



MGT

DIRECTOR OF SANITATION UNIVERSITY CITY, MISSOURI

MGT is pleased to partner with the City of University City to identify top-tier candidates for the Director of Sanitation position to oversee the city-owned and operated solid waste and recycling efforts.

ABOUT UNIVERSITY CITY

[University City](#), with a population of 35,172, is a beautiful and historic inner-ring suburb of St. Louis adjacent to the renowned Washington University in St. Louis. University City is a unique urban community with a strong mix of cultural, ethnic, social and economic diversity.

Incorporated in 1906, University City was established with a vision of being a city of culture and fine homes. This remains true today, with the community enhanced by many of the Greater St. Louis's recreational and cultural activities and amenities. That includes the [Delmar Boulevard in the University City Loop](#) which has been designated as one of the "Great Streets in America" by the American Planning Association.

ABOUT THE POSITION

University City provides residential solid waste, recycling collection and disposal services to residents and non-residential properties. The Division collects, recycles, and disposes of trash, recyclables, and yard waste from approximately 11,000 residential and commercial accounts, including city facilities each week. Bulk items such as furniture and appliances are collected twice annually.

The Director is responsible for leading a department of about 14 full-time employees, more than 10 contracted, seasonal employees, as well as managing a \$3.8 million budget. The Director reports to the Deputy City Manager – Development Services.

CHALLENGES AND OPPORTUNITIES

- **Business Expansion.** The Director of Sanitation position is a newly reformulated one, elevated to enhance the city's efforts in residential and commercial solid waste management and recycling efforts. University City is one of the few St. Louis-area communities committed to offering sanitation as a city-sourced service. The City Council and City Manager see the position as an opportunity to broad the service's reach and market these services to adjacent municipalities. Along these lines, the Director will be responsible for developing an appropriate business plan and implementing it.
- **Leading the Team and developing culture.** The new Director will have a seasoned, non-union, civil service-guided team and must learn and understand assignments and how to support, clear roadblocks and assist the workforce without micromanaging. In the same vein, accountability is a core expectation for the city's entire labor force. Team members welcome a Director who will listen, communicate, collaborate, and ultimately lead. The Director should also possess the ability to plan for staff succession, as some team members are nearing retirement age.

In addition, the new Director will be charged with developing a team-focused culture as Sanitation services were previously part of the Public Works department. In the city's reorganization efforts, Sanitation now reports to the Deputy City Manager, providing the Director with an opportunity to refocus part of the workforce that was largely left to its own devices.

- **Understanding the market.** In addition to seeking potential opportunities to expand the City's solid waste efforts, the Director will be challenged to examine and assess the cost of the division's services, and whether the City's charges and rates are reasonable and competitive.



MINIMUM QUALIFICATIONS

- A bachelor's degree in environmental management, engineering, public or business administration, or a related field.
- Five to seven years of experience with equipment operation and progressive managerial experience supervising labor crews or a comparable combination of education and experience.
- Candidates with predominately city management experience, yet significant work in public works or environmental services, are also encouraged to apply.

IDEAL MANAGEMENT ATTRIBUTES

The ideal candidate is an innovative, collaborative thinker and ready to be an integral member of the management team. In addition, candidates should:

- Be an energetic, ethical and experienced leader with strong technical and interpersonal skills
- Have a record of problem solving, decisiveness and approachability
- Possess a confident, fair and open approach to managing a seasoned workforce
- Be a clear, concise, and open communicator and a good listener
- Have well-developed skills in effective service delivery and creative problem solving

STARTING SALARY, BENEFITS

The starting salary range is \$87,000 – 106,000 (midpoint) +/- DOQ, plus a full complement of excellent benefits including membership in the Missouri LAGERs system.

HOW TO APPLY

Candidates should apply by April 21, 2025. Send a resume, cover letter and contact information for five work-related references to www.GovHRjobs.com to the attention of Lee Szymborski, Senior Consultant, MGT, Northfield, IL. Tel: 847-380-3240. The City is an Equal Opportunity Employer.