



**RAPPAHANNOCK
ELECTRIC COOPERATIVE**

RELIABLE • AFFORDABLE • FOCUSED ON YOU

SENIOR DIRECTOR - HYPERSCALE DATA CENTER ELECTRIC INFRASTRUCTURE DESIGN & CONSTRUCTION

FREDERICKSBURG, VA



POSITION PROFILE

Rappahannock Electric Cooperative (REC) is seeking a Senior Director for Hyperscale Data Center Electric Infrastructure Design and Construction. This role will lead the data center team in overseeing substation and metering design and construction, while managing multiple data center projects from concept to commissioning.

This role involves ensuring compliance with industry/corporate standards, overseeing budgets and schedules, coordination with data center clients and third-party engineering firms, and integrating these projects at go-live into the broader energy infrastructure of the Company. You'll also be mentoring other engineering professionals and providing technical guidance and direction to support cross-functional collaboration and overall project success.

ROLES AND RESPONSIBILITIES

PROJECT LEADERSHIP AND MANAGEMENT

Lead all phases of multi-substation project development, from design through construction and commissioning. Manage budgets, schedules, project deliverables, and EPC contractor relationship(s).

TECHNICAL EXPERTISE AND COMPLIANCE

Oversee design, analysis, and optimization of data center substations. Ensure compliance with industry and corporate standards, regulations, and safety protocols.

COLLABORATION AND INTEGRATION

Work with EPC contractor(s) and cross-functional teams to ensure corporate objectives for standardization across the fleet of substations under development; including procedures, practices, and equipment that will help optimize the daily operation and maintenance of these new stations as they become part of the REC electric utility plant.

TEAM DEVELOPMENT AND SUPPORT

Mentor and lead the existing professionals on the team and provide technical guidance and assistance as needed. Recommend and attract additional new talent to the team as needed.

THE SUCCESSFUL CANDIDATE

A Bachelor's degree in Electrical Engineering, Civil Engineering, or a related field is required, with a Master's degree preferred. The candidate should typically have over 10 years of experience in substation engineering, including at least 5 years in a leadership role. A Professional Engineer (PE) license is desired, and the individual must complete at least one professional development activity each year.

The candidate must have a proven track record of successfully managing large-scale engineering projects. They should possess strong knowledge of substation standards, design, and relevant software and tools. Excellent communication, leadership, and organizational skills are essential, along with the ability to work effectively in a fast-paced, collaborative environment.

Candidates must be legally eligible to work in the US without requiring current or future sponsorship. Additionally, candidate must have ability to pass a pre-employment and random drug and alcohol screenings, REC and client specific background checks, and annual motor vehicle record (MVR) according to company and client policies.

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 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: Tuesday, April 1st, 2025

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 rech@myrec.coop.

Applicants: Use our website myrec.coop/careers to apply for the opportunity. Please indicate the Job Posting ID **#06FB03172025**

APPLY NOW
rech@myrec.coop | myrec.coop/careers



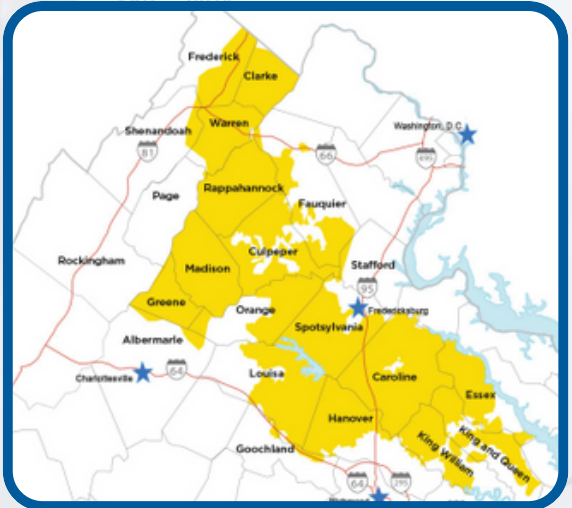


COMPENSATION, BENEFITS AND RELOCATION

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 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.**

