

A national search is underway for a new

WASTE SERVICES DIRECTOR

Metropolitan Government of Nashville & Davidson County



NASHVILLE, TENNESSEE

Metro Nashville

Nashville is a thriving, vibrant city in an enormous growth period. It's the capital of Tennessee, as well as the state's largest city. At nearly 700,000 residents and counting, Nashville is the 21st largest city in the United States. In recent years, Nashville has become a destination for large scale corporate expansion and relocation. Between the booming economy, vibrant cultural life, unique neighborhoods, and great people working to make the city even greater, Nashville is well-positioned to maintain its success as a first-class U.S. city and ascend even further.

Nashville is a place that understands its past and eagerly anticipates its future. Visitors come to learn about country music and civil rights history while enjoying great restaurants, museums, and of course, Honky Tonks. Residents enjoy the neighborhoods, abundant parks and green space, great schools, and an eclectic mix of small businesses. There is truly something for everyone in Nashville.

Nashville is a diverse and international city that includes a large and prominent African American community as well as significant Latino, Kurdish, Middle Eastern, African, and Latino communities. Students from more than 130 countries are educated in Metro Nashville Public Schools, and Nashville is the proud home to multiple historically Black colleges and universities including Tennessee State University, Fisk University, and Meharry Medical College.

As the state's capital, Nashville is home to the state government. It's also home to the Tennessee

Titans, Nashville SC soccer team, and the Nashville Predators. Health care, tech, and higher education dominate the industry here with major employers including: Vanderbilt University & Medical Center, HCA Health, Bridgestone North America, and Asurion. Oracle recently announced its plans to relocate its Global Headquarters to Nashville.

The city's growth combined with nearby landfills approaching capacity have heightened the need to create a department focused solely on solid waste and materials collection and management. Mayor Freddie O'Connell and the Council of the Metropolitan Government of Nashville are well-aligned in the desire to create a new Department of Waste Services, currently housed as a division of Metro Water Services. The Council recently approved a resolution that extended a Memorandum of Understanding transferring solid waste disposal responsibilities to the Department of Water and Sewerage Services for an additional year, until July 1, 2025, while also authorizing the city to hire a Director of Solid Waste in preparation for creation of a standalone department. There is strong governmental and community support for addressing opportunities and challenges for Nashville's waste strategies that elevate this to a departmental approach, particularly greater overall sustainability objectives and better alignment of operations and financial structures to these objectives. We are seeking a strong leader to help establish this department, setting departmental vision, mission, and path to shape the way Nashville's solid waste is managed for the foreseeable future.



Governing Structure

Metro Nashville has a “strong mayor” form of municipal government, in which the elected mayor is the city’s chief executive and is independent of the council.

Both the Mayor and City Council Members are elected every four years during non-partisan elections. City operations are handled by executive departments that report to the Mayor, as well as elected officials and appointed boards, commissions & agencies. Coordination with the Mayor as well as Metro Council is ongoing and a regular part of managing department activities.

One board and one commission assist Waste Services: Solid Waste Region Board (responsible for long range planning for solid waste management) and Special Solid Waste and Recycling Commission (identifies solutions and makes recommendations to the Council regarding the disposal of Nashville’s solid waste).

Metro Waste Services

Waste Services is responsible for weekly curbside waste and every other week curbside recycling collection for over 143,000 customers in the urban services district as well as collection of over 200 public litter baskets in the downtown Nashville corridor. The division also operates four [convenience centers](#) where residents of Davidson County can bring waste, recycling, bulk items, food waste, household hazardous waste, and other items for recycling or disposal and eight [recycling drop-off locations](#) available to residents who do not qualify for curbside recycling collection.

Waste Services currently employs 114 staff members working in collection, administration, customer service, education, landfill engineering, development review, and zero waste.



Landfills in Middle Tennessee are rapidly nearing capacity with limited options for new or expanding landfill space. To address the waste issues facing our fast-growing city, Metro Nashville adopted a [Zero Waste Master Plan](#) which includes the following goals:

1. Reach zero waste - defined as diverting 90% of Nashville's waste away from landfills;
2. Increase [recycling](#), food waste reduction and recovery, and [composting](#) throughout Davidson County;
3. Adopt recycling and recovery programs targeted towards Nashville's growing [construction and demolition waste](#) stream; and,
4. Strengthen public education programs to help Nashvillians refuse, reduce, reuse, recycle, and compost.

Approximately 33% of Nashville’s municipal solid waste is discarded food and yard waste, making it a large target for reducing waste sent to landfills. In October 2023, Nashville launched a Food Scraps Pickup Pilot to provide free curbside composting services to 750 Nashville households for one year. The goal of the pilot is to gather the quantitative and qualitative data needed to drive implementation of curbside organics collection for all Metro Waste Services curbside residents.



The Position

The Waste Services Director performs the administrative and supervisory duties involved in overseeing all administrative, project development, waste reduction, diversion, and management, and program administration activities of the Department. The Director interacts with the Mayor's Office and Metro Council and works collaboratively with other Metropolitan Government departments and agencies.

Metro is looking for a strong, industry leader in solid waste and materials management ready to take this critical function to an important next step in our city's growth as a first time, standalone department that prioritizes fiscal and environmental stewardship.

