



POSITION PROFILE

The Director of Distribution Design will supervise and guide all Distribution Design Department activities. The Distribution Design Department is responsible for the process of designing overhead and underground distribution lines to provide the most reliable and economical service for new, existing, and future members in accordance with RUS guidelines, specifications, REC policies, National Electrical Safety Code, and government regulations.

KEY DUTIES AND RESPONSIBILITIES

- Oversight of Distribution Design activities for the entire Cooperative's service territory.
- Guide and direct Distribution Design Supervisors to ensure consistency in application of Cooperative's policy and procedures along with proper design practices as well as adherence to the Cooperative's Terms and Conditions.
- Actively participate as a member of the operational management team where decisions and plans will be developed to ensure the Cooperative's strategies, goals, and objectives are accomplished. Ensure all the operational engineering management functions are represented as a member of the Operational Management Team.
- Coordinate with the Director of System Planning and Engineering Design to provide for the planning and engineering design of all electrical facilities required to meet the needs of the Cooperative for orderly future system growth and any additions or modifications to existing Cooperative electrical delivery systems where required.
- Coordinate with Senior Directors of Operation and Construction and the Director of System Planning and Engineering Design to ensure appropriate design practices are utilized across the Cooperative's entire electrical distribution system.
- Coordinate with Managing Director of Engineering and Power supply to guide and direct Distribution Design Supervisors in developing yearly departmental budgets.
- Assist the Managing Director of Engineering and Power Supply in setting and carrying out the overall goals and objectives of the department and the Cooperative to ensure that the Cooperative's Key Performance Indicators will be met or exceeded.
- Direct the preparation of Cooperative boundary cases and assist with State Corporation Commission issues.
- Assist in the preparation of the Cooperative's RUS construction work plan.
- Ensure that Cooperative system designs meet all national, state and local codes and prudent engineering practices.
- Review all applicable regulations such as NESC, RUS, and NEC to assure that the Cooperative's engineering designs are in compliance.
- Provide in-house design expertise as qualified and secure outside expertise as needed on more complex Cooperative design issues.
- Determine the need for the acquisition of consulting services related to distribution design.
- Develop, review, and revise all position descriptions/specifications for the Distribution Design Department in consultation with the Managing Director of Engineering and Power Supply.
- Determine the need for department positions, conduct interviews, hire, and terminate as necessary in consultation with the Managing Director of Engineering and Power Supply.
- Perform annual performance appraisals of personnel assigned under his/her supervision and counsel these employees to help them to develop and improve.
- Other duties assigned.

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

REQUIRED SKILLS AND CORE COMPETENCIES

- Must have a strong working knowledge of the Cooperative's electronic information files, the "Terms and Conditions for Receiving Electric Service", distribution line design, transformer sizing, construction specifications, right-of-way easement procedure, RUS guidelines, National Electrical Safety Code, National Electric Code, Virginia Department of Transportation utilities relocation procedure, drafting, construction materials, and basic surveying.
- Must have knowledge of state and local government requirements for installing distribution facilities.
- Must have strong communication skills utilizing all forms of communication.
- Must demonstrate strong management and leadership skills.
- Must be able to develop and foster morale as well as motivate team spirit and enthusiasm throughout the department by appropriate delegations, recognition of accomplishment, counseling, and advancement according to merit, interest, and ability.

QUALIFICATIONS AND EDUCATION REQUIREMENTS

Associate Degree in Electrical Engineering Technology or equivalent preferred. A combination of experience and training may be considered instead of a degree. Fifteen (15) years of progressive experience in engineering, design, or operations at distribution electric utilities. Five (5) years of supervisory experience at distribution electric utilities.

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The primary work location is Fredericksburg, VA office. There will be significant travel between regional offices with some travel to job sites. Extended work hours will be required during emergency conditions that may involve exposure to severe temperature and weather conditions.



CONTACT INFORMATION:

Dee Jackson, Talent Acquisition Specialist
djackson@myrec.coop | 540-360-6950

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.

Applicants: Use our website myrec.coop/careers to apply for the opportunity. Please indicate the Job Posting ID #23FB08072024

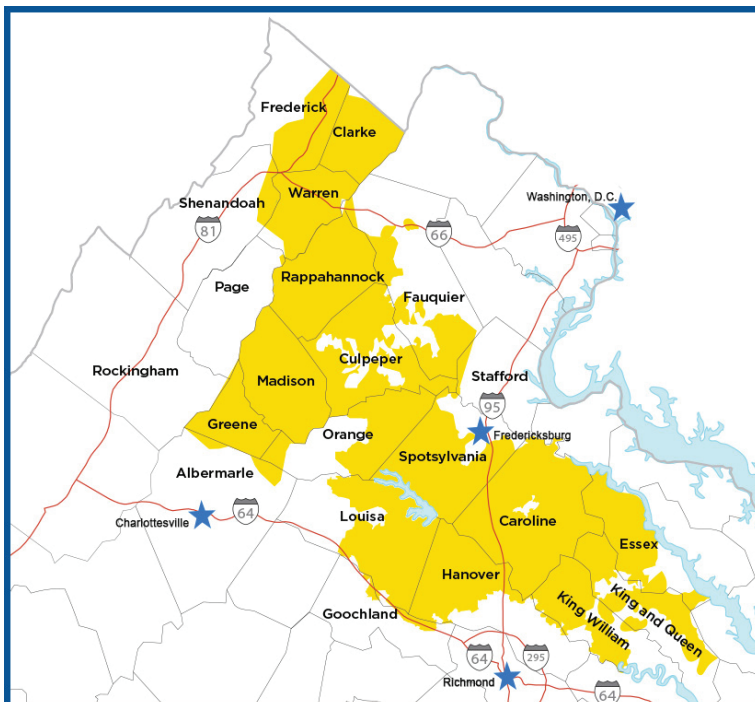
COMPENSATION, BENEFITS AND RELOCATION

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

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 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.**