

Eco-Cycle Class A Commercial Collections Driver
Boulder, CO
April 2026

Eco-Cycle, one of the longest established and largest nonprofit recyclers in the country and a pioneer in the Zero Waste movement, seeks an experienced Class A Commercial Collections Driver with at least five years of satisfactory commercial driving experience to provide safe, reliable route execution and customer service support across commercial compost, recycling, hard-to-recycle, and trash collection operations at our Boulder headquarters and surrounding service areas.

Employee title: Class A Commercial Collections Driver

Employee Status: Hourly, full-time with benefits

Reports To: Operations & Fleet Manager

Compensation: \$26-30/hour, depending upon experience and qualifications

POSITION DESCRIPTION

Eco-Cycle's Class A Commercial Collections Driver is responsible for operating rear load, front load, roll-off trucks, and tractor-trailer combinations on assigned commercial routes. This position completes collections safely and efficiently while representing Eco-Cycle professionally with customers, vendors, and the public. Primary assignment will be based on operational needs, with cross-training across multiple truck types and service lines.

For drivers looking for something different, this position offers steady commercial route work without production quotas, with a focus on safety, service quality, and supporting Eco-Cycle's Zero Waste mission.

SPECIFIC RESPONSIBILITIES

Route Operations

- Safely operate rear load, front load, roll-off trucks, and tractor-trailer combinations on assigned commercial collection routes.
- Complete daily route assignments and scheduled pickups in an efficient and timely manner.
- Navigate loading docks, alleys, enclosures, tight access points, and disposal or transfer locations safely and professionally.
- Use route sheets, tablets, or routing software for navigation, service tracking, and documentation; communicate delays, access issues, contamination concerns, or follow-up needs as appropriate.
- Perform pre-trip and post-trip inspections and report equipment, vehicle, or safety issues promptly.
- Maintain Class A readiness for operational needs that require tractor-trailer driving, higher CDL coverage, backup capacity, manual-shift operation, or other heavy commercial vehicle assignments.
- Provide occasional ride-alongs and route training support for other Eco-Cycle staff as needed.

Collection and Material Handling

- Collect and transport compost, recycling, hard-to-recycle, and trash materials in accordance with route and disposal requirements.
- Operate hydraulic systems, cart tippers, forks, hoists, tarping systems, and related collection equipment safely and correctly.
- Load, secure, transport, and unload materials and containers safely and correctly.
- Identify container, material, contamination, or site issues and communicate them constructively to hauling or program staff.

Customer Service and Team Support

- Interact professionally and courteously with customers, providing clear communication regarding service needs, access issues, and route-related questions.

- Communicate service concerns, missed pickups, special requests, or operational issues to the hauling department in a timely and constructive manner.
- Support cross-training across service lines and truck assignments as operational needs require.

QUALIFICATIONS & COMPETENCIES

- Valid Class A CDL required.
- Minimum 5 years of satisfactory commercial driving experience operating Class A vehicles required, including tractor-trailer driving experience.
- Must be able to drive a manual-shift commercial vehicle; no automatic-only restriction.
- Experience driving rear load, front load, roll-off trucks, and tractor-trailer combinations required.
- Must be able to maintain all DOT/FMCSA requirements associated with Class A CDL operation.
- Must have a satisfactory driving record.
- Must pass a DOT physical, drug screen, and background check.
- Strong communication skills, reliability, and professional judgment.
- Ability to work independently and safely in active commercial service environments.
- Positive attitude with colleagues and customers.
- Interest in sustainability and environmental work preferred.

PHYSICAL DEMANDS

- Ability to stand and walk for extended periods throughout the workday.
- Ability to use hands and fingers to operate vehicle controls, hydraulic systems, and handheld devices.
- Ability to reach, stoop, kneel, crouch, and crawl as needed to inspect equipment and perform route work safely.
- Ability to enter and exit trucks frequently throughout the day.
- Ability to work outdoors in all weather conditions and around moving vehicles, containers, and equipment.
- Ability to perform physically active route work safely and consistently.

COMPENSATION & BENEFITS

The position is full-time, generally starting at 6:00 a.m. and scheduled either Monday through Friday or Tuesday through Saturday, depending on operational needs. This position requires on-site work. Compensation range is \$26-30/hour, depending on experience and qualifications, 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 "Class A Commercial Collections Driver" in the subject line. Applications will be accepted until the position is filled. No phone calls, please.

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.