

**CHIEF OPERATIONS OFFICER & VICE PRESIDENT OPERATIONS AND MAINTENANCE
BRAZOS ELECTRIC POWER COOPERATIVE, INC.
WACO, TEXAS**

PROFILE

The Chief Operations Officer & Vice President Operations & Maintenance (COO) is a new position on the organizational chart and a direct report to the Brazos Chief Executive Officer (CEO). The COO will supervise approximately 182 personnel including two direct-report Managers leading Transmission System Operations and Transmission Maintenance. The Transmission Maintenance department includes the largest department of personnel in the company (117) with two District Managers for North and South, Power Maintenance, and System Technician Departments. The Transmission System Operations department includes four sub-departments: operations coordination, system operations, communications and control engineering, and communications technician functions. Peer functions reporting to the CEO include Finance & Corporate Services, Regulatory Compliance, Information Services, Member Services, Engineering & System Planning, and Project Management & Business Development.



The COO is responsible for establishing strategy and direction for the Operations and Maintenance Division and aligning division strategy with Brazos's strategic plan. He or she will provide leadership, guidance, and decision-making on issues related to transmission field operations (line and substation maintenance), transmission construction, relay metering and controls, fleet operations, vegetation management, and system and communication operations to assure the safe and reliable operation of the Brazos transmission system.

CONDITIONS AND REQUIREMENTS

As a result of Winter Storm Uri and the subsequent financial impact, Brazos entered Chapter 11 bankruptcy in March of 2021. Brazos exited bankruptcy on December 12, 2022, with a settlement agreement that included withdrawing from the power production and supply functions of its business including the sale of its generation assets. The cooperative successfully completed most bankruptcy settlement actions by March of 2023 and began its new path as a transmission and distribution cooperative continuing to serve its historic distribution cooperative members. Brazos members assumed the majority of the Uri debt through securitization or other means; thereby removing much of the financial burden from Brazos.

In December of 2023, Brazos received an A+/Stable rating from Fitch and the cooperative continues to maintain and develop new relationships with lenders that include common cooperative and private lending institutions. Despite the bankruptcy, Brazos maintains a healthy financial position looking to the future. Recent collaboration with member leadership highlights efficient operation and strategic growth as focus areas for the organization. In addition to seizing growth opportunities, executive leaders such as the COO must address efficiency within the cooperative and evolution of an operations and maintenance team that offers an existing record of strong member service and system reliability. Brazos must also modernize its culture and investment toward assets and

employees and take advantage of every transmission revenue growth opportunity that meets its member expectations at an appropriate level of risk tolerance.

While candidates from siloed careers in transmission operations and maintenance or system operations will be seriously considered, ideal candidates will offer breadth of experience in these categories. It is the primary desire to hire a COO with exemplary leadership and strategic capability with a proven track record of communication skill, cost effective system management, and talent development. The next COO must maintain an eye toward aligning the team to the strategic plan, developing executable initiatives, and communicating expectations and goals while tracking outcomes. The COO must provide the tools for the team to be successful while removing barriers to progress. Innovative and diverse thinkers and problem solvers that stay current with modern practices are desired.

Experience in a regulated utility environment is desired as transmission tariffs are regulated by the Public Utility Commission of Texas (PUCT) and the successful candidate and his or her team members will support regulatory action with the PUCT. Knowledge of additional regulatory policies, standards, and procedures of organizations such as Rural Utilities Services, state reliability organizations, SERC, and NERC, is desired.

The Brazos executive team is currently absorbing the results of the cooperative's first employee engagement survey in nearly 10 years. Candidates must expect to thrive in a collaborative team environment with superiors and peers in close coordination and to create an environment with subordinates where accountability and acceptance of change are cultural norms. Executives at Brazos are expected to communicate openly and often, recognize accomplishments with subordinates, and support and sacrifice-for the successes of peer divisions of the cooperative for the benefit of the member. Ideal candidates will offer proof of a customer service mentality and a high respect for the cooperative's member-owner distribution cooperatives and the cooperative business model.

Brazos plans \$875mm in transmission improvements and member extensions over the next five years with much of the execution responsibility housed within the COO's department. A new position has been created in the organization to direct and centralize the project management function. Candidates should offer substantive experience assisting a broader team in executing capital projects with positive results and a history of teamwork and leadership fostering projects to successful conclusion.

One of the primary responsibilities of the COO includes coordination with division staff, member cooperatives, and ERCOT in planning activities and scheduling equipment maintenance. Experience engaging with the transmission planning process and recognizing and influencing opportunity within an RTO/ISO environment is strongly desired in candidates. Participation in related working groups with peer utilities is desired as well.

Brazos offers the next COO the opportunity to lead an organization with a strong safety culture, yet the next COO must bring the capability to continue evolution of the safety culture at Brazos and maintain safety as the number one priority moving forward. Top candidates will reveal a proven track record of safety compliance and culture. Similar statements apply to the regulatory compliance record and culture at Brazos, including the expectation that the next COO bring substantive experience in creating a healthy compliance culture.

