



Solid Waste Operations Superintendent



The Solid Waste Operations Superintendent position offers a unique opportunity to influence, change and utilize project management skills. This position is a management level classification overseeing the day-to-day operations of the Toland Road Landfill. The ideal candidate will have extensive experience utilizing “airspace” and cell layout methods, following landfill closure and post-closure maintenance requirements, and implementing and adhering to conditional use permit (CUP) conditions. The successful candidate will demonstrate a proven track record working with stakeholders from public agencies, contractors, customers, and staff. The incumbent will oversee staff, determine landfill maintenance and operations priorities, direct environmental and regulatory compliance activities, and manage equipment and facilities maintenance. Administrative duties will include reporting and budgeting and providing technical expertise in the development of policies and service delivery plans.

Application Process and Recruitment Schedule:

Interested candidates should apply immediately by submitting a cover letter, comprehensive resume and application through our website at www.vrsd.com/careers.

Filing Deadline: Friday, March 21, 2025.

Preliminary screening will be followed by a comprehensive interview process tentatively set for early April with an anticipated start date Mid-April.

If you have any questions, contact Mayra Rodriguez via email mayrarodriguez@vrsd.com or via phone at 805-658-4638.

Compensation and Benefits:

The salary range for this position is \$126,866-\$154,817 Annually. The District is undertaking comprehensive classification and compensation studies which could alter the salary in the near future.

The Ventura Regional Sanitation District offers employees an array of benefits including:

- **Cafeteria Plan:** Non represented employees receive up to \$1,335 in monthly contribution for medical, dental, and vision insurance coverage, with up to \$528 eligible for receipt as cash-in lieu for unspent employer contributions.
- **Annual Leave:** Employees receive comprehensive annual leave. Initial accrual rates start at 167.44 hours per year for non-represented employees. You should always say the maximum, too, so it sounds better.
- **Holidays:** 8 Holidays, 4 Floating Holidays, and 2 hours on New Year's Eve.
- **Life Insurance:** \$10,000 Term life
- **457/Roth 457 Deferred Compensation Plan:** Plan options available for Voluntary Benefits.
- **Disability Insurance:** Options for Long Term Disability Insurance
- **Flexible Spending Plan:** Options include-Health Insurance for Pretax Premiums, Medical/Dependent Care Spending, Life/Accident Insurance for employee and family
- **Textbook & Tuition:** The District provides up to \$5,250 per year.
- **Retirement:** Provided by Ventura County Employees' Retirement Association (VCERA), which offers reciprocity with CalPERS and some other public retirement systems.
- **Social Security;** Both VRSD and employees contribute to Social Security.



Essential Functions:

Duties may include, but are not limited to, the following examples

- Develops and implements special projects, operational change and new programs to improve operational efficiency and/or effectiveness to meet regulatory changes or to utilize technological advancements.
- Prepares narrative and statistical reports as well as technical or operations investigation reports; coordinates with representatives of regulatory agencies, contract customers and others on technical issues related to facilities operated by the District.
- Develops budget request submissions for areas of assigned operation; compiles budget information; monitors and directs operations changes to control expenditures; reviews, evaluates and recommends changes in charges.
- Reviews and evaluates operational logs to evaluate facility/equipment/employee efficiency, effectiveness and compliance with solid waste regulations; provides technical oversight for operations and conducts training in technological and regulatory changes; trouble shoots operational problems and directs corrective action.

Education and/or Experience:

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

- High School diploma or equivalent.

- Six (6) years increasingly responsible professional solid waste operations.
- Two (2) years in a supervisory role involving regulatory compliance, operations planning and evaluations, training in budgeting, solid waste administration and management practices.

License/Certificate:

- Possession of, or ability to obtain, a valid class C California driver's license and a driving record acceptable for insurability.
- Solid Waste of North America (SWANA) Manager of Landfill Operations (MOLO) certification desired.
- A valid class B driver's license is also desirable.

Knowledge & Abilities:

The following are a representative sample of the KSA's necessary to perform essential duties of the position.

Knowledge of:

- Extensive knowledge of the principles and practices of solid waste operations.
- Federal, state and local laws, codes and regulations regarding environmental protection, public health and other mandates for landfill operation and maintenance of closed sites.
- Principles, practices and regulations dealing with safe working conditions at solid waste facilities.
- Heavy equipment operations and utilization.
- Budgeting and cost containment principles and practices.
- Inter-agency coordination practices.
- Knowledge of closure and Post-closure methods and requirements for active and closed landfills.
- Construction methods of new liners and cells.

Ability to:

- Plan, organize, train and manage the work of others engaged in landfill operations and equipment and facilities maintenance.
- Ensure compliance with environmental protection, public health and other laws, regulations, mandates and professional

practices governing solid waste services and operations.

- Ensure mandated quality and safety standards are obtained.
- Research, understand, interpret, collect and analyze data to establish/identify needs, evaluation program effectiveness, draw logical conclusions and make appropriate recommendations.



Working Conditions:

Position requires sitting, standing, walking on level and slippery surfaces, reaching, twisting, turning, kneeling, bending, stooping, squatting, crouching, grasping and making repetitive hand movement in the performance of daily duties. The position also requires both near and far vision when inspecting project sites or landfill activities. The need to lift, carry and push tools, equipment and supplies weighing 25 pounds or more is also required. Additionally, the incumbent in this position works in all weather conditions including wet, hot and cold. The incumbent is exposed to fumes, dust and air contaminants at the landfill. The nature of the work also requires the incumbent to occasionally climb ladders, work in confined space, and drive motorized vehicles and heavy equipment.

