



**RAPPAHANNOCK
ELECTRIC COOPERATIVE**

RELIABLE • AFFORDABLE • FOCUSED ON YOU

DIRECTOR - FINANCE

FREDERICKSBURG, VA



POSITION PROFILE

Rappahannock Electric Cooperative (REC) is seeking a Director of Finance to participate in and be a part of the operational management team where the cooperative challenges are recognized, discussed, and solved. In addition, this individual will focus on the cooperative's overall goals and objectives, taking into consideration the changes in business climate and the industry.

This individual will own, review, and implement where necessary the processes and policies for the department to ensure regulatory compliance and adherence. This individual will provide oversight and feedback to the following functions: finance, accounting, internal controls, budgeting, reporting, treasury, audit, tax, and analysis.

ROLES AND RESPONSIBILITIES

FINANCIAL MANAGEMENT AND REPORTING

- Establish and maintain effective internal controls to safeguard company assets, ensuring all financial reports are prepared in compliance with regulatory requirements.
- Review and document all financial processes including but not limited to month-end close, accounting, reporting, cash management, and treasury.
- Coordinates and manages the activities associated with the overall timing, content, and presentation of the cooperative's financial plan (income statement, balance sheet, and statement of cash flows) at the consolidated corporate level.
- Reviews monthly variance reports, including explanations of variances for current month actual to budget, year-to-date actual to budget, and month-over-month and year-over-year actuals.
- Prepares and updates long and short-term financial forecasts, compares projections with actual performance, and analyzes variances.

PROCESS IMPROVEMENT AND CHANGE MANAGEMENT

- Inform management of policies or practices that are not being adhered to and establish change management plans to ensure adherence.
- Seek new methods for the improvement of existing processes, creating efficiencies, and providing value-added services for the cooperative.
- Assist in reviewing the functions and activities of the Financial Planning and Treasury Services Department and recommend any necessary changes in the department's structure to meet objectives.

ROLES AND RESPONSIBILITIES

FINANCIAL ANALYSIS AND DECISION SUPPORT

- Reviews financial and economic data, prepares analysis, and makes recommendations to support capital addition and debt issuance decisions.
- Performs sensitivity analysis, prepares reports, and assists with developing recommendations and preparation of materials for management decision-making and corporate financial policies.
- Assists in preparation of financial analysis and presentation materials for management, rating agencies, underwriters, lenders, and investors.
- Assists cooperative personnel in preparing and reviewing financially related matters such as capital budget items, lease/buy analysis, and costing analysis.



THE SUCCESSFUL CANDIDATE

Four (4) year degree or equivalent in Finance, Accounting or Business Administration, required. A Master of Business Administration degree, Certified Public Accountant (CPA) or Certified Management Accountant (CMA) professional certification, desired. Must complete at least one (1) professional development activity annually.

Ten (10) years, or more, of related work experience in financial planning and/or analysis, accounting, budgeting, banking or treasury services in the private sector required. Work experience with a corporation in a capital-intensive industry desired. Supervisory experience required.

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

- **Interpersonal:** Excellent collaboration and communication skills; Proven ability to motivate teams and align diverse groups around common goals and objectives; Builds trust and commitment through personal commitment and integrity; Recognizes and demonstrates respect for different personalities and capabilities; Uses diplomacy and tact to resolve disputes.
- **Technological:** Capacity to develop working knowledge of the various technologies being deployed under the grant program and how they integrate; Ability to use Microsoft Office suite as well as project management tools.
- **Decision-making:** Ability to think critically and solve problems expeditiously; Is agile in adapting to changing conditions; Develops and objectively evaluates alternatives; Able to apply lessons learned to new situations and decision points; Considers both short and longer-term consequences and chances for success in decision making.
- **Organizational:** Proven ability to prioritize tasks and schedules; Ability to effectively manage all phases of large-scale projects and change initiatives; Sets and enables achievement of challenging but realistic goals.
- **Leadership:** Ability to influence, inspire and motivate; Models REC's core values (Caring, Respect, Integrity, Service); Fosters a culture of accountability; Adept at providing coaching and feedback to employees, including those with no direct reporting relationship; Maintains focus on ultimate impact on members; Ability to clearly articulate complex ideas in ways that engage various stakeholders.

This role is based in our Fredericksburg headquarters with opportunities for blended or remote work. The role will involve ongoing engagement and obligations with REC partners, employees, lenders, suppliers, and consultants. Attendance at local and out-of-state seminars and conferences several times a year 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 rechr@myrec.coop.

Applicants: Use our website myrec.coop/careers to apply for the opportunity. Please indicate the Job Posting ID **#03FB02062025**

APPLY NOW

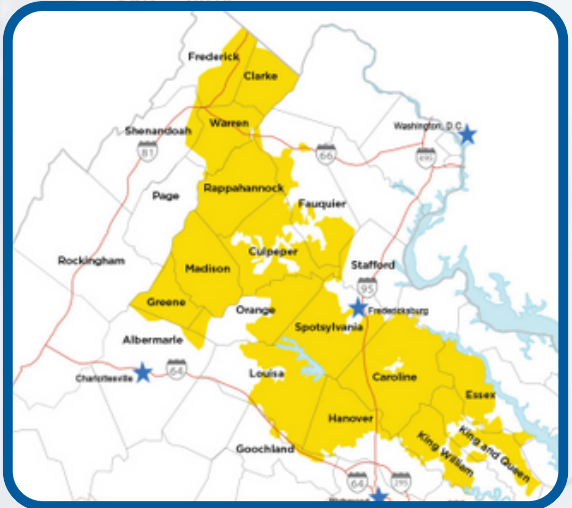


COMPENSATION, BENEFITS AND RELOCATION

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**



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.**

