



**RAPPAHANNOCK  
ELECTRIC COOPERATIVE**

RELIABLE • AFFORDABLE • FOCUSED ON YOU

# **VICE PRESIDENT – REGULATORY COUNSEL**

**FREDERICKSBURG, VA**



## **POSITION PROFILE**

Rappahannock Electric Cooperative (REC) is seeking a **Vice President – Regulatory Counsel** who will be responsible for overseeing the organization's regulatory strategy and compliance efforts, as well as rate development.

This position provides strategic legal guidance on regulatory matters, collaborates with internal and external stakeholders, and develops policies and mechanisms designed to ensure adherence to applicable laws and regulations. The role also involves supervising staff and driving process improvements to support the company's objectives.

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Rappahannock Electric Cooperative is an equal opportunity provider and employer.

# ROLES AND RESPONSIBILITIES

The Vice President, Regulatory Counsel is responsible for the following core duties and responsibilities, which are performed regularly as the essential functions of the role:

- Oversee the development and implementation of organizational rates and recovery, supporting alignment with business objectives and regulatory requirements.
- Provide strategic legal counsel regarding regulatory issues, including compliance with applicable laws, rules, and regulations.
- Provide support to affiliate organizations, including in the development, negotiation, and administration of agreements, reflecting alignment with regulatory requirements and company objectives, with coordination across company policies if applicable.
- Collaborate with internal departments and external stakeholders to facilitate regulatory filings, rate cases, and other related initiatives.
- Supervise and mentor staff within the rates and regulatory team, fostering professional development and accountability.
- Identify and drive process improvements to enhance efficiency and effectiveness in rate development and regulatory compliance.
- Lead the preparation and oversight of rate modeling, forecasting and projections to inform regulatory strategy, anticipate future recovery trends and mechanisms, and support business planning.
- Conduct scenario and sensitivity analyses to evaluate the impact of various regulatory, market, and operational changes on rates and overall company performance.
- Manage and review power cost adjustments, ensuring that rate structures accurately reflect changes in power supply costs and comply with regulatory requirements.
- Represent the organization in regulatory proceedings, meetings, and negotiations as needed.
- Ensure timely and accurate reporting and documentation of regulatory and rate activities.

## OTHER DUTIES AND RESPONSIBILITIES

- Partner with operational organizations to provide education and insight to promote organizational understanding of regulatory outcomes for operational decisions.
- Provide support for PJM engagement, including coordination with Old Dominion Electric Cooperative (ODEC) and other appropriate partners.
- Support from a legal and regulatory perspective for local permitting and coordination, transmission service arrangements, generation development and permitting, NERC/SERC compliance policies and documentation as required.

# THE SUCCESSFUL CANDIDATE

A Bachelor's Degree in economics, business administration, finance, public policy, or mathematics is required, along with a Juris Doctor (JD) degree from an accredited law school and an active license to practice law in the Commonwealth of Virginia. The ideal candidate will have a minimum of 10 years of utility experience, including regulatory affairs, rate case management, or utility law, with substantial experience representing organizations before regulatory bodies. Demonstrated expertise in state and federal regulatory processes, utility rate development, and compliance requirements is essential.

The role requires a proven track record of leadership, including staff supervision, mentoring, and cross-functional team management. Candidates must possess excellent written and verbal communication skills, with the ability to convey complex regulatory and legal concepts to both technical and non-technical audiences. Strong analytical, organizational, and decision-making skills are necessary, along with the ability to manage multiple priorities and meet deadlines in a dynamic environment. Proficiency in using digital tools and platforms for regulatory filings, documentation, and workflow management is expected, as well as the ability to travel as needed for regulatory proceedings, meetings, and organizational representation.

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

**Strong communication skills:** Ability to clearly convey complex regulatory concepts to internal teams, external stakeholders, and regulatory bodies.

**Collaboration:** Demonstrated capacity to work effectively with internal departments and outside partners to facilitate regulatory filings, rate cases, and related initiatives.

**Leadership:** Skill in supervising and mentoring staff, fostering professional development, accountability, and modeling organizational values.

**Decision-making:** Ability to think critically, solve problems, make recommendations, and create efficiencies in regulatory and rate processes.

**Organizational skills:** Capacity to prioritize tasks, manage schedules, and ensure timely and accurate reporting and documentation of regulatory activities.

**Technological proficiency:** Ability to utilize digital tools to manage, automate, and streamline regulatory and rate-related processes.

**Process improvement:** Aptitude for identifying and implementing enhancements to boost efficiency and effectiveness in rate development and regulatory compliance.

**Representation:** Skill in advocating for the organization during regulatory proceedings, meetings, and negotiations.

**Work is primarily performed in an office setting located in Fredericksburg, VA. The role follows a standard 40-hour work week, though additional hours may be required to meet deadlines and reporting needs. Attendance at multiple conferences throughout the year may be required, including occasional overnight travel. The position also requires 24/7 on-call availability to support major storm events. The Vice President, Regulatory Counsel is classified as an exempt position.**

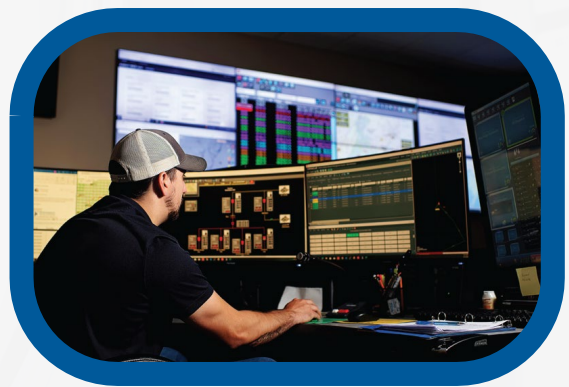
# REC LANDSCAPE

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 184,000 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 [rechr@myrec.coop](mailto:rechr@myrec.coop).

**Applicants:** Use our website [myrec.coop/careers](http://myrec.coop/careers) to apply for the opportunity. Please indicate the Job Posting ID **#24FB04222026**

**APPLY NOW**

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