



ANNOUNCEMENT OF POSITION

DIRECTOR OF JOB TRAINING AND SAFETY

The Nebraska Rural Electric Association is accepting applications for the Director of Job Training and Safety.

About NREA

The Nebraska Rural Electric Association (NREA) is the private non-profit trade association for 35 rural electric systems that provide electric service to consumers in most of the rural areas and many of the small towns in the great State of Nebraska. The NREA Job Training and Safety program provides first-rate instruction and training to approximately 900 employees at locations across the State of Nebraska.

Leadership Competencies

A successful candidate is an experienced electrical utility professional with a proven safety vision. Extensive knowledge of the electric industry will enable the individual to be well-positioned to lead the NREA Job Training and Safety program.

The Director of Job Training and Safety will:

- Lead, direct, and continuously improve the NREA Job Training and Safety Program with the primary objective to provide first-rate instruction and training to the NREA member-systems.
- Promote and sustain a strong safety culture across NREA member-systems to proactively prevent workplace injuries and fatalities.
- Ensure delivery of high-quality training, education, and safety services aligned with industry standards, and regulatory requirements.
- Support workforce development through curriculum innovation, apprenticeship programs, and professional training initiatives.
- Serve as a strategic liaison between NREA, member-systems, and industry partners through collaboration and communication.
- Bridge the NREA Job Training and Safety Program to national safety organizations.

Qualifications:

- High school diploma or equivalent; minimum of ten (10) years of progressively responsible experience in electrical utility safety, utility operations, or workforce training, with at least five (5) years in a supervisory or program leadership role.
- Candidates must demonstrate substantive technical knowledge of electrical utility operations, including distribution systems, linework practices, and applicable safety standards.
- Requires excellent computer skills (scheduling, Microsoft Suite), skills related to project management.
- Required Certifications: Certified Loss Control Professional (CLCP); Certified Utility Safety Professional (CUSP); OSHA 10 or OSHA 30 (Construction or General Industry); CPR/First

Aid instructor certification. Additional certifications relevant to electric utility training will be considered favorably.

- Previous supervisory experience required.
- Candidates must demonstrate proficiency in: instructional design and adult learning principles; curriculum development and facilitation; public speaking and professional presentation; budget management and fiscal oversight; strong written and verbal communication skills, including technical writing; proficiency with Microsoft Office Suite; organizational and project management; and the ability to build collaborative relationships with diverse internal and external stakeholders.

Travel Requirements

Extensive travel required, estimated at approximately 75 percent of working time, including travel to NREA member-system locations throughout Nebraska and occasional out-of-state travel for industry conferences or professional development.

Location

This position is based at NREA headquarters in Lincoln, Nebraska, where dedicated office space will be provided. The Director also has the flexibility to work from a home office located anywhere within the State of Nebraska, subject to NREA policy and the operational demands of the role.

Our Benefits

NREA provides a competitive compensation package, including: health insurance, Health Savings Account, retirement benefits, paid time off, life insurance, disability insurance, and professional development support.

How to Apply

If interested, please submit the following: Cover letter addressing qualifications relative to this position, resume, and three professional references (including names, titles, organizations, phone numbers, and email addresses). All materials should be submitted via email to Rachael Black at rblack@nrea.org.

This position is open until it is filled. Applications will be considered upon receipt. Inquiries should be directed to Rachael Black at (402) 475-4988 or rblack@nrea.org.

EEO Statement

Equal Employment Opportunity: NREA is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, veteran status, or any other characteristic protected by applicable federal, state, or local law.



POSITION DESCRIPTION

Director of Job Training and Safety

Objectives

- Lead, direct, and continuously improve the NREA Job Training and Safety Program that provides first-rate instruction and training to approximately 900 employees at NREA member-systems across the State of Nebraska.
 - Promote and sustain a strong safety culture across NREA member-systems to proactively prevent workplace injuries and fatalities.
 - Ensure delivery of high-quality training, education, and safety services aligned with industry standards and regulatory requirements.
 - Support workforce development for the NREA membership through curriculum innovation, apprenticeship programs, and professional training initiatives.
 - Serve as a strategic liaison between NREA, member-systems, and industry partners through collaboration and communication.
 - Bridge the NREA Job Training and Safety Program to national safety organizations.
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Reporting Relationships

- **Reports to:** NREA General Manager
 - **Supervises:** NREA Job Training and Safety Trainers; the number of direct reports may vary based on program staffing levels, but it is projected to be two trainers.
 - **Works Closely With:** NREA Board of Directors and Committees; NREA member-system managers and staff
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Responsibilities and Authority

- Direct and oversee all aspects of the NREA JT&S Program.
- Serve as the primary contact for NREA member-systems regarding training and safety initiatives.
- Supervise, mentor, support, and evaluate trainers to ensure program quality and consistency.
- Lead curriculum development and ensure training content reflects and exceeds current industry standards and membership needs.

