

# Solid Waste Manager

Apply on our website: [Thurston County Career Webpage](#).

The salary for this position is: \$8,630.00 - \$11,352.00 monthly.

Thurston County Public Works is recruiting for a **Solid Waste Manager** to lead our dynamic, energetic, and innovative team. This position is a direct report to the Public Works Director and plays a key role serving on the Department's Leadership Team. We are seeking a proven professional with a comprehensive work history in Solid Waste who will be able to support the County's mission to create a community that promotes health, commerce, and environmental protection with transparency and accountability by:

- Planning, developing, and maintaining solid waste infrastructure and services
- Providing leadership in environmental stewardship by meeting regulatory requirements and making use of best technologies for solid waste operations
- Strategically managing the allocation of resources to achieve customer and community expectations

Essential functions may include, but are not limited to, the following:

- Oversees the development, revision, and countywide implementation of operating plans including the Solid Waste Management Plan, Disaster Debris Plan, Continuity of Operations Plan, and Capital Facilities Program through the Solid Waste Advisory Committee and the Board of County Commissioners.
- Prepares and controls the Division's operating budgets and authorizes all expenditures. Develops and implements strategies to manage the rate of expenditures aligned with the approved budgets.
- Coordinates public policy development and implementation involving extensive work with elected and appointed officials, advisory committees, and the public throughout the County. Makes presentations at public meetings.
- Manages the staff of the Solid Waste Division including evaluation, supervision and discipline. Leads and organizes recruitment of staff. Plans and assists in the organization of Division work plans. Develops performance standards, provides training and coaching, monitors progress and evaluates employee performance, including programs, policies and procedures.
- Oversees the Waste Reduction/Recycling Program including public education, school programs, commercial waste assistance programs and other public outreach programs.
- Prepares and manages contracts for services, reviews contractor performance, and works to provide solutions to service issues.

To view the full job classification, click here: [Solid Waste Manager](#)

**Essential Personnel:** This position is considered to be an essential worker and may be required to work during non-business hours or closures in order to meet operational requirements and needs.

Board of County Commissioners

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## WORKING CONDITIONS:

- Work Environment – Work is performed primarily in an office environment at multiple locations.
- Schedule - Monday – Friday, 8:00 a.m. – 5:00 p.m. Workload demands may require work outside the assigned work hours. Attendance at early morning or evening meetings may be required.
- Travel Requirements - May be required to travel to meetings and conferences, which could include out-of-state travel, as well as performing site visits.
- Customer Interactions - Frequent interactions via phone, in-person, and video with Thurston County elected officials, leadership, staff, peers, and the public.

## WHO WE ARE:

The [Thurston County Public Works Department](#), located in Olympia, Washington, is a national award-winning agency in delivering quality projects to our community. Our mission is to provide excellent public services in all areas of our business. We actively help our staff develop and grow professionally, we bring together resources across divisions to achieve organizational goals, we are always ready to respond to community needs, and we are an American Public Works Association accredited agency, consistently meeting industry best practices benchmarks.

## Our Core Values:

- **Accountability** - We take responsibility for our actions and the resulting outcomes.
- **Customer Service** - We provide our customers with the highest level of service and quality.
- **Innovation** - We strive to continuously improve processes, performance, and results.
- **Safety** - We demonstrate an uncompromising commitment to safety.
- **Teamwork** - We work together toward achieving a common recognized end.

**Mission** - To provide excellent public services in all areas of our business.

**Vision** - The premier public works organization, accountable and transparent in all services we provide to our community.

Thurston County values the diversity of the people it hires and serves. Inclusion to us means fostering a workplace in which individual differences are recognized, appreciated, and responded to in ways that fully develop and utilize each person's talents and strengths. We are dedicated to recruiting and developing a talented workforce from various cultures, lifestyles, backgrounds, and perspectives who are committed to our vision and core values. [Thurston County Racial Equity and Inclusion Webpage.](#)

## WHAT WE OFFER OUR EMPLOYEES:

- **Work-Life Balance:** We are committed to ensure that our staff experience the reward of public service, while also sustaining a routine that suits each individual's lifestyle.
- **Plan For Your Future:** As a member of our team, you will enjoy great employee benefits, including a retirement plan, pre-tax savings accounts, as well as comprehensive health care and dental/vision care for you and your family. Please visit [Thurston County Employee Benefit Plans](#) for more information.
- **Paid Leave:** Full-time regular employees earn paid vacation in addition to paid [holidays](#).

