



**RAPPAHANNOCK
ELECTRIC COOPERATIVE**

RELIABLE • AFFORDABLE • FOCUSED ON YOU

CHIEF GROWTH OFFICER

FREDERICKSBURG, VA



POSITION PROFILE

Rappahannock Electric Cooperative (REC) is seeking a Chief Growth Officer, a senior executive role responsible for driving sustainable growth through market expansion, innovation, and customer-focused strategies. This leader will oversee the intake of new large customers, the development of service agreements and contracts, and the design, construction, and delivery of electric infrastructure needed to achieve energization. The role also directs power generation activities that support both temporary (bridging) and permanent power needs for large customer projects, including loads served outside of REC's wholesale power contract, in collaboration with and subject to approval by REC's G&T. A key priority for this position is the ability to create new revenue streams, expand the cooperative's energy portfolio, and leverage digital transformation initiatives to strengthen REC's position as a leader in the evolving energy landscape.

ROLES AND RESPONSIBILITIES

- **Strategic Growth Leadership:** Develop and implement a long-term electric market growth strategy for the division aligned with corporate intent, regulatory frameworks, and market trends.
- **Market Expansion:** Identify and pursue opportunities in expanding large REC member markets such as innovative solutions for water, gas, and power requirements that work to reduce and/or minimize their overall footprint on the broader community.
- **Partnership Development:** Forge strategic alliances with technology providers, relevant state agencies (e.g., VEDP), counties, town, regulators, and vendors that are looking forward with common goals aligned with these market expansion goals.
- **Customer-Centric Innovation:** Lead initiatives and motivate team members to foster customer engagements and connections utilizing technology, expertise, and improvements in energy efficiency and overall ecological footprint.
- **Revenue Diversification:** Drive growth that enhances the regulated and deregulated markets of REC through new products, services, and business models (e.g., energy-as-a-service).
- **Data & Analytics:** Build and empower your team with the expertise and skill sets that are needed to support the advanced analytics and forecasting that inform investment decisions, pricing strategies, and customer decision-making.
- **Cross-Functional Collaboration:** Work closely with Pres/CEO, Finance, Engineering, Communications, Regulatory Affairs, and other REC team members to align corporate priorities to ensure success and development of division initiatives and capabilities.

THE SUCCESSFUL CANDIDATE

An advanced degree in Engineering, Business, or an energy-related field (MS, MBA, or other advanced degrees) is required. Candidates should have more than 10 years of executive leadership experience within the power, utilities, or energy sector. Relevant professional and industry certifications and accreditations are also welcomed and strongly desired.

This role includes representing REC and its affiliates through public speaking engagements at Board meetings, external meetings, and with key stakeholders, including the VASCC, the Virginia Legislature, community events, and relevant industry and trade show events. The position also involves providing strategic leadership by participating in REC's strategic and leadership teams, contributing to vision-setting, organizational leadership, and mentoring of new REC talent. In addition, active engagement in state, regional, and local economic development and business associations is expected, with a focus on driving innovation and growth within REC's service territory.

The successful candidate will have a proven track record of driving growth in regulated and/or deregulated energy enterprises. They must possess significant experience negotiating power contracts, working closely with both in-house counsel and outside energy law firms, as well as a strong foundation in contract management best practices. A deep understanding of Mid-Atlantic (PJM) energy policy, grid modernization, and clean energy technologies and projects is essential. Strong financial acumen, including experience managing capital-intensive Fortune 100 company projects and overseeing P&L, is required. Additional core competencies include strategic vision and execution, energy market expertise (particularly in structured markets such as PJM), project management and reporting, innovation and digital transformation, regulatory and policy expertise, leadership and stakeholder management, technological innovation, decision-making and organizational collaboration, mentoring and leadership development, and economic development expertise.

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

Communications:

Excellent written and verbal communication skills, with the ability to craft messages for a wide range of audiences and platforms. Skilled in editing and content development for both internal and external publications. Ability to create clear, effective messaging that promotes REC's mission and enhances its reputation within the community.

Interpersonal:

Strong leadership and team-building skills, with the ability to mentor, coach, and guide team members. High emotional intelligence, with the ability to manage relationships and conflicts with empathy, professionalism, and clear communication. Skilled at building strong relationships with internal and external stakeholders, fostering a positive work environment.

Decision-making:

Strong critical thinking skills with the ability to make informed decisions that align with REC's objectives. Proven ability to manage competing priorities and deadlines in a fast-paced environment. Uses data and analytical tools to make well-informed decisions and changes as warranted.

Organizational:

Strong organizational skills, with the ability to manage multiple projects and ensure the timely completion of deliverables. Ability to delegate tasks effectively and manage cross-functional teams on communication initiatives.

Leadership:

Demonstrate REC's core values (Caring, Respect, Integrity, and Service) and leads by example, fostering a culture of accountability, compassion, and respect. Provide clear direction, motivation, and support to the Communications & PR team to ensure alignment with REC's goals. Conduct performance evaluations, provide constructive feedback, and support the professional development of team members.

Most of the work is performed in the Fredericksburg, VA office, with the flexibility to work remotely when appropriate or required. The position primarily involves driving, with occasional outdoor work in all weather conditions, including walking on uneven terrain and climbing. The role also requires occasional local and out-of-state travel. To maintain professional knowledge, the employee is expected to attend at least two learning events annually.

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.



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:

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

