



**CHIEF OPERATING OFFICER
R-DELTA ENGINEERS – RAYBURN ELECTRIC COOPERATIVE
Garland, Texas**

PROFILE

Founded in 1972 and headquartered in Garland, Texas, R-Delta Engineers has built a decades-long reputation as a highly respected engineering services firm specializing primarily in power delivery infrastructure, substations, transmission, distribution, structural, civil, surveying, and related utility engineering services. Originally established as a family-led engineering practice with deep roots in civil infrastructure and municipal work, the firm evolved over time into a trusted technical partner to electric utilities throughout Texas and the surrounding region. Today, approximately 75% of the organization's work output is concentrated within power delivery and utility-related projects, including substations, switchyards, transmission infrastructure, and a small amount of generation design and engineering support services. The organization maintains an exceptionally strong reputation for responsiveness, technical competency, efficient project execution, and long-standing client relationships.

In 2025, Rayburn Electric Cooperative acquired R-Delta Engineers as a wholly owned LLC subsidiary following years of close working partnership and successful project collaboration. Importantly, R-Delta continues to operate with substantial independence following the acquisition, preserving the entrepreneurial, highly technical, and relationship-driven culture that defined the firm's success for decades. R-Delta presently employs approximately 35 professionals across power, structural, civil, surveying, and administrative functions and is recognized internally and externally for maintaining a collaborative and loyal workforce with strong work ethic, low turnover, and exceptional project ownership.

The Chief Operating Officer (COO) will join the organization during an important period of long-term leadership evolution and organizational maturation. Reporting directly to the Chief Executive Officer, the COO will work closely alongside the current leadership team to help strengthen operational scalability, project coordination, personnel leadership, business management processes, and long-range organizational readiness while preserving the firm's excellence, responsiveness, and cultural stability that have made R-Delta successful. The COO will be expected to contribute both strategically and operationally while earning credibility with experienced technical personnel and clients alike. The COO position is intentionally designed to provide and absorb significant executive leadership exposure and organizational stewardship opportunities within the company. Over time, the COO role is expected to assume increasing leadership responsibility and play a meaningful role in the future executive leadership continuity of the firm, including the high potential to emerge as the organization's CEO.

The ideal candidate will appreciate and respect the legacy, culture, and technical identity of a successful founder-led engineering organization while also bringing the

operational discipline, leadership maturity, organizational awareness, and business acumen necessary to support thoughtful future growth and long-term sustainability. Rayburn's leadership desires the ideal candidate as a leadership investment for the continued evolution and future direction of the organization.

IDEAL CANDIDATE PROFILE AND REQUIREMENTS

The successful candidate should offer a combination of technical credibility, operational leadership capability, emotional intelligence, and relationship-oriented management style. The organization seeks a leader capable of contributing meaningfully within a technical engineering environment while helping the firm continue evolving operationally without disrupting the collaborative and entrepreneurial culture that exists today.

It is desired that candidates offer evidence of many of the following characteristics and experiences:

- Demonstrated leadership experience within engineering consulting, utility infrastructure, power delivery, EPC, or closely related technical organizations;
- Strong operational and organizational management capability, including project coordination, resource prioritization, personnel leadership, and business process oversight;
- Ability to earn trust and credibility with experienced engineers, technical professionals, field personnel, and utility clients;
- Experience supporting organizational scalability and operational maturity while preserving positive culture and technical performance;
- Knowledge of power delivery systems, substations, transmission, utility infrastructure, or related engineering disciplines;
- Demonstrated project management and client relationship management experience within technical service environments;
- Ability to balance strategic leadership responsibilities with practical operational engagement;
- Collaborative, low-ego, and leadership approach with strong interpersonal and communication skills;
- Emotional intelligence and professional maturity necessary to navigate leadership transition environments thoughtfully and respectfully;
- Experience managing organizational performance metrics, operational efficiency, labor utilization, budgeting, or business management functions;
- Appreciation and a desire to contribute to entrepreneurial and relationship-driven business cultures;
- Strong business judgment and long-term organizational perspective with the capacity to assume broader enterprise leadership responsibility over time;
- Bachelor's degree in engineering or a closely related technical discipline is required;
- Professional Engineer (PE) licensure is desired;
- MBA or advanced business education may be beneficial but is not required.

The organization expects this executive to maintain a visible and engaged leadership presence within the Garland office and among project teams. The role is intended for a leader who enjoys collaboration, accessibility, and day-to-day involvement with personnel, projects, and clients.

ORGANIZATION OVERVIEW

R-Delta Engineers presently maintains approximately 80 active projects and supports a diverse portfolio of utility and infrastructure clients. The organization's core service offerings include engineering and surveying with a developed engineering practice serving client projects in the categories of substation, switchyard, transmission infrastructure, structural engineering, surveying, civil engineering, project management, procurement support, and related utility engineering services. The firm developed particularly strong expertise and reputation within power delivery and utility infrastructure environments in Texas while continuing to maintain select civil and structural engineering capabilities developed throughout its history. R-Delta recently engaged in its first project to support generation development at an existing site for Rayburn Electric Cooperative.

The organization's structure presently includes leadership across survey, civil, structural, power, and administrative functions, supported by an experienced technical workforce with significant institutional knowledge and long-standing client relationships. The company is intentionally lean and execution-oriented, with strong emphasis on responsiveness, quality, accountability, and collaborative teamwork.

R-Delta Engineers historically generated business primarily through reputation, client trust, repeat work, and long-standing professional relationships rather than formal marketing or aggressive business development efforts. Leadership believes meaningful opportunities exist for continued thoughtful growth both within existing utility relationships and building upon existing client demand over time.

BENEFITS AND RELOCATION

A competitive executive compensation and benefits package will be provided commensurate with experience, qualifications, and overall organizational fit. Relocation assistance will be provided as appropriate for the selected candidate.

TIMELINE

- Resume submittals are preferred by June 19
- First-round virtual interviews by July 24
- Finalist interviews completed by August 14
- September 2026: ideal range for the new candidate to begin employment

CONTACT US FOR MORE INFORMATION OR TO SUBMIT A RESUME

Allen Fry
Executive Recruiter
MYCOFF FRY PARTNERS
(800) 525-9082
afry@mfpllc.us
<http://www.mfpllc.us>
(Resumes preferred in PDF format)