- Maintain professional competence through professional development.
- Develop, coordinate, implement, and facilitate job training and safety education to the NREA member-systems. This includes the preparation of curricula and instructional materials.
- Direct all aspects of event coordination for the JT&S Program. Plan, organize, and manage conferences, workshops, and special training events. Including contracting, agenda development, securing presenters, budgeting, logistics, vendor coordination, registration, and billing. On-site for all events and training programs.
 - Meter School
 - Job Training and Safety Conference
 - Rubber Gloving, Underground, and Apparatus Schools
 - Safety Director Update
 - Engineering Seminar
 - Leadership Training
 - Other training opportunities
- Develop and expand program offerings, including apprenticeship and specialized training programs.
- Manage program resources and equipment.
- Participate in and support NREA board, committee, and association meetings; prepare reports and follow-up actions. Serve as liaison to JT&S Committee, Group Retention Committee, and Suppliers Group. Agenda development and content for meetings.
- Support the Nebraska Lineworkers Rodeo.
- Lead all on-site observations for NRECA RESAP at NREA member-systems. Assist member-systems with all aspects of RESAP.
- Provide leadership in safety compliance, including OSHA, Department of Labor, and state regulations.
- Keep abreast of the trends and developments in training, safety, equipment, and materials for the power industry.
- Lead safety audits, on-site observations, and accident investigations as requested by NREA member-systems.
- Maintain and update the NREA Safety Manual and safety inspection procedures in coordination with the JT&S Committee.
- Compose a monthly safety newsletter; emergency bulletins as necessary.
- Coordinate the initial stages of the NREA Emergency and Disaster Plan when assistance is requested by NREA member-systems.
- Develop, manage, and monitor the annual JT&S Program budget, including event budgets, equipment purchases, and program expenditures. Maintain fiscal accountability in accordance with NREA financial policies and spending authority thresholds established by the General Manager.

- Success in this role will be measured by: (a) training completion and participation rates across member-systems; (b) workplace incident rate trends within the membership; (c) member-system satisfaction with training and safety services; (d) regulatory compliance; (e) timely delivery and quality of program deliverables; and (f) development and retention of the training team.
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Internal and External Relationships

Internal Relationships

- NREA General Manager and Staff
- NREA Board of Directors and Committees
- Job Training and Safety Trainers

External Relationships

- NREA member-system directors, managers, and employees
 - Industry organizations (e.g., National Rural Electric Cooperative Association, safety associations, electric utility organizations, and partners)
 - Vendors, suppliers, and training partners
 - Regulatory agencies (OSHA, Department of Labor, state agencies)
 - Contracted presenters and consultants
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Education and Experience Required

- **Required:** High school diploma or equivalent; minimum of ten (10) years of progressively responsible experience in electrical utility safety, utility operations, or workforce training, with at least five (5) years in a supervisory or program leadership role.
- **Preferred:** Bachelor's degree in a related field. Equivalent combination of education and extensive industry experience may be accepted. Demonstrate substantive technical knowledge of electrical utility operations, including distribution systems, linework practices, and applicable safety standards.
- **Required Certifications:** Certified Loss Control Professional (CLCP); Certified Utility Safety Professional (CUSP); OSHA 10 or OSHA 30 (Construction or General Industry); CPR/First Aid instructor certification. Additional certifications relevant to electric utility training will be considered favorably.
- Proficiency in instructional design and adult learning principles; curriculum development and facilitation; public speaking and professional presentation; budget management and fiscal oversight; strong written and verbal communication skills, including technical writing; proficiency with Microsoft Office Suite; organizational and project

management; and the ability to build collaborative relationships with diverse internal and external stakeholders.

Salary and Benefits

Salary is based on education and experience. NREA full benefits package.

FLSA Classification: Exempt.

Physical Demands

This position requires prolonged periods of standing and moving while facilitating training sessions, conferences, and workshops. The Director must be physically capable of filling in for a trainer, which may include demonstrating utility safety procedures, operating training equipment, and working in field or outdoor environments. Such requirements include but are not limited to the ability to instruct pole-top rescue. Requires the ability to lift and carry training materials and equipment up to 50 lbs. Must be able to work in varying environmental conditions, including outdoor field settings. Frequent travel, including extended periods away from a primary office, is inherent to the role.

Location

This position is based at NREA headquarters in Lincoln, Nebraska, where dedicated office space will be provided. The Director also has the flexibility to work from a home office located anywhere within the State of Nebraska, subject to NREA policy and the operational demands of the role.

License Requirements

Must possess a current, valid Nebraska driver's license.

Salary Job Code:

NRECA Job Code 33-3121

Travel Requirements

Extensive travel required, estimated at approximately 75 percent of working time, including travel to NREA member-system locations throughout Nebraska and occasional out-of-state travel for industry conferences or professional development.

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This job description is intended to describe the general nature and level of work performed in this position. It is not an exhaustive list of all responsibilities, duties, or skills required. Duties, responsibilities, and activities may be modified or additional duties assigned at any time, with or without notice, to meet organizational needs.