



Eco-Cycle Hard-to-Recycle Materials Route Driver
Boulder, CO
March 2026

Eco-Cycle, one of the oldest and largest nonprofit recyclers in the country and a pioneer in the Zero Waste movement, seeks a Hard-to-Recycle (HTR) Materials Route Driver to provide reliable route execution, material collection, and customer service support at our Boulder headquarters.

Employee Title: HTR Route Driver / Technician

Employee Status: Hourly, 40 hours/week with benefits

Reports To: Operations & Fleet Manager

Compensation: \$22–\$25/hour, depending upon experience, expertise, and driver’s license class

POSITION DESCRIPTION

Eco-Cycle’s HTR Route Driver is responsible for the collection, transportation, and handling of hard-to-recycle materials including electronics, plastics, scrap metal, and specialty materials. This position supports Eco-Cycle’s commitment to Zero Waste by safely operating vehicles, handling materials with care and integrity, and delivering respectful, solutions-oriented service to our community partners.

SPECIFIC RESPONSIBILITIES

Route Operations

- Safely operate a box truck on assigned HTR routes, including backing into loading docks and navigating narrow streets and alleyways throughout Boulder.
- Complete daily route assignments and scheduled material pickups in an efficient and timely manner.
- Use routing software and tablets for navigation, service tracking, and documentation; identify and communicate issues or follow-up needs with customers as appropriate.
- Provide occasional ride a-longs and route training support for other Eco-Cycle staff as needed.

Material Handling

- Accurately identify acceptable materials and prevent contamination through coordination and feedback with warehouse and hauling staff.
- Load, secure, transport, and unload materials safely and correctly.
- Estimate material weights and volumes using established guides and tools.

Customer Service

- Interact professionally and courteously with customers, providing clear guidance on hard-to-recycle materials and program requirements.

- Communicate service concerns, special requests, or operational issues to the hauling department in a timely and constructive manner.

QUALIFICATIONS & COMPETENCIES

- Must have a valid driver's license with clean record; CDL a plus
- Ability to lift, push/pull 100+lbs
- Experience driving box trucks preferred
- Strong communication skills and reliability
- Interest in sustainability and environmental work
- Positive attitude with colleagues and customers

COMPENSATION & BENEFITS

The position is for 40 hours per week, generally from 6:00 am–2:30 pm, occasionally on weekends. This position requires on-site work. Compensation range is \$22–\$25/hour depending on experience and expertise, plus benefits.

Benefits include:

- **EcoPass** to ride local and regional buses and trains for free.
- **Paid time off**, including six paid holidays, plus two paid Personal Days off per year; accrued vacation starting at 10 days/year; accrued sick leave; and 2 weeks of full pay for maternity/paternity/adoption leave.
- **Health benefits**, beginning after 60 days, including health, dental, and vision; plus Life insurance, and Short-Term and Long-Term disability.
- **Retirement benefits**, beginning to accrue after one year, with a 403(b) retirement plan that employer will match up to 3%.

TO APPLY: Please submit a cover letter and resume to recycle@ecocycle.org with "HTR Route Driver" in the subject line.

Eco-Cycle is proud to be an Equal Opportunity Employer and workplace. We seek to recruit, develop, and retain the most talented people from a diverse candidate pool to better serve our mission of bringing Zero Waste to all communities. We celebrate, support, and thrive on diversity and are committed to creating an inclusive environment for all employees and volunteers. Eco-Cycle prohibits discrimination and harassment of any kind. Eco-Cycle employment decisions are based on job requirements and individual qualifications, without regard to race, religion, color, national origin, gender, sexual orientation, gender identity and expression, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics.