

POSITION PROFILE

The Director of Rates and Regulatory Affairs will serve as a rate design and regulatory expert for Rappahannock Electric Cooperative's (REC) External Affairs department. This position focuses on helping the Cooperative deliver exceptional value to its member-owners and leads a wide range of regulatory initiatives.

The External Affairs Department provides expertise on regulatory affairs, as well as legislative affairs and economic development. While collaborating with all functional areas of REC, the team seeks to ensure approval of critical programs and services designs to provide benefits to today's energy consumers.

ROLES AND RESPONSIBILITIES

- Develop and design electric delivery rates to ensure proper recovery of the Cooperative's costs to provide electric service to its members.
- Develop rate structures for innovative programs such as electric transportation, energy efficiency initiatives, distributed energy resources, and others.
- Support base rate change requests by developing the cost of service, revenue requirement, rates, and rate designs for general rate cases before the Virginia State Corporation Commission (SCC), along with rate consultants.
- Develop and maintain strong working relationships with regulatory agencies, especially the Virginia SCC.
- Lead and manage interdepartmental project teams to develop and execute new proposals and initiatives.
- Represent the Cooperative in litigated proceedings as an expert witness.
- Administer REC's tariff, terms and conditions, and compliance with local retail energy choice rules, including competitive supplier registration.

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

The ideal candidate will have vast experience managing rates and regulatory affairs for a regulated utility in Virginia. Experience with a utility cooperative is a plus, as is experience working with the Virginia State Corporation Commission (SCC).

Forward thinking capacity and leadership is necessary to ensure new and innovative programs are developed within an advanced timeline to serve members. REC is seeking a leader who is equally comfortable leading interdepartmental teams to drive results as they are working independently to achieve specific goals.

Rates and regulatory experience is a necessity, as is demonstrated project management skills and a record of developing and harboring meaningful relationships. Experience working with utility cooperatives is a plus, but not required.

A four (4) year degree is required, while an advanced degree in a related discipline is desired. Must possess The successful

candidate must also be a safety champion.

The successful candidate can generally expect regular hours with usual office conditions. Regular travel is required in the performance of responsibilities, as well as, for educational purposes, which may include overnight trips. Attendance at various seminars and conferences several times per year will be required. Work schedule is subject to extended work hours as may be necessary in response to emergency conditions.

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
- Parental Leave
- Paid Holidays and Time Off
- Educational/Tuition Reimbursement Plan
- Employee Discounts
- Employee Assistance Program
- Wellness Programs
- Remote and Teleworking Options

HOW TO APPLY: Deadline: 10/31/2021, 5 p.m. EST

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 #33FB07212021

CONTACT INFORMATION:

Dee Jackson, Talent Acquisition Specialist
djackson@myrec.coop | 540-891-5998

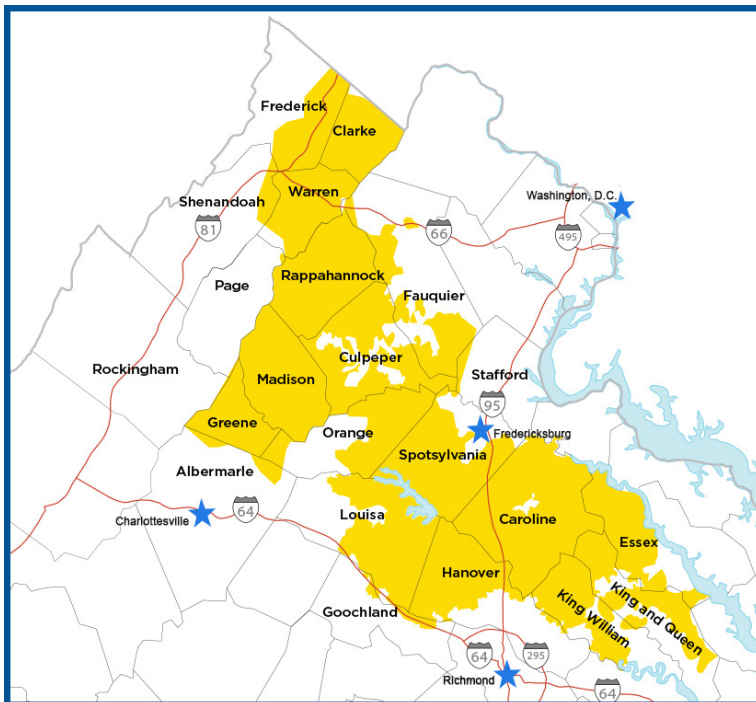
**COMPENSATION, BENEFITS AND RELOCATION,
*continued***

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.



REC 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.**