

CITY OF MINNEAPOLIS

Director Solid Waste

Position profile

OUR CITY

As the largest and most vibrant city in the state, Minneapolis depends on purposeful, dedicated and innovative employees. Minneapolis has a large variety of careers for people of all experiences and backgrounds who come together for a singular purpose—serving the residents, businesses and visitors of Minneapolis.



Learn about what makes Minneapolis great.

www.minneapolis.org/visitor

OUR WORKFORCE

Over 3900 employees at the City of Minneapolis faithfully serve the residents, businesses and visitors of the City every single day. Some jobs are more visible in the community while some are behind the scenes, but each employee at the City plays a role in keeping Minneapolis a vibrant place that tops many lists. Our employees look for ways to keep Minneapolis at the leading edge, offering services and policies that are more comprehensive and progressive than the vast majority of cities. Our employees are a key reason why Minneapolis is a place where all people have an equitable opportunity for success and happiness.



Our purpose, to serve the residents, businesses and visitors of Minneapolis is at the foundation of everything we do. It shapes our priorities, our work, and our culture. It drives our employees to look for new ways to serve, creating an innovative and engaged culture.



The employees of the City of Minneapolis are aligned for a singular purpose -to serve our community.

MISSION STATEMENT AND VALUES

The Solid Waste and Recycling (SWR) Division manages collection of solid waste, recyclables, white goods, and yard waste for 290,000 residents in 107,000 dwelling units (1-4 residential unit buildings). SWR also supports clean city programs such as graffiti abatement.

THE DEPARTMENT

Build, operate and maintain the public infrastructure and provide services to the public in Minneapolis.

THE POSITION

The Division of Solid Waste and Recycling (SW&R) provides customer focused and environmentally protective services to keep Minneapolis clean, safe, and attractive for residents. The division oversees collection of solid waste, recycling, organics, yard waste and large item pick-up for approximately 107,000 residential customers in buildings with four or fewer dwelling units and performs graffiti management and abatement among other Clean City initiatives. The Division is a key partner in the city's Zero Waste efforts.

To accomplish these goals, the SW&R Director leads a high-performing team of approximately 150 field operations, call center, and office staff and an operating budget of over \$45,000,000.

DESIRED CAPABILITIES



- Considerable knowledge of solid waste management, including collection and disposal techniques, recycling collection and marketing techniques, contract management, public relations and research.
- Considerable knowledge of applicable local, state and federal legislation regarding the collection and disposal of solid waste.
- Considerable knowledge of the principles and practices of public works administration in general.
- Familiarity with the equipment used in municipal solid waste collection and disposal.
- Ability to develop long range plans and programs.
- Ability to make judgments on technical options presented.
- Ability to effectively deal with the public, special interest groups, elected officials, and organized labor groups.
- Ability to present constructive technical advice to supervisors.
- Good oral and written communication skills.

In addition, the City has adopted the following competencies for all leadership positions:

- **Focus on results:** takes initiative, drives for results, and establishes stretch goals;
- **Personal capability:** demonstrates technical/professional expertise, solves problems and analyzes issues, innovates, and practices self-development;
- **Character:** displays high integrity and honesty;
- **Leading change:** develops strategic perspective, champions change, and connects the group to the outside world;
- **Interpersonal skills:** communicates powerfully and prolifically, builds relationships, develops others, inspires and motivates others to high performance, and collaborates and fosters teamwork;
- **Cultural agility:** demonstrates an awareness of, and sensitivity to, the needs and concerns of individuals from different perspectives, cultures, and backgrounds. These differences may include education, job preference, work style, race, gender, country of origin, disability, age, sexual orientation, gender identity, etc. Respects differences and adjusts behavior and communication style to best meet the needs of the group or individual. Accepts one's own cultural identify and sees the value of other points of view; and
- **Strives to create a racially equitable work environment:** develops policies, practices, and makes strategic investments to reverse racial disparity trends, eliminate institutional racism, and ensure that outcomes and opportunities for all people are no longer predictable by race. Through consistent behaviors and actions, fosters an equitable work environment. Creates fair and just opportunities and outcomes for all people.

EDUCATION AND EXPERIENCE

Minimum Education: Bachelor of Science Degree in Engineering, Management or a related field.

Minimum Experience: Six years experience in managing large solid waste management operations, contract administration, and recycling operations



COMPENSATION

This appointed position has a competitive compensation package. Salary ranges from \$141,942.00 - \$168,263.00 annually, depending on experience. Benefits include health and dental insurance, flexible spending accounts, disability insurance, employee assistance program, vacation, sick leave, paid parental leave, pension plans, and deferred compensation retirement savings.



TO APPLY

The position will remain open until filled. Priority will be given to those who submit a resume and cover letter by 6/26/2024 – 7/22/2024. To apply and submit your resume for this opportunity, go to the [City of Minneapolis career page](#).

The City of Minneapolis is an Equal Opportunity Employer.