Evolution of the needs of member distribution systems causes Brazos to seek technological advancements and an environment of acceptance to new practices and standards. Candidates that bring experience with Grid Enhancing Technologies (GETs) and an evolved view of technology related to operations, maintenance practices, and design may have an advantage.

A bachelor's degree in engineering or business is desired. Brazos anticipates at least ten years of progressively responsible experience in related areas with emphasis on transmission operations. Experience in one or more of the areas of transmission system operations, construction, maintenance and field operations is required. At least five years of supervisory experience at a Manager or Director level is desired.

BRAZOS ELECTRIC POWER COOPERATIVE

Brazos is based in Waco, Texas, and organized in 1941 as the first cooperative formed in the state. Members span from the Texas Panhandle to Houston. Each of its 16 distribution member cooperatives recently signed an all-requirements transmission service agreement with Brazos through 2060. Brazos is technically both a transmission and distribution cooperative as it manages all matters of transmission out-to-and-including the distribution substations serving its members. Brazos operates 2,700 miles of transmission line in 58 counties of Texas at 69, 138, and 345 kV. Brazos owns and operates 95 transmission switching stations and over 400 distribution substations and Brazos designs, engineers, constructs, and maintains the assets in close coordination with members. Member load peaked in August of 2023 at over 4,400 MW and is growing organically at an annual rate of over 3.7%, but Brazos, like many transmission organizations, is seeing an unprecedented level of interconnection requests primarily from renewable energy and battery energy storage system developers.

HELPFUL WEB LINKS

[Home Page](#)

[Member Page](#)

[PUC Projects](#)

WACO, TEXAS

[City of Waco Page](#)

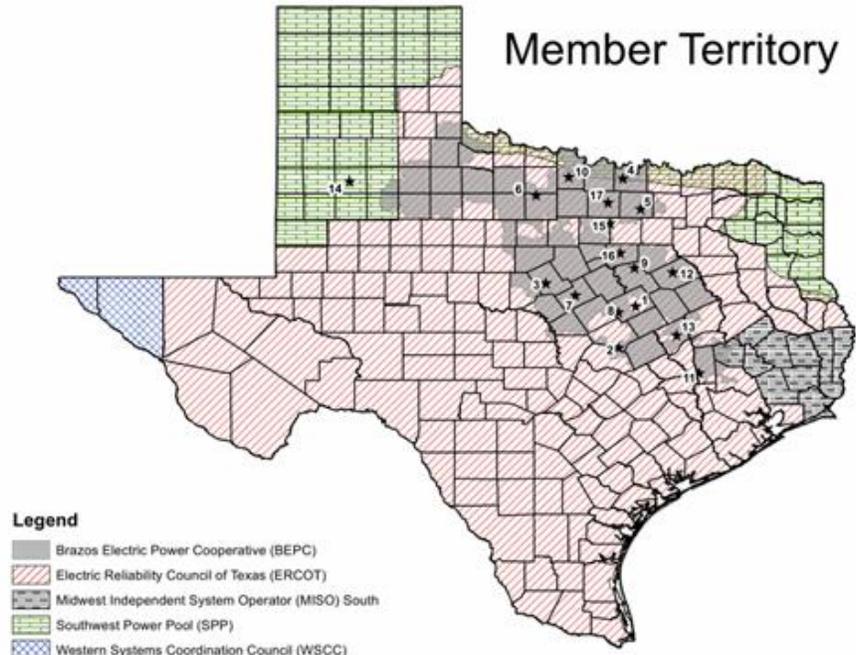
[Wikipedia Page](#)

[Trip Advisor Page](#)

[City-Data.com Page](#)

BENEFITS AND RELOCATION

Brazos offers a full complement of employee benefits including medical, prescription drug, and dental coverage through Blue Cross Blue Shield of Texas; vision coverage through VSP; group & supplemental life insurance through NRECA; long and short-term disability; vacation, sick, and holiday leave benefits, and a 401(k)-retirement savings plan. The 401(k) plan has immediate vesting and employees are automatically enrolled beginning the first of the month following 30 days of employment with a 401(k) base employer contribution of 6.5% of the employee's gross earnings. Furthermore, Brazos offers a matching contribution of up to 3.5% when the employee elects 401(k) contributions of up to 6.0%. As a new employee, funds are automatically enrolled in a Target Date Portfolio account with NRECA. Additional benefits include an Employee Assistance Program, Tuition Reimbursement, Health Savings Account, and Flexible Spending Accounts. To assist with relocation, Brazos offers employees a moving and relocation lump-sum payment. The lump-sum relocation amount is paid within two (2) weeks of the employee's date of hire.



TIMELINE

July 5 - Resumes submittal preference (PDF format preferred)

Week of July 8 – Semi-finalist candidates selected for virtual interviews

By July 26 – virtual interview completed

By August 9 – On-site interviews completed with finalists

Late August to Early September (ASAP) – Successful candidate begins employment

CONTACT INFORMATION

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