

Project Manager

Together, we are Powered with Purpose

OUR MISSION

Trico is dedicated to making a difference in the communities we serve by providing our Members cost-effective and sustainable energy solutions.

OUR VALUES

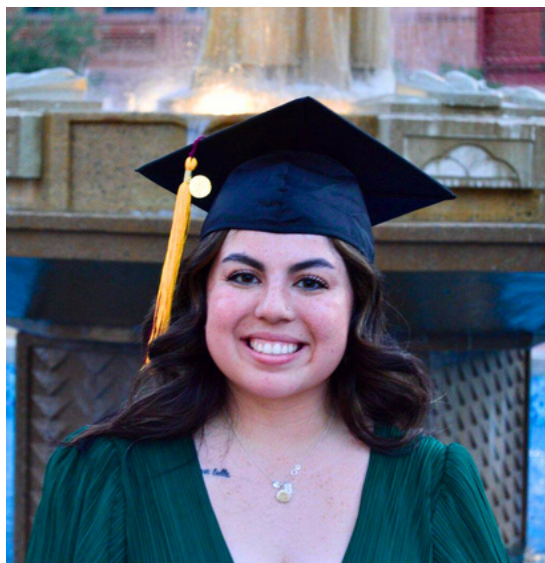
- Service
- Dependability
- Innovation
- Integrity

OUR IMPACT

Founded in 1945 by local farmers and ranchers, Trico Electric Cooperative provides power to more than 46,000 Members in communities surrounding the City of Tucson. As a non-profit electric cooperative, we are governed and owned by the Members we serve, and they depend on us to provide safe and reliable power.

We believe that connection powers our purpose, with the understanding that we can do more together than we can by ourselves. Since 1985, Trico has provided over \$4.44 million in scholarships and grants to Members and local nonprofits.

The impact we make is a collective effort of every Trico employee and Member.



WHY CHOOSE TRICO?



Trico recognizes it's more than just a job and our Members are more than just customers. In addition to competitive salaries and generous benefits, employees are proud to be part of the co-op family because they strongly believe in our mission of delivering safe, affordable and reliable power to those we serve.

We believe our greatest strength is our people. We strive for, promote and foster a workplace where everyone feels a sense of belonging, is treated with respect, and their opinions are valued.

DEIB

Trico values Diversity, Equity, Inclusion, and Belonging (DEIB) and we understand that successful initiatives are purposeful, thoughtful, and become part of company culture. We have embraced this and are striving to ensure DEIB initiatives are established/embedded in our Strategic Plan. This will allow us to continue and maintain our goal of having a high achieving, diverse workforce.

UNION

Approximately 60 percent of Trico's workforce is represented by IBEW Local 1116. Trico believes that a strong relationship with the Union provides significant benefits for Trico's employees and its Members, and Trico values the Union's efforts to advocate for issues that are important to Trico's employees.

WELLNESS

Trico has a robust employee wellness program, and has received the Process, Progress & Leadership in Worksite Health Promotion recognition from the Wellness Council of Arizona. We have established relationships between our wellness incentive program and our health plan engagement/resources program, including an on-site Health Coach and fitness center.

NON-DISCRIMINATION

Trico provides anti-harassment and non-discrimination training for all Directors and employees at all levels throughout the cooperative. We are dedicated to creating an environment where Members, employees, and the public can feel safe, welcome and able to contribute to Trico's mission.



“

I love that Trico is always exploring innovative ways to increase member and employee satisfaction.

- Sabrina English,
Information Systems
Specialist

5 years at Trico



“

When researching Trico, it felt like I was checking all the boxes on my want list. I'm so excited I joined the team and I look forward to continue contributing to Trico's success.

- Mirna Oldham, Senior
Financial Analyst

1 year at Trico



“

Advancements in the electric industry mean there will always be challenging work at Trico and opportunity for a lasting career in any number of fields. I thank Trico for investing in me and for helping make my efforts feel productive and meaningful.

- Frank Gonzales, Distribution Engineer
45 years at Trico



THE OPPORTUNITY

JOB PURPOSE

This multifaceted role involves spearheading strategic-level projects, leading committees, fostering effective communication, utilizing technology for project coordination, and addressing project-related challenges. The Project Manager at Trico Electric Cooperative plays a crucial role in managing strategic-level projects, overseeing the Planning Committee for infrastructure-related projects, and leading the Rate Implementation Committee. This role involves collaborating with cross-functional teams, ensuring project alignment with the company's mission, vision, and values, and facilitating effective communication throughout the project lifecycle. The Project Manager reports directly to the CEO/General Manager and is responsible for ensuring the successful execution of key initiatives.

KEY RESPONSIBILITIES

1. Strategic Project Management:
 - Manage strategic-level projects as assigned by the CEO/General Manager, ensuring adherence to project scope, timelines, and objectives.
2. Committee Leadership:
 - Collaborate with team members to foster collaboration and achieve committee goals.
3. Communication and Coordination:
 - Maintain open communication with project teams, Executive Sponsors, Senior Staff members, CEO/GM, and other stakeholders.
4. Stakeholder Engagement:
 - Invite Senior Staff members, CEO/GM, vendors, and subject matter experts to project meetings as needed.
5. Cross Departmental Considerations:
 - Ensure that the project team evaluates potential process and system impacts on other departments.

CANDIDATE PROFILE

If you are a results-oriented professional with a passion for project management, collaboration and a proactive problem-solver with a keen eye for detail and a commitment to driving successful outcomes, we invite you to apply for this impactful role. Your contributions will be instrumental in shaping and executing strategic initiatives within our organization.

HOW TO APPLY

To apply, please submit your application and resume on our website. For the complete job description and application, please visit our website at www.trico.coop/careers.

COMPENSATION

COMPENSATION

The salary range for this position is \$90,000 - \$115,000 commensurate with experience.

Trico offers full-time employees with:

- 401(k) retirement plan with employer match. Eligible after 60 days, with Trico contributing 4% of salary for non-classified employees.
- Employees are eligible to participate in Retirement Security Plan the first of the month after completion of one year of employment.
- Health insurance: Trico has a robust medical insurance plan for employees and their families. Dental and vision insurance
- Life insurance: Trico covers 100% of the premium and offers supplemental insurance.
- Long-term disability: Trico covers 100% of the premium.
- Seven paid holidays, four floating holidays, and 144 hours of managed time off in year one for non-classified employees.
- Hybrid work options available for some position

TOTAL REWARDS

Trico offers an outstanding total rewards package to meet employees' health and wellness needs, promote professional development and career growth opportunities, recognize performance, and provide retirement resources.

Health & Wellness	Financial	Culture	Training
<ul style="list-style-type: none">• Medical• Dental• Vision• Life Insurance• Long-term disability• Employee Assistance Program• Wellness Program• Fitness center	<ul style="list-style-type: none">• Base pay• 401(k) Plan• Pension Plan• Supplemental insurances• Flexible Spending Accounts• Paid time off• Paid holidays• Sick leave	<ul style="list-style-type: none">• Member owned and mission-driven• Rewarding work• Collaborative• Diversity, Equity, Inclusion, Access• Belonging• Alternative work arrangements available if applicable	<ul style="list-style-type: none">• Tuition assistance• Training opportunities• Apprentice Programs• Emerging Leaders Program

