use our website myrec.coop/careers to apply for the opportunity. Please indicate the Job Posting ID **#13FB04242025**

APPLY NOW



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**
- **REMOTE AND TELEWORKING OPTIONS**



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

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.

