Senior Vice President of Operations

NOVEC serves approximately 185,000 meters with a system demand of approximately 2,377 MWs. The electric delivery system consists of 74 substations, with five new substations under construction, supplied at either 230kV, 115kV and 35 kV ranging in size between 40MVA and 600MVA. The electric delivery system includes approximately 7,851 miles of overhead and underground (~70%) distribution lines and approximately 360 miles of fiber optic lines across a service territory of 651-square-miles in six Northern Virginia counties. NOVEC boasts electric reliability of 99.99%, a strong safety record, and substantial system growth to meet large-scale datacenter infrastructure needs. Datacenter energy sales are projected to exceed 95% of NOVEC's total sales by 2032 and the utility's summer peak load has more than doubled compared to a decade prior.

The Senior Vice President of Operations reports to the President & Chief Executive Officer and supervises approximately 215 employees and 125 contract line and substation crew members. This is an executive-level position responsible for overall leadership, strategic direction, and management of service restoration, dispatch control, operation, construction, and maintenance of the power delivery system resulting in best-in-class service for NOVEC customers while sustaining a reliable, secure, safe, and efficiently utilized power delivery system. The Senior Vice President also leads operational technology, electric metering, vegetation management, and emergency management.

Direct reports to the Senior Vice President include Vice President of Electric System Operations, Manager of Substation & Telecommunications, Director of Business Services, Director of System Operations & Technical Services, and Fiber Optic System Administrator.

NOVEC 2026 VALUES

SAFETY

Complying with regulations and codes to safeguard employees and the general public.

INTEGRITY

Conducting business honestly and ethically.

ACCOUNTABILITY

Holding itself responsible for its decisions and actions.

TEAMWORK

Cooperating and collaborating with internal and external customers.

EXCELLENCE

Performing consistently at the highest level of quality and professionalism.

INNOVATION

Promote imagination and creativity to solve real-world problems.

Our values shape every interaction with members, co-workers and the communities we serve.

SVP Duties and Responsibilities

- Serves as a member of the NOVEC Leadership Team and acts as the corporate subject matter expert on matters related to power delivery system operation, performance, and utilization. Provides corporate oversight and direction for the performance and operating expectations of the power delivery system, including construction, operation, maintenance, service restoration, dispatch control and system monitoring of all transmission and distribution infrastructure including overhead and underground lines, substations, metering systems, communications systems and control and protection systems.
- Ensures a strong culture of safety and enforces compliance with company safety policies and government mandates related to worker protection and safety requirements. Maintains a strategic partnership with NOVEC corporate safety, government departments and agencies having oversight of worker protection and with external entities who support and provide services to NOVEC relating to safety programs and initiatives.
- Provides leadership and corporate oversight in the development of the power delivery system annual and multi-year operation, maintenance, safety and security programs and budgets. Develops plans and budgets for all operations, maintenance, safety, and security resources including staffing levels, work sourcing strategies and operational and maintenance deliverables. Responsible for effective management and adherence to assigned operating budgets.
- Represents and articulates the NOVEC position on matters related to construction, operations, and service restoration with NOVEC contractors, Dominion Energy, the Virginia Maryland, and Delaware Association of Electric Cooperatives (“VMDAEC”) and the Regional Transmission Operator (“PJM”). The NOVEC representative to PJM for all matters relating to operations, service restoration, emergency operating procedures and system emergency actions.
- Provides input into the formulation of corporate strategies and provides consultation to others in the preparation of the NOVEC position related to industry matters, rate cases (NOVEC is regulated by the Virginia State Corporation Commission), loan applications, or other forms of obtaining capital, competitive market plans, cost-of-service studies, safety programs, and internal management studies.
- Provides expertise and guidance relating to the management of labor relations with NOVEC workers covered by a collective bargaining agreement. Partners with internal departments and external advisors in formulating negotiating strategies, addressing grievances and complaints, and representing NOVEC in arbitrations and formal proceedings.
- Provides corporate oversight and strategic direction for the development and use of new technologies that will enhance the performance and efficiency of the power delivery system.
- Provide executive leadership to ensure employees, contractors and vendors conduct all business activities and interactions in accordance with the highest ethical, professional, respectful, and transparent standards. Mentor management personnel including directors and managers by providing development opportunities such as special projects, work assignments within other company groups and departments and by providing targeted training in disciplines outside of operations such as finance, regulatory and engineering. Responsible for succession planning within Division.
- Supports corporate reputation and organizational goals in the community, with school districts, local universities, and civic groups.
- Communicates with internal and external entities to ensure understanding and achievement of engineering and organization goals and standards; provide the highest level of service to internal and external customers.

The Successful Candidate

Fully qualified candidates will possess a minimum of fifteen years of directly related and proven experience in power delivery system operations and maintenance with at least five years of management experience in operations and maintenance in an electric utility. Candidates must possess strong leadership and managerial acumen with the ability to effectively operate at a strategic level while maintaining enough detailed knowledge to ensure internal and external requirements and goals are met.

