

A THRIVING REGION OF OPPORTUNITY WHERE OUR COMMUNITIES ENJOY A VIBRANT LIFESTYLE

Manager Waste Services

Division	Engineering, Construction & Maintenance	Department	Waste Services
Reports To	Director Engineering, Construction & Maintenance	Direct Reports	Yes

Position Purpose

The Manager Waste Services is accountable for leading the end to end planning, strategic direction and delivery of Councils waste management facilities and waste services program to meet operational requirements for more than 450,000 customers and ensure compliance with regulatory and environmental standards.

Key Responsibilities and Outcomes

Operational

- Act as principal lead in the end to end design, implementation and delivery across the entire suite of Council's waste management and waste services program of works
- Role is charged with leading the planning, strategy and policy development (for Council approval) and implementation - keeping abreast of broader waste matters (e.g. circular economy, mrf, efw, etc.)
- Manage the monitoring, tracking and reporting on progress towards waste and recycling targets and consistently deliver environmental efficiency and improvements in waste management and recycling
- Plan, develop and implement long term (30 year) Filling Plans and Post-Closure Restoration Programs ensuring compliance with regulatory standards and legislative requirements, and 5 to 10 year facility plans (Capital, Operational funds, enviro + HSE)
- Manage and lead a large Team of planning and strategy, technical and operational staff across multiple Sites and facilities
- Provide expert advice to Council and key stakeholders for future planning for waste management and recycling including identifying and recommending initiatives to improve productivity, minimising the volume of waste generated by the community, efficiency and cost savings
- Develop financial models to assist in the preparation and setting of annual fees and charges, oversight of the Treasure Markets including implementation of financial management systems and closely manage requirements of the abatement payment waste levy
- In conjunction with the Director, develop and implement a professional and thorough approach to identifying and managing risks within the Department, including workplace health and safety, environment, legislation and regulation
- Foster strong working relationships with government and community stakeholders as well as funding agencies to continue to promote Council and improve services to the community
- Build and maintain effective relationships with Councillors, regulators, State and Federal government agencies, residents and ratepayers and community interest groups generally to ensure quality service delivery outcomes are achieved
- Manage community and industry consultation on services, recycling requirements and/or future infill strategy
- Use all reasonable and practical measures to prevent or minimise environmental harm and comply with Council's environmental policies, protocols and procedures. Report all environmental risks, hazards and incidents immediately to your leader.
- Develop and manage the broader Waste Services Section through a range of workforce management initiatives which drive a team culture of high performance and accountability
- Build high level relationships across a range of diverse internal stakeholders to ensure quality service delivery outcomes are achieved

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Values

At Moreton Bay Regional Council we are on a journey to creating a great culture. Our values shape the way we behave and how we interact with each other to deliver the best service to the community. The safety of you and the community is our number one priority and we are all responsible for creating an inclusive, safe workplace and protecting our environment. As a leader of leaders, you will shape the culture of the organisation by consistently role modelling the values, expectations and behaviours and empower your leaders to do the same.

Decision Making

Budget - \$51m operating; \$2-7+m capital

Delegations - Delegations under *the Local Government Act 2009* and as directed and published in Council's Delegation Register

Knowledge & Experience

- Extensive knowledge (10+ years) and experience in delivering municipal domestic and business waste management services in a complex urban environment.
- Thorough knowledge of the modern waste environment (and recycling) industry, particularly as it relates to and impacts upon the activities and responsibilities of local government.
- Ability to provide considered strategic and operational advice and meet the financial, environment, safety, regulation and compliance obligations of the organisation while maintaining high levels of employee engagement
- Demonstrated experience in managing and growing the capability of a team of skilled operational and technical staff
- Experience in the development and implementation of strategy and policy and in leading organisational change whilst balancing competing priorities.
- Experience working in a large Council, relevant industry or organisation is highly desirable
- Open and transparent communication style, including the ability to gain trust and elicit support from others
- Strong presentation and communication skills, both written and verbal, the ability to act in an influencing/persuasive manner and the capacity to work well across all stakeholder groups
- Analytical and outcome focussed, with the ability to manage competing demands in a complex environment
- Credible, flexible, intuitive and highly ethical
- Demonstrated organisation and coordination skills and the ability to manage workload priorities.

Qualifications

- Tertiary qualifications in Environmental Science, Business, or other relevant disciplines are essential, with extensive experience in leading a department in a large and complex organisation.

This position description reflects a summary of the key accountabilities of the position, it is not intended to be an all-inclusive list of duties, steps and tasks. Leaders may direct employees to perform other duties at their discretion.