



POSITION PROFILE

The Managing Director - Energy Solutions and Clean Energy is a visionary and proactive leader tasked with spearheading REC's portfolio of energy solutions and clean energy initiatives within the Vividly Brighter framework. The successful candidate will possess an impressive history of advancing energy solutions and services. The candidate will also be responsible for formulating and executing innovative strategies for clean energy deployment.

As a senior leader, Managing Directors with REC collaborate with leadership counterparts and officers across the organization in order to achieve our Cooperative's objectives and to fulfill our mission in service to our members.

ROLES AND RESPONSIBILITIES

- Lead the energy solutions and clean energy department under the Vividly Brighter brand, focusing on the delivery of energy solutions, energy services, renewable energy projects, energy storage, energy efficiency programs, demand response, electric transportation, and sustainable initiatives.
- Develop and execute a comprehensive clean energy strategy that aligns with the cooperative's growth objectives.
- Identify new market opportunities in the energy services, energy solutions, and clean energy sector and lead the expansion into these markets.
- Drive revenue growth through innovative energy solutions, services, and member engagement strategies, and responsible to maintain a profitable P&L.
- Forge strategic partnerships with technology providers, government agencies, and other relevant stakeholders.
- Oversee the development and operationalization of energy projects, ensuring they are delivered on time, and within budget, with high quality standards.
- Champion strategic electrification, above and beyond electrification of transportation.
- Act as the Cooperative's leading voice for sustainability and clean energy advocacy.

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 175,000 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

A Bachelor's degree in Business, Engineering, Environmental Science, or a similar discipline is required; a Master's degree or MBA is highly desirable. Applicants should have no less than ten years—preferably twelve—of advanced, senior-level experience within the energy utility sector. A minimum of seven years of leadership within the energy field, with an emphasis on energy programs, services, renewable energy, and sustainability initiatives, is essential. Additionally, candidates must have at least five years of experience in a management role with supervisory duties. The preferred candidate will possess a robust history of success in devising strategy, expanding business ventures, and adeptly overseeing operations. An extensive understanding of the energy industry, familiarity with regulatory policies, and proficiency in state-of-the-art clean energy technologies are crucial for this role. Exceptional abilities in communication, negotiation, and delivering presentations are also vital.

The prospective individual must demonstrate an aptitude for leading and galvanizing a team to achieve strategic objectives, as well as the skill to scale the team in alignment with organizational demands. In-depth knowledge and experience in financial management, especially in the realms of budgeting and effective resource allocation, are essential qualifications for this position.

The ideal candidate should have the leadership qualities necessary to inspire and engage the engineering department, ensuring alignment with the Cooperative's engineering requirements and the successful execution of its Strategic Plan. The candidate should be proficient in identifying and applying reliable engineering solutions that serve the best interests of the Cooperative, its members, and employees. Expertise in the subject area is required to effectively represent the Cooperative during negotiations with power providers, major electricity consumers, and generation facilities. Additionally, the candidate must be skilled in negotiating agreements related to transmission and substation construction projects and competent in guiding department staff through such negotiations. The role includes a variety of other responsibilities as needed.

The primary work location will be at the Cooperative's headquarters office, with hybrid work arrangements possible. Regular field visits to inspect facilities, attend meetings with members or suppliers, participate in safety meetings with regional departments, or work with regional teams on project planning or administration are part of the job. The candidate will be expected to attend seminars and conferences multiple times throughout the year. The position also requires availability for emergency call-outs and outage responses as needed.

CONTACT INFORMATION:

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

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 # 28FB12042023

COMPENSATION, BENEFITS AND RELOCATION

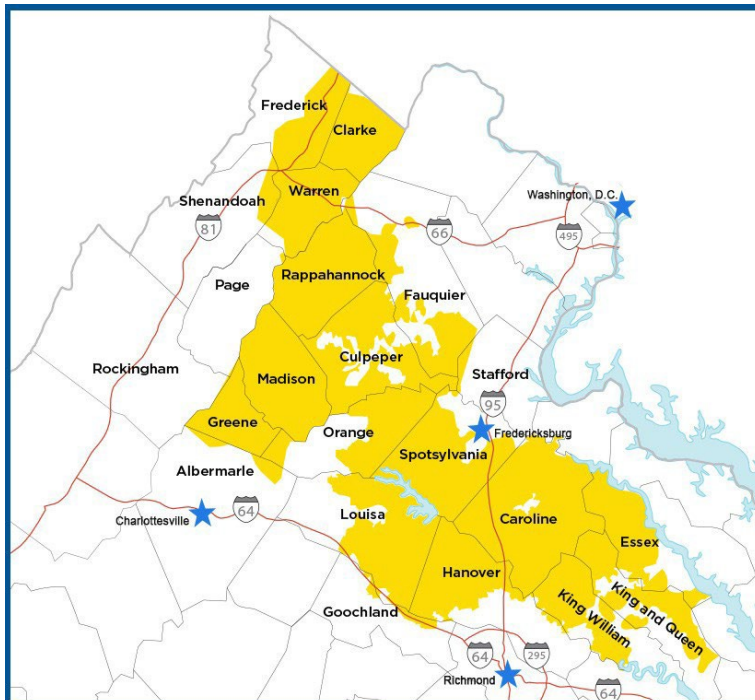
The total compensation and relocation package is competitive and will be dependent upon qualifications and experience. There are a lot of benefits to working at REC. You'll be surrounded and supported by a great team of people who are passionate about what they do.

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 nearly 500 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 175,000 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.**