Candidates must demonstrate knowledge of key utility functions including operations, engineering, large project management, finance and accounting, power supply, and an understanding of different electric utility business models, including how utilities generate and allocate revenue. Relevant business models include cooperatives, investor-owned utilities, and public power entities.

A Bachelor's degree in Engineering or Business from an accredited institution is required. A Master's Degree in Business, or Management from an accredited institution is desirable. Qualified candidates will also possess the skills, abilities, knowledge, and experience to help NOVEC address the following:

- NOVEC has historically operated with a lean workforce. The operations group has begun strengthening its leadership pipeline, particularly at the Director and Manager levels. The SVP will be expected to continue to build this team as well as help attract and retain top talent.
- Sustained executive focus and sponsorship of safety are paramount. NOVEC has not experienced a fatality in decades or a serious injury in many years. NOVEC has renewed organizational attention to safety under a new EHS Director.
- Effective management of NOVEC's electric system, including meeting service and power quality needs of sophisticated large load customers.
- NOVEC's electric system reliability is among the best in North America, but pockets of poor performance remain. Sustained executive sponsorship is needed to maintain improvements to system reliability.
- Executive sponsorship for operational technology and grid modernization systems, including fiber, network communications, SCADA, substation computers, and field reclosers is essential. NOVEC's core design remains strong, and a cross-company team has developed innovations to improve cybersecurity and resilience.
- Maintain strong and effective relationships with senior management and leaders at NERC, PJM, Dominion, and other key utility partners including local colleges/universities who provide critical education and training for line technicians, substation technicians, engineers, and control room staff.
- Effectively engage with legislators and staff at the state capital and in the Counties that reside in NOVEC'S service territory.

Northern Virginia Electric Cooperative

NOVEC, headquartered in Manassas, Virginia, is one of the largest electric distribution cooperatives in the country with approximately 422 employees, annual combined operating revenue and patronage capital of approximately $1.5 billion, and total assets over $1.7 billion. The Cooperative has grown from serving approximately 38,000 meters in 1983 to 185,000 today. The majority of NOVEC's customers are residential and small commercial, however the Cooperative provides electric service to 76 large data center customers including Amazon Web Services, Google, and Microsoft, and multiple large commercial retailers such as Potomac Mills Outlet Mall, NOAA's Mount Weather Facility, Vulcan Materials Company, Verizon, AT&T, Doane Food Products, Treasure Chest Advertising, and several Luck Stone Corporation quarry locations. NOVEC anticipates continued load growth and the need for related capacity and system improvements over the next decade to meet the needs of incoming data centers.

Northern Virginia Electric Cooperative (continued)

NOVEC is a supply and distribution electric cooperative that owns and operates a biomass generating station and purchases wholesale power through a combination of bilateral contracts and market purchases within the PJM marketplace. NOVEC's transmission provider is Dominion Energy. PJM coordinates the movement of wholesale electricity in 13 states and the District of Columbia. NOVEC's long-term energy strategy is to deliver to its customers a locally controlled energy supply that is reliable, environmentally responsible, and competitively priced.

In 2007, NOVEC launched the Polaris Mobile Workforce Management System to improve field-work efficiency. Today, NOVEC uses mobile workforce technology for tasks including responding to power outages and other power-related problems; maintenance work; street-light repairs; material reporting; and automatic vehicle location. In 2013, NOVEC completed a smart-grid project, growing their fiber-optic network and adding other digital devices to enhance substation monitoring and control, remote-controlled switching devices on distribution lines, and enhanced cybersecurity infrastructure. The cooperative has since deployed Automated Metering Infrastructure (AMI).

NOVEC's member-owners elect a seven-member Board of Directors which governs all Cooperative business affairs. More information can be found at: https://www.novec.com/

Manassas, Virginia

Manassas is situated in Prince William County, located approximately 35 miles southwest of Washington, DC. It is bounded on the north by Fairfax and Loudoun Counties, on the east by the Potomac River (Maryland), Bull Run and Occoquan rivers, on the south by Stafford County, and on the west by Fauquier County. Prince William County is home to the Quantico Marine Corps Base, Manassas National Battlefield Park, and Prince William Forest Park. Manassas offers access to all amenities of a large metropolitan city with a small-town atmosphere including a variety of housing opportunities, cultural and recreational experiences, and quaint specialty shops in Old Town. The city-owned regional airport and the Gateway Business Park are both near a Virginia Rail Express station.

Compensation, Benefits, and Relocation

NOVEC will negotiate a competitive salary, incentive, benefits, and relocation package with the successful candidate. Utility benefits include participation in a NRECA 401k plan. NOVEC contributes 4% of base salary into the 401K and matches contributions at a rate of 50% up to 12% of salary.

To Apply:

Interested candidates should submit a cover letter and resume by **November 30, 2026**, to: **jgallo@mfpllc.us**. Early applications are encouraged and welcome.

NOVEC is an Equal Opportunity Employer

Joyce Ann Gallo
Mycoff Fry Partners
PO Box 1310
Conifer, CO 80433
860-307-1747
jgallo@mfpllc.us