



Waste Management Director

ABOUT MCAG AND THE RWA

The Merced County Regional Waste Management Authority (RWA) is housed within the Merced County Association of Governments.

The 11-member MCAG Governing Board also serves as the Board of the RWA. The Board consists of a supervisor from each of the five county districts and an elected official from each of the six incorporated cities located within the political boundary of Merced County, California. Incorporated cities are Atwater, Dos Palos, Gustine, Livingston, Los Banos, and Merced.

ABOUT THE AREA

Merced County, California, is home to a diverse population of 272,600 people and is located in the heart of the San Joaquin Valley—the world's most productive agricultural area. Nine of the nation's top ten agricultural-producing counties are in California, with seven located in the San Joaquin Valley including Merced County. Our county is also home to the University of California, Merced, the 10th campus in the UC system, and the first American research university of the 21st Century. Having opened its doors to students in 2005, the student population today exceeds 8,500 with nearly one-third coming from the San Joaquin Valley. The campus also leads the UC system in the percentage of students from underrepresented ethnic groups, low-income families and families whose parents did not attend college.

ABOUT THE POSITION

The Waste Management Director will develop a vision and strategy and manage day-to-day operations of the Authority. The incumbent will oversee 33 employees, including six direct reports. The Director reports to the MCAG Executive Director but has the flexibility to work autonomously as the industry expert.

The Director will lead several important on-going initiatives, including the introduction of an innovative landfill gas project in partnership with UC Merced. This is a unique opportunity to work with the University to turn the landfill by-product of methane gas into a renewable energy source.

THE IDEAL CANDIDATE

The **ideal candidate** for the Waste Management Director is an industry leader who is innovative, strategic, and forward thinking;

Who has a demonstrable waste management background and solid understanding of disposal programs, resource recovery, and contract development, with pertinent examples;

Who can support and empower their staff to meet Authority needs through implementation of department projects and goals;

Possesses the ability to listen to and engage staff. Can set the tone and culture to build a high-functioning, motivated workforce, and mentor and develop staff to help them grow;

Fosters a strong sense of unity and respect for peer departments and demonstrates that to all staff. Encourages staff to see the Agency as a whole as a partner to better serve the community;

That has the political astuteness to understand the perspective of others and the ability to forward the interests of the Authority and its constituents;

Shows a demonstrated work-history of improvement/changes that increase the efficiency and quality of services; and skill and passion around building and enabling process improvements.

MINIMUM REQUIREMENTS

Any combination of education and experience that would provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and skills would be:

Education and Experience:

Any combination equivalent to: Bachelor's degree in Business Administration, Public Administration, Engineering or a related field and five (5) years of increasingly responsible experience in developing, implementing or managing a waste management operation or closely related organization, authority, department or activity, including two years of experience in a supervisory or administrative capacity.

Licenses and other Requirements:

Valid California Class C driver's license.

Manager of Landfill Operations certification preferred.

COMPENSATION AND BENEFITS

The base salary for this position is **\$115,000 to \$154,400** annually.

- Retirement - 100 % Employer paid 401a – 15% of base salary
- Medical/Dental/Vision – 100% Employer paid for employee and qualified dependents (medical plan reimbursement program may apply if opting out).
- FICA/Social Security - MCAG does not participate in FICA/Social Security which increases take home pay by approximately 6%.
- Sick Leave - Accrual of up to 12 days of per year
- Vacation leave up to 4 weeks.
- 12 paid holidays
- One floating holiday
- Short-term & long-term disability (100% paid for by MCAG)
- 457 – Deferred Compensation plan (Nationwide)

For a full list of benefits, please visit: www.koffassociates.com/jobs.

APPLICATION PROCESS

Please visit www.koffassociates.com/jobs to apply. Follow the link above for the full job listing or call 510-658-5633 for more info.

****Applications are due by Monday, September 2nd.****

Following the closing date, applications and resumes will be screened according to the qualifications outlined above and the most qualified candidates will be invited to an on-site interview. The on-site interviews are tentatively scheduled to occur the week of September 23rd.

***Merced County Association of Governments is
an equal opportunity employer encouraging workforce diversity.***

