



# Recruitment Selection Criteria

## Waste & Resource Recovery Manager

<b>Position Title</b>	Waste and Resource Recovery Manager
<b>Section</b>	Commercial Business Units - Waste Services
<b>Division</b>	Corporate Performance
<b>Grade</b>	19

### Essential requirements

1. Relevant Tertiary Qualifications and/or significant relevant industry experience.
2. Comprehensive understanding of the current waste and resource recovery industry, constraints and opportunities.
3. Demonstrated experience in leading the development and implementation of strategy, policy and associated organisational change to achieve strategic objectives.
4. Comprehensive knowledge of day-to-day waste and resource recovery operations, including landfill, waste transfer station, recycling and organics resource recovery operations, consistent with legislative and regulatory requirements and industry best practice.
5. Demonstrated experience in identifying innovative solutions and identifying commercial opportunities supported by robust financial and business case analysis.
6. Demonstrated project and contract management experience, including advanced negotiation skills.
7. Demonstrated commercial business acumen and experience in managing operational budgets.
8. Knowledge of WHS legislation with experience of managing safety within an operational environment.
9. Demonstrated experience in developing, coaching and leading operational teams to build a high-performance team culture.
10. Proven ability to lead a team using sound judgement, integrity and fairness to motivate and inspire others.
11. Strong communication and stakeholder management skills including ability to resolve conflict.
12. Class C Drivers licence.

### Desirable requirements

1. Experience working within Local Government.

### Our Values



**Communication | Accountability | Professionalism | Integrity | Teamwork**

In your role at Council, you are expected to demonstrate our Values at all times. Your position description details the behaviours expected of you in your role.