



## POSITION PROFILE

The Director of Substation/Transmission Engineering and Technical Services will ensure the safe and reliable construction and operation of Rappahannock Electric Cooperative's (REC) substation, transmission, apparatus, and metering electrical assets. This position manages at the Operational level in a manner which ensures that the focus and efforts of the department are aligned with the Cooperative's Strategic Plan.

The Substation/Transmission Engineering & Technical Services Department provides field engineering services and technical support for the maintenance, construction, testing, and commissioning of substation equipment up to and including 115 kV. This position requires a significant amount of time (approximately 60% of time or greater) working outside of an office environment, at various company substation facilities, regional offices and service center.

## ROLES AND RESPONSIBILITIES

- Directs the engineering design, specifications, construction, and maintenance of the Cooperative's distribution and transmission substations, transmission lines, and mobile substations according to Rural Utility Services (RUS) guidelines.
- Directs the relaying, protection, and coordination requirements for substation and transmission systems to ensure proper protection throughout REC's service territory and with suppliers.
- Responsible for the procurement of land, site selection, and permitting for substations and acquisition of easements for transmission lines.
- Responsible for budgeting, purchasing, testing, and maintenance of all Cooperative meters and apparatus.
- Reviews all applicable regulations such as National Electrical Safety Code (NESC), RUS guidelines, state and local codes, and the National Electrical Code (NEC) to assure that the Cooperative's engineering designs are in compliance.
- Ensures all electric and magnetic fields (EMF) technical information and data is maintained.
- Other duties as assigned.

## 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 170,000 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:

- Outage Information
- Energy Efficiency
- Electric Transportation
- Clean Energy
- Distributed Energy
- Standby generation
- Energy Management

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



## THE SUCCESSFUL CANDIDATE

Qualified candidates will have general knowledge of the operations of a rural electric transmission and distribution cooperative. The successful candidate must be familiar with all aspects of electric distribution and transmission design, construction scheduling, construction management, and relay protection/coordination of facilities needed to meet the demands of the electrical system. Working knowledge of electricity, electrical circuits, electrical apparatus, metering, and transformer banks is required, in addition to working knowledge of supervisory methods, NESC, NEC, apparatus, metering, supervisory control and data acquisition (SCADA), load management, and advanced meter reading (AMR) equipment.

Forward thinking capacity, leadership and supervisory experience is necessary to manage departmental staff in carrying out the purchase, installation, maintenance, and testing of all electrical apparatus, metering, electronic SCADA and load management equipment. The successful candidate will be responsible for making design recommendations concerning the addition, construction, and upgrading of

substation and transmission facilities to the Cooperative's electric plant. Additionally, REC will be dependent upon this leader to successfully represent the Cooperative's interest in negotiations with equipment suppliers and interconnecting utilities. Must be able to supply technical advice on all related design matters to the Managing Director - Engineering and Power Supply.

Four (4) year Engineering Degree or equivalent with a Bachelor of Science in engineering are required. Registration as a Professional Engineer in the state of Virginia is preferred. Must possess 10 years of progressively responsible utility engineering experience including supervisory responsibility and project management. The successful candidate must also be a safety champion.

REC prefers a candidate with direct experience in substation and transmission design, project management, RUS design, contractual requirements, and relaying. Candidate should also have a working knowledge of other utility functions, including but not limited to, operations, energy technology trends, advanced utility programs, demand response and energy efficiency, finance, human resources, workplace health, safety and security.

The successful candidate will have previous experience and familiarity with work order and closeout procedures. Basic computer skills, including, but not limited to, a working knowledge of Microsoft Office products such as: Outlook, Excel, Word, and PowerPoint and others are required in order to successfully perform job responsibilities. Must communicate effectively both inside and outside of the organization. Must possess a current driver's license.

Most of the work performed in the Fredericksburg office. Occasional field trips for inspection of facilities or meetings with members, power and equipment suppliers, and consultants. Attendance of seminars and conferences several times a year may be required. Subject to call at any time for emergencies.

## HOW TO APPLY: 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](https://myrec.coop/careers) to apply for the opportunity. Please indicate the Job Posting ID #12FB0320223

## CONTACT INFORMATION:

**Dee Jackson, Talent Acquisition Specialist**  
[djackson@myrec.coop](mailto:djackson@myrec.coop) | 540-891-5998



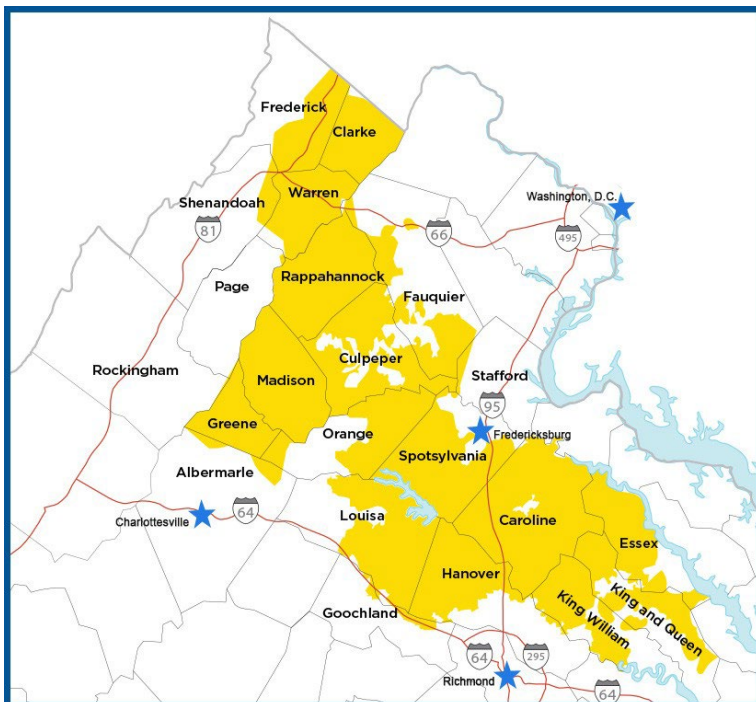
## COMPENSATION, BENEFITS AND RELOCATION

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 430 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 170,000 member connections across 17,000+ 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.**