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- **Robust Training Program:** Employees are encouraged to attend County paid training to help them further their career, learn new skill sets, and stay on top of emerging trends in our industry. We also encourage our staff to participate in professional organizations and attend conferences.
- **Flexible Work Schedules:** Some of the options that employees may take advantage of include alternative or compressed schedules and/or remote working.
- **Deferred Compensation:** The County offers 3 voluntary deferred compensation plans for employees who would like to set aside additional deferred tax dollars into a retirement savings plan.
- **Flexible Spending Account (FSA):** Employees can take advantage of Section 125 flexible spending accounts for out-of-pocket health care and daycare expenses with pre-tax dollars.
- **Public Service Loan Forgiveness:** This is a federal program that allows full-time public service employees who have made qualifying payments for certain loans, to get their student loans repaid. [Public Service Loan Forgiveness Program](#).

**Why you'll love it here:** Thurston County is located between Seattle and Portland in Western Washington's South Puget Sound Region. Perched in between the mountains and the ocean, the area boasts the perfect blend of year-round outdoor activities including boating, hiking, skiing, and more. The region is also home to the state capitol city of Olympia, known for its many restaurants, microbreweries, coffee shops, farmers markets, kids' activities, history, and art events. Discover more about life in Thurston County at [Experienceolympia.com](http://Experienceolympia.com).

**Message to potential applicants:** We understand that some potential applicants are less likely to apply for jobs unless they believe they meet every one of the functions or skills listed in a job description. We are most interested in finding the best candidate for the job, and we understand that may be someone who will learn some of these skills on the job. If you are interested in this position, and meet the minimum qualifications, we encourage you to go ahead and apply! Feel free to think about how you will bring your own set of skills to the role and tell us about the potential that you hold.

#### QUALIFICATIONS:

- Bachelor's degree in an environmental field, public administration or related field.
- Four years progressive experience in solid waste, contract management, community relations and resource protection, with at least three years of supervisory experience.
- Ability to use a personal computer and applicable software packages to perform essential job functions.
- Current Washington State Driver's License or have requested and obtained an appropriate accommodation.

#### DESIRED SKILLS:

- Significant experience and competency supervising personnel responsible for program administration.
- Significant experience and competency in budget development and control for programs in the general areas of \$10 to \$20 million annually.
- Knowledge of current solid waste practices, methodologies, and operation.
- Ability to read, interpret and apply a variety of laws, rules and regulations governing departmental operations including County personnel rules and regulations.
- Ability to communicate complex ideas or project issues in a clear, comprehensive, effective and professional manner, both orally and in writing.
- Ability to establish and maintain effective working relationships with elected officials, associates, subordinates, employees of outside agencies, and with the public.

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## **OTHER RELATED RECRUITMENT INFORMATION:**

Questions about this recruitment? Please contact **Karen Weiss, Director, at 360-867-2327** or [karen.weiss@co.thurston.wa.us](mailto:karen.weiss@co.thurston.wa.us).

This position is:

- Not represented by a Union
- Not eligible for overtime under the Fair Labor Standards Act (FLSA)
- Eligible for benefits

Items required for consideration:

- Application
- Resume
- Letter of Interest
- Supplemental Questions

Learn more about Thurston County at: [Thurston County](#)

**Please note:** Information in this announcement is subject to change without notice at any time during the length of the job advertisement.

## **THURSTON COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER**

Thurston County is committed to provide equal opportunity to all persons seeking or having access to its employment, services and activities, which is free from restriction based on race, sex, marital status, color, creed or religion, national origin, age, sexual orientation, including gender expression or identity, pregnancy, status as an honorably discharged veteran or military status, genetic information, or the presence of any sensory, mental or physical disability, unless based upon bona fide occupational qualifications. Applicants with disabilities who need accommodation with the application or selection process should contact Thurston County's Human Resources, at (360) 786-5498. Those who are deaf, deaf-blind, hard of hearing or speech impaired may use the statewide relay system to reach Thurston County offices and departments to conduct their business telephonically. Relay users can simply dial 7-1-1 (or 1-800-833-6388) to connect with Washington Relay.

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