

**VICE PRESIDENT ENGINEERING & SYSTEM PLANNING
BRAZOS ELECTRIC POWER COOPERATIVE, INC.
WACO, TEXAS**

PROFILE

The Vice President Engineering & System Planning (VP-ESP) is a new position on the organizational chart and a direct report to the Chief Executive Officer (CEO). The VP-ESP will supervise 18 personnel including a Manager of Engineering directing civil and electrical design departments, a Manager of System Planning directing three Planning Engineers, and an Administrative Secretary.

The VP-ESP is responsible for establishing strategy and direction for the Engineering Division and aligning division strategy with Brazos's strategic plan. He or she will provide leadership and direction for engineering functions and initiatives to support member growth and other agreed upon services while maintaining system reliability as translated into critical capital construction projects.



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 VP-ESP must maintain efficiency within the cooperative while focusing on continuous improvement and innovative thinking in the realm of engineering and design to maintain the brisk pace of new capital projects. 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.

Candidates with a singular background in transmission engineering or planning functions will certainly be considered for the opening but ideal candidates will offer breadth across both areas in addition to substantive exposure to distribution planning and engineering. It is the primary desire to hire a VP-ESP with exemplary leadership and strategic capability with a proven track record of communication skill, cost effective management, and talent development. The next VP-ESP must maintain an eye toward aligning the team to the strategic plan, developing executable initiatives,

and communicating expectations and goals while tracking outcomes. The VP-ESP 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.

Communications and member relational skill are highlighted by the need to have a VP-ESP who can work collaboratively with the technical and managerial ranks of the 16 member distribution cooperatives. Aside from hosting an annual planning event with each member-owner, the Engineering and System Planning team is in constant coordination with members and at an increasing rate due to a rise in transmission interconnections caused by load growth, renewable energy additions to the grid, and member extensions. Ideal candidates for this opening will enjoy the process of developing and maintaining those relationships and set a high standard for member interface.

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.

Candidates are expected to offer considerable technical knowledge in transmission engineering and drive evolution of the cooperative's capabilities in continuing to modernize standards and documentation of procedures. Those who display a track record of creating transparent and communicative two-way relationships with operations and field personnel are highly desired. The Engineering and Planning department must consider the input of field personnel and engage with the operations team to ensure that field personnel have proper input in the engineering and system planning process.

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.

Brazos handles the majority of its engineering design projects internally but outsources the function to consulting firms when project volume exceeds output capability. It is desired that candidates offer experience managing consulting engineering firms with a record of positive outcome.

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 plans \$875mm in transmission improvements and member extensions over the next five years. A separate 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.

Brazos offers the next VP-ESP the opportunity to lead an organization with a strong safety culture, yet the VP-ESP 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, and it is expected that the VP-ESP will support continuation and evolution of the compliance culture with peers.

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 planning, engineering, and design may have an advantage.

A Bachelor of Science degree in engineering from an ABET accredited university is required. Ten years of experience in electric utility transmission engineering or project management and five years of supervisory experience at a manager or director level are required. Since this position will serve as Brazos Electric's engineer of record, registration as a Professional Engineer (P.E.) in Texas is required. Candidates with out-of-state license must be able to obtain a standard Texas P.E. license completed through the regular application process.

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

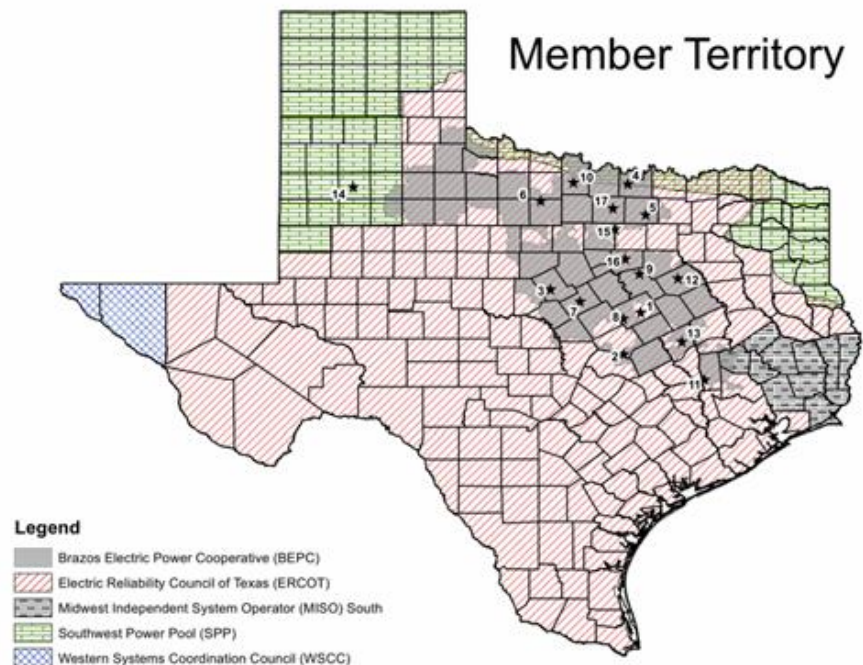
[Home Page](#)
[Member Page](#)
[PUC Projects](#)

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 12 - Resumes submittal preference (PDF format preferred)
Week of July 15 – Semi-finalist candidates selected for virtual interviews
Week of July 29 – virtual interview completed
By August 16 – On-site interviews completed with finalists
September – Successful candidate begins employment

CONTACT INFORMATION

Patrick Prouse
Senior Recruiter
(800) 525-9082 ext #7
pprouse@mfpllc.us