Typical Duties

- Manages and coordinates all the various services within the department, including, Waste Management, Landfill Engineering, Customer Service, Administration, Education, Zero Waste and other municipal services.
- Develops short and long-range plans to meet the community needs, including evaluating recommendations for projects and programs.
- Prepares and justifies the budget for the department, including monitoring expenditure of funds accordingly and developing new funding models.
- Communicates the mission, vision, and strategic goals of the Metropolitan Waste Services department to staff, constituents, and others.
- Develops and maintains key relationships, including community leaders, elected officials, the staff, and the constituency.
- Participates and engages staff in on-going strategic studies and programs, such as Downtown Collect, curbside trash and recycling collection, Zero Waste programs, evaluation of rate structures, and others.
- Effectively manages department staff and budget.
- Develops deep understanding of and manages developmental infrastructure complexities and related issues.
- Functions as an adaptive problem solver including utilizing creative sources for answers.
- Leads collaborative decision-making, including creating an atmosphere of collaboration with a diverse slate of stakeholders, and working through complex situations effectively.
- Develops key department participants for future growth.

The Ideal Candidate

The ideal candidate will possess preferred experience, knowledge, skills, and abilities as follows:

- Demonstrated proficiency across a broad range of managerial functions appropriate to operate a large department, including planning, forecasting, budgeting, community relations, program development, implementation, and delivery.
- Demonstrated knowledge of solid waste management, including collection and disposal techniques, recycling collection and marketing techniques, waste reduction and diversion strategies, collection, diversion, and disposal rate structure, landfill design, contract management, public relations, regulations, and research.
- Experience managing complex municipal projects.

Qualifications

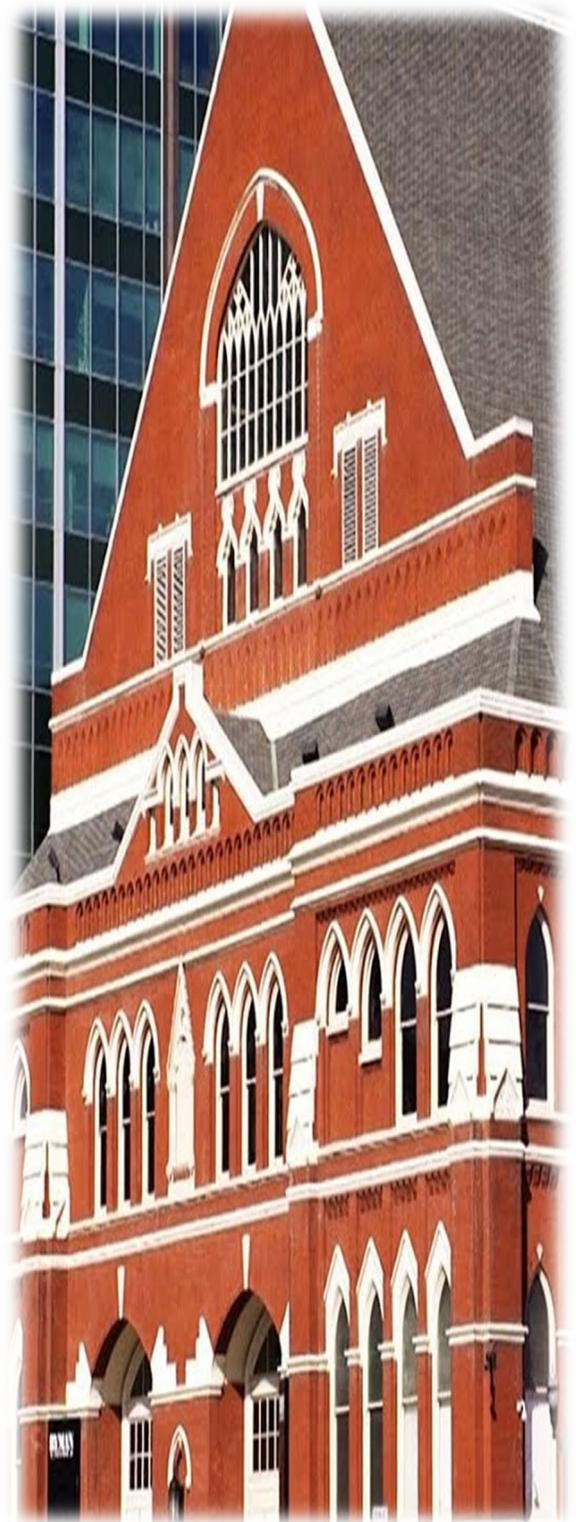
- Bachelor's Degree.
- Eight (8) years of experience in waste services, materials management, public works, public administration, environmental services, or a related field.
- Six (6) years of management experience.

NOTE: Per Metro Ordinance NO. SO94-1078. All employees of the Metropolitan Government shall be residents of the State of Tennessee or become residents of the state within six (6) months of employment as a prerequisite to employment with the Metropolitan Government.

Compensation

Salary range for this civil-service position is \$158,148.10 - \$237,222.15 (effective 7/1/24) annually, with placement within the range depending on qualifications and experience.

Compensation will be augmented by an excellent [benefits package](#) which includes a [service pension plan](#).



Metro Nashville is fully committed to equal employment opportunity for all employees and applicants for employment without /regard to race, color, religion, creed, national origin, ancestry, sex, sexual orientation, age, disability, predisposing genetic characteristic, gender identity and expression, pregnancy, veteran, or military status, marital/familial/partnership/caregiver status, status as a victim of domestic violence, stalking and/or sex offenses, or any legally protected basis.

To be Considered

Applicants must complete an online application at: <https://www.nashville.gov/departments/human-resources/employment-opportunities>. Resumes may be attached but will not be accepted in lieu of the online application.

Confidential inquiries regarding this career opportunity should be directed to:

Metro Nashville Government,
Department of Human Resources
Lisa Mason
Manager of Talent Acquisition and Training
lisa.mason@nashville.gov or 615-862-6631

Nashville Metro is an equal opportunity employer that values diversity at all levels. All individuals, regardless of personal characteristics, are encouraged to apply.

Requests for ADA accommodation for the recruitment process should be directed to Human Resources at (615)862-6640.

