



**RAPPAHANNOCK
ELECTRIC COOPERATIVE**

RELIABLE • AFFORDABLE • FOCUSED ON YOU

DIRECTOR - METERING & METER DATA STRATEGY

FREDERICKSBURG, VA



POSITION PROFILE

Rappahannock Electric Cooperative (REC) is upgrading its Advanced Metering Infrastructure (AMI) with the latest technologies to enhance operational efficiency and provide members with better control over their energy usage. This new AMI system will improve grid reliability and efficiency by offering real-time data for better energy management, faster outage detection and restoration, and detailed usage information for smarter energy decisions.

To support this initiative, REC has been awarded a \$38 million grant from the U.S. Department of Energy (DOE) under the Grid Resilience and Innovation Partnerships (GRIP) program. This funding will facilitate the "Enabling EV and DER Adoption through DERMS, AMI, and Fiber Integration Project," which includes implementing a Distributed Energy Resources Management System (DERMS), AMI, a fiber utility network, and substation security. The project aims to enhance grid reliability, support the expansion of clean energy, and offer consumers cost-saving electricity plans.

To ensure successful execution of the AMI deployment part of the project, REC will select a primary leader responsible for overseeing the AMI and metering system planning, design, integration of technical systems, field equipment installation, software deployment, and delivery of community benefits. This role will lead multiple teams and must be adept at working within a matrixed organization. Supported by an internal project manager and an external consulting firm, the leader will manage all aspects of the AMI component of the grant program, including scope, schedule, budget, vendor selection, reporting, and risk mitigation. Following the AMI deployment, it is anticipated that this leader will manage a team aimed at maintaining and optimizing the AMI system over the long term.

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Rappahannock Electric Cooperative is an equal opportunity provider and employer.

ROLES AND RESPONSIBILITIES

PROGRAM DELIVERY

- Leads the execution of multiple complex and interrelated projects that include engineering, operations & construction, AMI, metering, telecommunications supporting the AMI system, IT/OT/CIS systems integration, employee training and reskilling, workflow design and new procedures.
- Collaborates with REC departments, teams and leadership to ensure: (1) strategic alignment of desired outcomes, (2) understanding of dependencies and constraints, (3) cost and other resource impacts, and (4) mitigation of negative operational and/or member impacts of the grant projects.
- Organizes project teams to develop objectives and timelines, utilizing own and consultant's expertise to assist in or develop specific implementation plans.
- Oversees development of project plan(s), including work breakdown structure, schedule and cost baselines, overall budget management, dependencies, project roles and resource requirements.
- Partners and strategizes with procurement, REC counsel, and affected departments on vendor selection process and leads contract negotiations with selected vendors.

TEAM LEADERSHIP AND COLLABORATION

- Provides team leadership, guides performance, and coaches team members to ensure effective collaboration and productivity, serving as one of four grant team leads.
- Establishes and reinforces team norms and behaviors that align with the Cooperative's core values.
- Facilitates meetings and addresses issues of concern between and among teams as needed.
- Fosters constructive working relationships across project teams, between teams and other cooperative employees, with vendors, and between team members and consultant.
- Recommends to REC leadership optimum strategies for organizing the work and enhancing coordination and efficiency including making recommendations for organizational structure within 90 days of assuming the position.

ROLES AND RESPONSIBILITIES

STAKEHOLDER ENGAGEMENT AND COMMUNICATION

- Collaborates closely with Communications and PR department on the development of internal and external communications plans regarding AMI system and metering deployment.
- Coordinates with team leaders and members to ensure timely and accurate communications regarding project status and reporting.
- Collaborates with Cooperative staff and leaders to develop engagement strategies that ensure productive working relationships in the delivery of community benefits.

PROCESS IMPROVEMENTS AND DOCUMENTATION

- Identifies and catalogs all current policies, procedures and workflows within the AMI and metering grant team scope that will need to change as well as new ones that will be needed as a result of the project.
- Ensures appropriate documentation, including new or revised policies, procedures and standards are created and maintained in an efficient and secure recordkeeping system.



THE SUCCESSFUL CANDIDATE

Applicants must possess a Bachelor's degree or have commensurate work experience in business, electric utility, or project management sectors. A minimum of 10 years' experience in the electric utility industry is required, with a preference for expertise in areas like AMI, utility billing, metering, distributed energy resources, and demand response programs.

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 **24FB08282024**

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.**

