CHIEF INFORMATION OFFICER

RAYBURN ELECTRIC COOPERATIVE | ROCKWALL, TEXAS

THE OPPORTUNITY

Rayburn Electric Cooperative seeks an accomplished, forward-thinking Chief Information Officer to serve as a strategic officer and enterprise-wide business partner during a period of extraordinary growth and transformation. Reporting directly to the President and CEO, the CIO will help shape how Rayburn uses technology, information, and emerging capabilities to strengthen decision-making, organizational effectiveness, reliability, and value for its member cooperatives.

This opportunity calls for more than an accomplished IT operator. Rayburn seeks a creative, commercially minded leader who can continue to elevate the technology function to a strategic partner to the organization, enabling every employee and members with the tools to effectively serve the cooperative's membership. A central mandate will be to develop capable technical employees into effective managers and leaders and establish practical structure and accountability. The successful candidate should bring technical credibility without needing to be the leading subject-matter expert in every related discipline.

PRINCIPAL PRIORITIES

- **Strategic executive leadership.** Partner with the CEO, fellow officers, and functional leaders to anticipate needs, challenge conventional thinking, and translate organizational strategy into a pragmatic technology roadmap. Proactively identify and evaluate emerging technologies that create new organizational capabilities and business value. Contribute actively to future enterprise decisions rather than operating as a separate technical service provider.
- **Build a scalable leadership organization.** Assess reporting relationships, roles, staffing, and talent; coach and identify management talent, invest in employees, and establish a strong culture of sustainable leadership. Establish appropriate career paths for both technical specialists and aspiring people leaders. Reconsider organizational layers and structure where they improve effectiveness and opportunity.
- **Improve execution and accountability.** Introduce disciplined but uncomplicated project prioritization, resource visibility, service management, documentation, and performance measures. Advance Rayburn's developing ITIL approach and reduce reactive work while preserving the flexibility and responsiveness that support growth.
- **Turn information into organizational advantage.** Improve interoperability among existing platforms. Lead enterprise data integration considerations, governance, analytics, and practical AI adoption. Help bring together Rayburn and member-cooperative information, improve decision support, identify trends, and enable useful automation. Evaluate and evolve existing efforts involving cloud-native data platform (e.g., Azure, Snowflake, etc.) to centralize Rayburn's data, dashboards, machine learning, and Rayburn's internal AI initiatives.
- **Optimize internal capabilities and external partnerships.** Objectively assess the value, speed, cost, and sustainability of in-house development versus external solutions. Strengthen vendor selection, contracting, relationships, and accountability; simplify applications and systems where practical. Ensure technology resources are deployed where they create the greatest business value.

- **Protect critical systems and information.** Maintain strong cybersecurity governance, resilient infrastructure, disaster recovery, and business continuity. Support the organization's mature compliance program with capable technical specialists and dependable information, while coordinating closely with the separate compliance and grid operations functions on NERC CIP and operational technology interface.
- **Lead through change and growth.** Sustain a service-oriented culture, communicate effectively across technical and nontechnical groups, encourage experimentation and continuous improvement, and manage competing priorities in a fast-moving organization.



IDEAL CANDIDATE PROFILE

The strongest candidates will have substantial progressive technology leadership experience in a complex, growth-oriented enterprise, with evidence of success as a strategic executive, organizational developer, and catalyst for business improvement. Electric utility or critical-infrastructure experience is attractive, but Rayburn is expressly open to accomplished leaders from outside the utility sector who bring fresh thinking, broad business perspective, and transferable operational discipline.

- Demonstrated success transitioning an IT organization from technically driven execution toward empowered management, clear accountability, and strategic business partnership.
- Strong business judgment, curiosity, creativity, and the ability to recognize opportunities in data and technology without chasing innovation for its own sake.
- A credible foundation in enterprise infrastructure, systems, cybersecurity, and risk management; familiarity with regulated or mission-critical environments is advantageous. Deep current expertise in particular hardware, software, or network platforms is not required.
- Experience guiding enterprise architecture, data integration, analytics, AI adoption, application portfolios, and build-versus-buy decisions.
- Excellent interpersonal and communication skills; collaborative, humble, service-minded leadership; and an ability to influence executives, employees, partners, and stakeholders without territorial behavior.
- Financial and commercial discipline in technology budgeting, project selection, procurement, contract negotiations, and vendor oversight, along with a willingness to engage externally and learn from peers.

A bachelor's degree in a relevant discipline is preferred. Applicable certifications are desired but not a driving factor for the hire beyond strategic leadership capability. The successful candidate will be expected to work primarily on site at Rayburn's Rockwall headquarters.



RAYBURN ELECTRIC COOPERATIVE (https://www.rayburnelectric.com/)

Headquartered in Rockwall, Texas, Rayburn is a generation and transmission (G&T) cooperative serving four distribution cooperative members and, through them, approximately 650,000 Texans across territories north and east of Dallas. Its mission is to maximize the value of members' investment while maintaining competitive wholesale power costs; its vision is to be the preeminent G&T in the nation. Respect, integrity, excellence, and innovation underpin a strategy focused on member satisfaction, operational excellence, and employee development.

Rayburn is transforming its scale and operating model through rapid regional load growth, substantial transmission investment, and greater ownership of generation. The cooperative acquired Rayburn Energy Station I in 2023 and is developing the approximately 570 MW Rayburn Energy Station II, targeted for 2028. Prospective large-load and data center activity adds further opportunity and planning complexity. Rayburn's September 2026 strategy emphasizes cross-functional project visibility, enterprise information management, data governance, AI readiness, scenario planning, and organizational capability building.

COMPENSATION AND BENEFITS

Rayburn offers a competitive executive compensation package commensurate with experience. Benefits include an employer 401(k) base contribution of 8% plus a 100% match on employee contributions up to 5%; medical and dental coverage; disability and life insurance; competitive PTO; 10 holidays plus a floating holiday; and annual bonus opportunity. Executive deferred-compensation arrangements under 457(b) and 457(f) plans may also be available, subject to individual terms.

ROCKWALL, TEXAS

Located approximately 22 miles east of downtown Dallas along Interstate 30, Rockwall, Texas, offers an appealing combination of lakeside living, a thriving suburban community, and convenient access to the extensive business, cultural, and recreational amenities of the Dallas–Fort Worth metropolitan area. Situated on the eastern shore of Lake Ray Hubbard, Rockwall is known for its attractive residential neighborhoods, historic downtown, waterfront dining and entertainment at The Harbor, and abundant opportunities for boating, fishing, golf, and outdoor recreation. The city experienced substantial growth while maintaining a distinctive community identity, with a population exceeding 53,000 and a strong local business environment. Rockwall also offers access to established public schools, healthcare services, parks, shopping, and year-round community events. For relocating executives and their families, the area provides an attractive balance of suburban quality of life, waterfront recreation, and proximity to one of the nation's largest metropolitan economies.

Additional information about Rockwall:

- Rockwall Area Chamber of Commerce – Newcomer & Visitor Guide
- City of Rockwall – Community Overview
- City of Rockwall – Visitor and Recreation Guide
- City-Data.com – Rockwall Demographics, Housing, Schools and Cost of Living



SEARCH TIMELINE

- Resumes preferred by December 4
- Semi-Finalist virtual interviews completed by early January 2027
- Finalist interviews on-site completed by late January 2027
- Successful candidate begins employment in late February or early March 2027

CONTACT INFORMATION AND RESUME SUBMITTAL (PDF PREFERRED)

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