

The seal of San Joaquin County, California, is a circular emblem. It features a central figure of a woman holding a scale of justice, with a plow and a sheaf of wheat on either side. The words "SAN JOAQUIN COUNTY" are written around the top inner edge, and "CALIFORNIA" is at the bottom. The seal is rendered in a light green color.

San Joaquin County Employment Opportunity

Solid Waste Operations Manager

Public Works Department

About the position

The San Joaquin County Department of Public Works is recruiting a seasoned professional to fill the role of Solid Waste Operations Manager. An incumbent in this single position management class is responsible for the coordination and direction of the field operation activities of the Solid Waste Division, including County-owned and/or operated sanitary landfills, transfer stations, recycling centers, and materials recovery facilities.

The Ideal Candidate

The ideal candidate will bring strong leadership skills, solid technical knowledge, and the ability to effectively manage complex, high-volume waste management operations across multiple facilities, including landfills and transfer stations. They will be confident in making decisions, addressing operational and customer service challenges, and ensuring that work is completed safely, efficiently, and in compliance with applicable regulations while maintaining reliable, customer-focused service delivery. This individual leads by example and demonstrates a strong sense of accountability, both personally and within their team, fostering a culture of safety, operational excellence, and continuous improvement. The successful candidate will use data and performance metrics to improve throughput, enhance service reliability, and support long-term sustainability. They will also build effective partnerships with cities, franchised haulers, regulatory agencies, and private operators to strengthen regional strategies. The successful candidate will contribute to a culture where expectations are clear and high standards are consistently upheld.

About the Department

The Public Works Department is dedicated to providing high-quality, fiscally responsible infrastructure and services that preserve and enhance the quality of life across our community and actively support the County's goals. Our department is a robust team of nearly 500 employees who are vital to the planning, design, construction, operation, and maintenance of essential County infrastructure including: roads, bridges, water, wastewater systems, flood control and solid waste systems. Many of our award-winning infrastructure projects have been recognized on the state and national levels. Our department strives to achieve positive customer experiences by serving them in a responsive, dependable, honest and fiscally responsible manner. We value the diversity of our team as a strength that allows us to better serve our diverse community.

Recruitment Announcement
0326-RM0325-01
Equal Opportunity Employer

Human Resources
44 N. San Joaquin Street
Third Floor, Suite 330
Stockton, California 95202
Phone: (209) 468-3370

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Solid Waste Operations Manager

Public Works Department

Typical Duties

- Assigns, supervises, and reviews the work of subordinate staff; resolves personnel and staffing issues; trains and evaluates staff.
- Participates in capital improvement planning and program evaluation; participates in coordination of implemented projects for grounds, facilities, and equipment improvement and modification.
- Develops and maintains various safety plans required by local, state and federal regulatory agencies; conducts periodic inspections of grounds, facilities and equipment; prepares policies and procedures; investigates and resolves environmental, health, safety, or economic problems and complaints.
- Conducts physical and financial planning for future waste management needs; reviews and analyzes work records, activity, material and equipment records, technical materials, and related data; prepares reports, cost estimates and technical data for review .
- Prepares equipment specifications for waste management facilities.
- Develops, implements, and manages waste diversion programs at County disposal sites.
- Coordinates the marketing of recycling materials recovered at County waste management sites.
- Gathers and evaluates data relative to the operations of County disposal sites; assists with the preparation of budgets and financial documents; provides budget oversight; performs complex studies related to operating procedures, services, finances and other related matters.
- Oversees and administers professional services contracts; maintains and prepares various records, reports, correspondence, and policies and procedures.
- Coordinates County work program with other departments.
- May act on behalf of the Solid Waste Division or higher level.

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Minimum Qualifications

Education

Graduation from an accredited four year college or university with major course work in business or public administration, environmental studies, physical science, civil engineering or a closely related field.

Experience:

Four years of increasingly responsible administrative or management experience in solid waste management, including one year of supervisory responsibility.

Substitution:

Additional-qualifying experience may be substituted for the required education on a year-for-year basis.

License:

Possession of valid California driver's license.

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Compensation and Benefits

Approximate Annual Base Salary

\$113,581 - \$138,058

In addition to the base salary, the County offers an excellent benefits plan which includes a county contribution to health insurance, dental and vision insurance plans. Other benefits also offered by the County include:

- A 1% employer contribution to the County's 457 Deferred Compensation Plan
- 1937 Act defined benefit retirement plan with reciprocity with CalPERS
- 10 days of vacation leave a year (15 days after three years, 20 days after 10 years, 23 days after 20 years)
- 12 days of sick leave annually with unlimited accumulation
- 10 days of administrative leave per year
- 14 paid holidays per year
- 125 Flex Benefits Plan
- Educational Reimbursement Program

Cashable Compensation	Step 1	Step 5
Annual Base Salary*	\$113,580	\$138,058
1% Employer 457 Contribution	\$1,135	\$1,380
Total Potential Compensation	\$114,715	\$139,438

Application and Selection

The competitive process includes submittal of a completed San Joaquin County Employment application and Supplemental Questionnaire. Resumes will not be accepted in lieu of a complete application package. If a formal exam process is utilized, qualified applicants will be invited to participate in an oral examination interview which may include a practical exercise. The top-scoring candidates will be referred to the department for a hiring interview. To apply, submit a completed application and supplemental questionnaire on or before the final filing date.

Final Filing Date: March 31, 2026

To apply, visit our [webpage](#) or scan this QR code with your smartphone's camera.



Selected candidates must successfully pass a pre-employment drug screen and background as a condition of employment. Final appointment will not be made until these conditions are completed.



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Make San Joaquin County your new home!

A land of beauty, recreation and natural riches-from the waters of the Delta to the vines of the wine, San Joaquin County has it all. San Joaquin County boasts eight cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy natural California beauty and nature, or music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

Arts, Culture, and Recreation

The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and Stockton Children's Museum are popular spots.

The Stockton Symphony, San Joaquin County Ballet, and Stockton Civic Theater provide important experiences for children and adults. The multi-cultural community offers a diversity of views and opinions in its art and culture, providing a wealth of knowledge about past and present on canvas and stage.

Over 75 languages are spoken within the region and there is richness in the blending of cultures and ways that creates an air of celebration about individual customs, foods and cultures.

San Joaquin County government provides nine community parks for boating, camping, and picnicking, swimming and organized sports. Annual family events include the Asparagus Festival, attended by thousands of fun-seekers from the County and beyond.

Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve. The County-owned and operated Micke Grove Park offers a zoo, rides and a historical museum to delight both children and adults. The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor to north of Sacramento and offering access to the San Francisco Bay.



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Education

From preschool to higher education, the County has it covered with an abundant array of public or private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus-Stockton Center, Humphreys College and Law School, National University, and the San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The County's 17 school districts provide families with a wide choice for children's educational development.



Agriculture

The County is one of the most agriculturally rich regions in California. Milk is the leading commodity in the area. Grapes, eggs/chickens, walnuts, cherries, cattle, tomatoes, blueberries and silage round out the top crops. Grapes make up 81,600 bearing acres, much of which are wine grapes. There are over 85 wineries with over 125 different varieties represented within the Lodi Appellation offering opportunities for tasting and special events.

Weekly farmers markets throughout the County offer a cornucopia of fresh fruit and vegetables. Fruit stands and pick-your-own produce farms dot the countryside.

Housing

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas.

Housing ranges from new developments to historic homes found mostly in central Stockton and downtown Lodi. San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities - cultural, recreational, and educational that the area provides.

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