

## **EAST TEXAS ELECTRIC COOPERATIVE SEEKS A POWER DELIVERY LEADER TO JOIN THEIR GROWING TEAM OF PROFESSIONALS**

### **POSITION PROFILE**

The East Texas Electric Cooperative (ETEC) has expectations to reduce its reliance on external vendor support with continued growth of internal staff in all departments. Within the power delivery department, the organization currently employs a Manager of Transmission Systems, a Transmission Asset/Maintenance Manager, and an Engineer.

ETEC's President & CEO directs a Chief Financial Officer, General Counsel, Vice President of Power Supply & Operations, and Vice President of Generation and the organization employs a total of 18 personnel. The next addition to the power delivery team could be a mid-tier

to executive level leader dependent upon the capabilities and experience of the successful hire. He or she will assist the existing team to achieve the goal of reducing reliance on external vendors and to enhance the capabilities of the organization.



### **CONDITIONS AND REQUIREMENTS**

ETEC is an electric generation and transmission cooperative serving seven distribution cooperative members directly, including four full-requirements and three partial-requirements members, and Northeast Texas Electric Cooperative (NTEC) that serves three additional cooperatives.

The successful candidate in the power delivery group will be tasked with development of ETEC's transmission department and assist to develop an efficient department of highly capable personnel to execute the fundamental functions of transmission and substation asset management, transmission planning, engineering, permitting, project management and delivery, transmission regulatory services and policy, tariff compliance, and contract administration with ongoing support from consultants and vendors. A fundamental understanding of the design, engineering, and operation of a distribution system will be beneficial to candidates as the department will work significantly with member distribution leadership and engineering personnel and will assist ETEC and its members on technology initiatives and the future of ETEC and member grid development. ETEC's CapEx budget for 2023 is just over \$19 million and its budgets over the next four years are expected to span between \$1 million and \$38.5 million.

ETEC desires individuals who are naturally team-oriented to complete tasks but have a willingness to be hands-on in work product during the early phases of the organization's development. Increasingly, ETEC will expect leaders in the power delivery team to manage with a hands-off approach and a goal to ultimately develop a talented group of independent transmission professionals capable to advance and broaden in responsibility. Exemplary communication are an absolute necessity.

It is unlikely that ETEC will staff field or system operations personnel internally in the near future. The cooperative is likely to continue to focus on efficient management and utilization of third-party vendors whenever more cost-efficient than personnel additions. Candidates should expect to bring a proven background managing vendors that provide such services with outstanding results. Candidates should also expect to display a track record of goal-oriented management with a commitment to continuous improvement, excellent system reliability, and a modern

and effective approach to safety management with safety as a number-one priority. Candidates with substantive transmission and substation construction and maintenance experience are desired.

Applicants with sufficient capabilities could expect to be a vital strategic component of the organization participating in the development of strategic plans and goals for the organization while identifying, communicating, and leading the organization to take advantage of strategic opportunities in power delivery. Those that offer experience working with an elected board of directors as well as providing wholesale service may have an advantage. While cooperative experience is not required, candidates should offer a commitment to the [Seven Cooperative Principles](#) and a respect and appreciation for the cooperative business model.

One of the larger challenges faced by ETEC is to remain as organizationally efficient as possible while operating in three RTO/ISO regions. These include the Southwest Power Pool (SPP), the Midcontinent Independent System Operator (MISO), and the Electric Reliability Council of Texas (ERCOT). Candidates with substantive experience with one or more of these entities are desired.

Other motivations to hire additional transmission leadership include a desire to develop risk identification and measurement as well as compliance expertise in-house to further solidify the security of member distribution cooperatives. Candidates with risk management and compliance (NERC/FERC) experience are desired.

Candidates should offer at least 10 years of industry experience with transmission delivery functions that includes at least five years of supervisory experience. A bachelor's degree is required, engineering is preferred but not required, as is a master's degree in an applicable field or an MBA.

### **EAST TEXAS ELECTRIC COOPERATIVE**

ETEC serves around 340,000 cooperative members in 46 counties in Texas with around 300 miles of transmission line connecting to 46,000 miles of member distribution line. Member load is around 90% residential. Load growth has been slow for ETEC during the last few years but recently returned to average historical forecasts around 3%. ETEC's total plant investment is just over \$1 billion.

