



San Joaquin County Employment Opportunity

Assistant Integrated Waste Manager

Public Works Department

About the position

The San Joaquin County Department of Public Works has an exciting opportunity for an experienced leader in the waste management industry to fill the position of Assistant Integrated Waste Manager. Under the direction of the Integrated Waste Manager, this position will be responsible for the oversight of the administration and daily operations of the County's Solid Waste Division. This management-level position will use a collaborative approach to ensure the effective operation of County-owned and/or operated disposal sites, transfer stations and resource recovery stations.

The incumbent will be responsible for developing and administering the operational planning, project management, and compliance efforts for the division. Additionally, this role requires assisting staff in budget preparation, coordinating studies to determine existing and proposed project costs and be a liaison with other public and private agencies, County officials, and community stakeholders on integrated waste management issues.

This is an exciting opportunity for a skilled professional to contribute to improving the quality of life in San Joaquin County and ensure the continued reliability of essential public services.

The Ideal Candidate

The ideal candidate will possess strong leadership skills, technical expertise, and the ability to manage complex waste management operations efficiently. This position will be expected to model a strong work ethic, including accountability of oneself and others, and to value, contribute and build a positive, collaborative work culture.

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
0126-RM0326-01
Equal Opportunity Employer

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

SAN JOAQUIN
—COUNTY—
Greatness grows here.

Assistant Integrated Waste Manager

Public Works Department

Typical Duties

- Plans, organizes and directs waste reduction activities; develops and administers mandated programs for public education and services, including waste reduction, household hazardous waste, source reduction, recycling, and composting.
- Assigns, supervises and reviews the work of assigned staff; resolves personnel and staffing issues.
- Ensures effective operation of County-owned and/or operated disposal sites, transfer stations and resource recovery stations; coordinates study, recommendations, acquisition and development of new disposal sites, coordination of related engineering activities.
- Directs the review and update of various contracts and agreements, including negotiating refuse collection rates, services and licenses; prepares general specifications with direction for work to be done by consultants and monitors consultant contract provisions; recommends amendments or modifications; ensures contract deliverables are met.
- Reviews and analyzes legislative information; researches and ensures division compliance with all applicable laws and regulations affecting integrated waste management; directs the design, planning, and implementation of projects and programs of the division; provides related technical advice to other agencies when necessary.
- Ensures related administrative work in support of division operations is performed effectively and efficiently; participates in the selection, design, maintenance, and use of related information management systems; maintains mandated records and prepares reports; directs process and procedure flow and documentation to provide for cross-training and succession.

Typical Duties (continued)

- Reviews and updates various planning documents and related elements, including the County Solid Waste Management Plan, Integrated Waste Management Plan, Household Hazardous Waste Management Plan, and the Hazardous Waste Management Plan.
- Collaborates and assists with directing staff in the preparation, monitoring, and administration of the division budget; coordinates studies to determine the costs of existing and proposed projects; recommends fees; recommends procedures to reduce expenses and increase revenues.
- Maintains liaison among public jurisdictions, private entities, and the public to ensure cooperation on integrated waste management projects and to resolve potential conflicts; acts on behalf of the Integrated Waste Manager as directed; may represent the division with other appointed and elected County officials; may represent the County's interest in federal, state, regional and local governing boards, committees and task forces.

Minimum Qualifications

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

Experience: Four years of supervisory or management experience which includes responsibility for administrative duties in a public or private solid waste management agency.

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

Assistant Integrated Waste Manager

Public Works Department

Compensation and Benefits

Approximate Annual Base Salary

\$136,297 - \$165,670

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*	\$136,297	\$165,670
1% Employer 457 Contribution	\$1,363	\$1,657
Total Potential Compensation	\$137,660	\$167,327

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: February 6, 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.



Recruitment Announcement
0126-RM0326-01
Equal Opportunity Employer

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

SAN JOAQUIN
—COUNTY—
Greatness grows here.

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.



Recruitment Announcement
0126-RM0326-01
Equal Opportunity Employer

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

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.

SAN JOAQUIN
—COUNTY—
Greatness grows here.