



Job Opening

Director of Engineering

Continental Divide Electric Cooperative (CDEC) – Grants, New Mexico

Continental Divide Electric Cooperative seeks an experienced **Director of Engineering** to strategically lead all engineering, system planning, GIS/mapping, staking, rights-of-way and easement administration, and technical services functions. This leadership position is responsible for ensuring the safe, reliable, and cost-effective design, operation, maintenance, and expansion of our electric distribution system while supporting the Co-op's long-term strategic objectives. **The Director of Engineering will serve as a member of the Cooperative's Senior Staff Team**, contributing to organizational leadership, strategic planning, and the achievement of corporate goals.

Key Responsibilities

- Leads engineering strategy, system planning, reliability improvements, load forecasting, and infrastructure development.
- Directs distribution of system design, construction, maintenance, and technical engineering functions.
- Manages capital improvement projects, budgets, construction schedules, and contractor performance.
- Oversees rights-of-way easement, permitting, and other land-rights activities associated with the planning, construction, operation, maintenance, relocation, and retirement of electric facilities on public, private, state, federal, and tribal lands.
- Manages GIS, staking, mapping, engineering records, and utility data management systems.
- Works closely with our operations Department, contractors, local, state, federal and tribal governments and their regulatory agencies, and community stakeholders.
- Provides technical recommendations and gives strategic guidance to executive leadership and the Co-op's governing Board.
- Leads, mentors, and develops staff of engineering, GIS technicians, stakers, and rights-of-way specialists.
- Supports emergency response and system restoration efforts.

Required Qualifications

- Minimum of a bachelor's degree in electrical engineering or related engineering discipline.



- Minimum seven (7) years of electric utility engineering experience.
- Minimum five (5) years of supervisory or management experience.
- Experience with electric distribution system planning, design, construction, and operations.
- Experience managing utility infrastructure and capital improvement projects.
- Valid New Mexico Driver's License (or ability to obtain).
- Ability to respond to emergencies and participate in restoration activities as required.

Preferred Qualifications

- Professional Engineer (PE) License.
- Electric cooperative, municipal utility, or public power experience.
- Experience with RUS standards and work-plan development.
- Experience managing right-of-way, easement acquisition, and vegetation management programs.
- Experience working with tribal governments, as well as state and federal land management agencies.
- Familiarity with GIS, ArcGIS, Milsoft, AutoCAD, Synergi, SCADA, AMI, OMS, and distribution of automation technologies.
- Master's degree in engineering, business administration, or related field.
- NRECA Management Internship Program (MIP) completion or equivalent leadership development training.

Ideal Candidate

The successful candidates possess strong leadership, project management, communication, and decision-making skills, along with extensive knowledge of electric utility engineering, system planning, rights-of-way administration, and utility technologies. Commits to safety, operational excellence, teamwork, and exceptional service to Cooperative members and others.

To Apply

Submit your resume and completed employment application to rgalindo@cdec.coop. Employment applications are available on the CDEC website at cdec.coop. Applications will be accepted until **5:00 pm, on September 28, 2026**.

Continental Divide Electric Cooperative is an Equal Opportunity Employer.