[History and Mission](#)

[Power Portfolio](#)

[Financials – 2021 ETEC Financial Report](#) (PDF download)

[Member Cooperatives](#)

[Northeast Texas Electric Cooperative \(NTEC\)](#)

### **RELOCATION AND BENEFITS**

East Texas Electric Cooperative (ETEC) currently pays 100% of the employee's Medical, Dental, and Vision plans and 75% of the Employee's dependents. ETEC also offers a variety of other benefits outlined below and participates in the NRECA Retirement & Security program that requires a one-year waiting period for participation. A full summary of benefits is listed at the bottom of this document.

ETEC will fund the common relocation expenses.

### **WEB LINKS FOR NACOGDOCHES, TEXAS**

CityData.com Site - <https://www.city-data.com/city/Nacogdoches-Texas.html>

Wikipedia - [https://en.wikipedia.org/wiki/Nacogdoches,\\_Texas](https://en.wikipedia.org/wiki/Nacogdoches,_Texas)

Visit Nacogdoches - <https://www.visitnacogdoches.org/>

Nacogdoches County Site - <https://www.co.nacogdoches.tx.us/>

Trip Advisor - [https://www.tripadvisor.com/Attractions-g56335-Activities-Nacogdoches\\_Texas.html](https://www.tripadvisor.com/Attractions-g56335-Activities-Nacogdoches_Texas.html)

#### CONTACT INFORMATION

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Resumes preferred by March 3, 2023.

Resumes and cover letters preferred in PDF format.

**\*\*\*Benefits summary follows\*\*\***



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The Power of East Texas™

To Whom It May Concern:

East Texas Electric Cooperative (ETEC) currently pays 100% of the employee’s Medical, Dental, and Vision plans and 75% of the Employee’s dependents. ETEC also offers a variety of other benefits outlined below.

BENEFIT	ELEGIBILITY	COVERED BY ETEC
Medical - High Deductible PPO Plan	Employment Date	Pays 100% of employee and 75% of dependent
Dental Enhanced Plus	Employment Date	Pays 100% of employee and 75% of dependent
Vision VSP Standard	Employment Date	Pays 100% of employee and 75% of dependent
Supplemental AD&D	Employment Date	Pays 0% (Employee Responsible for 100% of policy chosen)
Supplemental Family AD&D	Employment Date	Pays 0% (Employee Responsible for 100% of policy chosen)
Basic Life	Employment Date	Pays for two times salary
Child Life	Employment Date	Pays for \$10,000 policy per child
Spouse Life	Employment Date	Pays for a \$25,000 policy
Supplemental Life	Employment Date	Pays 0% (Employee Responsible for 100% of policy chosen)
LTD 66 2/3%	Employment Date	Pays 100% of policy
401k	1 month waiting period	Contributes 3% - employee not required to contribution to receive
ROTH 401k	1 month waiting period	Contributes 0%
Retirement and Security Program	1 year waiting period	Contributes based on a benefit level of 1.6%

Employees are eligible for all health and life insurance plans on the date of employment, but 401K eligibility requires a one month waiting period. The Retirement and Security Program is the only program that requires a full year waiting period for eligibility.

In addition to the benefits outlined above, employees are also offered a Health Savings Account (HSA) in which ETEC contributes \$2,500 per year to alleviate the high deductible health insurance plan. These funds will be applied proportionately based on employee start date at a rate of \$208.33 per month. Employees can make contributions to their HSA in addition to the employer contributions. HSA funds can be used to for a variety of qualified medical, dental and vision expenses. Any HSA fund not used during the year can be carried over from year to year. In addition, the HSA account can be transferred with the employee when term of employment ends.

ETEC does not provide employees with short-term disability insurance. Employees have the opportunity to accrue sixty-five days of Sick Leave to enable employees to be paid during extended time off. Sick leave benefits accrue at a rate of one day per month (12 days per year), up to the sixty-five days. Any unused, accrued sick leave in excess of the sixty-five days, will be paid to the employee at a rate of 50%, in December of that calendar year.

Vacation paid time off is available to full-time employees each January to provide opportunities for rest, relaxation and personal pursuits. Employees who have successfully completed six months of employment are eligible to use vacation time based on their length of employment as set forth in the following table:

Years of Employment	Days Accrued Per Year
1 year	5 days
2 – 5 years	10 days
6 – 14 years	15 days
15 years	20 days
16 years	21 days
17 years	22 days
18 years	23 days
19 years	24 days
20 years	25 days