

Solid Waste Collections Director

Salary

\$142,261.00 Annually

Location

Winston-Salem, NC

Job Type

Full-Time / Permanent

Job Number

08217

Department

Sanitation

Opening Date

07/01/2025

Closing Date

8/1/2025 11:59 PM Eastern

Description

Under general supervision, the Solid Waste Collections Director is responsible for planning, directing, and managing all aspects of the City of Winston-Salem's sanitation and recycling collection operations. The Solid Waste Collections Director reports to the Assistant City Manager and ensures the safe, efficient, and cost-effective collection of refuse, recycling, bulky items, yard waste and loose leaves, while implementing best practices in operational management, sustainability, and operational efficiency.

As the City moves toward a more integrated approach to waste management, this role will oversee the consolidation of sanitation and recycling collections into a single, unified department. With a focus on long-term strategy, resource optimization, and service enhancements, this position provides high-level leadership and direction for all collection programs, ensuring alignment with the City's sustainability and operational goals.

Success in this role requires strategic leadership, critical thinking, and strong problem-solving skills to drive operational improvements and deliver high-quality service to city residents. The ideal candidate will have a proven track record in implementing innovative solutions, enhancing efficiency, and managing budgets effectively, while fostering a culture of continuous improvement and sustainability across all aspects of sanitation and recycling operations.

For a quick look at what we are looking for, please review our **RECRUITMENT BROCHURE**.

Examples of Duties

- Leading and coordinating organizational restructure to consolidate sanitation and recycling programs, ensuring changes are implemented smoothly and effectively.
- Oversees sanitation and recycling operations to improve efficiency, reduce costs, and enhance service delivery.

- Responsible for developing and managing sanitation and recycling staff, including assigning and supervising work, conducting performance evaluations, and providing guidance and support to department leadership
- Create, modify, and improve routes to maximize density and improve efficiency.
- Develops and enforces policies and procedures to reflect industry best practices while ensuring compliance with safety standards, regulatory requirements.
- Prepares and manages the departmental budget, including forecasting expenditures and making cost-saving recommendations.
- Develops, implements, monitors, and revises short- and long-range goals and objectives for the department with continued focus on removing waste materials and promoting waste reduction, reuse, and recycling
- Determines required vehicles, equipment, and staffing levels to support effective and efficient operations.
- Coordinates with the Fleet Department to ensure vehicles and equipment remain in working order and are replaced and retired according to best practices.
- Collaborates with Utilities staff on landfill, yard waste facilities and household hazardous waste programs.
- Reviews work procedures and demonstrates continuous effort to improve operations, streamline work processes, and increase efficiency.
- Sets the strategy associated with operations, service delivery, and major capital purchases for the department
- Responsible for the development and achievement of short and long term financial and operational objectives through a focus on efficiency and expense reduction.
- Provides effective and professional leadership and direction, promotes positive employee morale and drives change throughout the department.
- Develops and delivers reports and presentations to the City Council, community groups, and the general public
- Interacts with customers to address and resolve issues and improve the overall customer experience, ensuring the sanitation and recycling department serves as a positive representative of the City
- Creates a collaborative, communicative team environment and drives employee engagement
- Builds and develops talent within the department, providing coaching and mentoring opportunities to promote advancement within the department and City
- In partnership with the City's Employee Safety division, ensures a safe and productive work environment and takes necessary actions to prevent accidents and injuries
- Monitors state and federal regulatory and legislative changes and provides analysis of potential impact to the City;
- Perform other duties of a similar nature or level.
- In an emergency event or an officially declared State of Emergency, responds as directed to ensure the restoration of essential public services, facilities and infrastructure.

Typical Qualifications

Education and Experience

- Any combination of education and experience equivalent to a bachelor's degree in environmental science, business administration, public administration, or a related field.
- Seven (7) to ten (10) years of progressive experience in sanitation and recycling operations, or related fields.
- Three (3) to five (5) years of experience in a leadership or executive management role within a sanitation & recycling environment.

Knowledge, Skills, and Abilities

Thorough knowledge of principles, best practices, and industry standards related to waste management and recycling collection.

- Knowledge of routing principles and logistics
- Extensive experience in budget preparation, financial analysis, and cost control measures.
- Knowledge of public procurement, contract negotiation, and vendor management.
- Ability to analyze data, generate reports, and make data-driven decisions.
- Strong leadership skills with the ability to supervise, mentor, and develop staff.
- Excellent communication and collaboration skills to work with City officials, vendors, and the public.
- Experience managing route management software, GPS tracking, fuel management systems, and vehicle telematics.
- Is process-oriented and results-oriented in setting and pursuing strategic goals and objectives, demonstrating a strong commitment to organizational success
- Demonstrated problem-solving, analytical, critical-thinking and decision-making skills.
- Is collaborative; builds and works with teams.
- Creative thinker who challenges conventional solutions.
- Demonstrates and promotes ethical behavior.
- Has strong leadership skills and proven judgment of talent, with an emphasis on hiring and developing high performance teams.

Supplemental Information**Licensing and Certifications**

- Valid U.S. Driver's License
- Solid Waste Association of North America (SWANA) certifications are preferred.

Physical Requirements

Work is principally sedentary but may involve some physical exertion and eyestrain from working with computers and other office equipment.

- Work involves the normal risks and discomforts associated with an office environment.
- Work requires participation at meetings during and outside regular work hours and working extended hours.
- Work involves preparation of documents, communication with staff and customers located at other facilities.

Residency Requirements

Residency within 30 miles of Winston-Salem City Hall is required within 180 days of appointment

Employer

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Phone

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Website

<http://agency.governmentjobs.com/winstonsalemnc/default.cfm>