



Eco-Cycle Senior Director of Zero Waste Services & Facilities
Boulder, CO
September 2026

Eco-Cycle, one of the oldest and largest nonprofit recyclers in the country and a pioneer in the Zero Waste movement, seeks an experienced Senior Director of Zero Waste Services & Facilities to provide mission-based, entrepreneurial, cross-departmental leadership and excellent management oversight of our facilities and operations at our Boulder headquarters.

Employee Title: Senior Director of Zero Waste Services & Facilities

Employee Status: Salaried, 40 hours/week with benefits

Reports To: Executive Director

Compensation: **\$105,000–\$130,000**, depending upon experience, expertise

POSITION DESCRIPTION

Eco-Cycle's Senior Director of Zero Waste Services & Facilities will be part of Eco-Cycle's leadership team, responsible for developing and implementing a visionary plan for growing the impact and breadth of our Zero Waste operations and providing strategic leadership and high-level management of Eco-Cycle's facilities and operations staff.

SPECIFIC RESPONSIBILITIES

- Create synergistic approaches and strategies across Eco-Cycle's existing Zero Waste services and facilities and explore opportunities to expand them or create new social enterprise units.
 - Review business strategies and budgets for each department and create aligned approaches to achieving mission outcomes and efficient financial management.
 - Actively cultivate external relationships with potential partners and foster new opportunities to increase Zero Waste mission results.
 - Help oversee contracts with operational partners, and support managers in submitting bid responses, developing pilot opportunities, and pursuing grants relevant to operations.
 - Conduct a business opportunity analysis for Eco-Cycle to make the most of Colorado's implementation of Extended Producer Responsibility for Recycling Packaging.
- Directly supervise our Business Manager, Hauling/Fleet Manager, and Center for Hard-to-Recycle Materials (CHaRM) Manager to help them efficiently manage their business units, make strategic financial and mission decisions, ensure stellar interdepartmental communication and coordination, and provide occasional back-up as needed on each of their respective job responsibilities as listed below:
 - For Hauling Department, support Fleet Manager in managing dispatch and support of drivers, database management and key metrics, and maintenance of physical assets.
 - For the CHaRM Department, support the CHaRM Manager in identification and maintenance of hard-to-recycle material end markets and vendor relationships,

CHaRM staff supervision, troubleshooting logistics, database management and key metrics, and maintenance of physical assets.

- For Business Services, support the Business Manager in providing robust customer service and sales staff supervision, expanding customer base including setting pricing and submitting bids, advising on special Zero Waste business services, and helping expand CHaRM-on-the-Road collections, collection events, and waste audits for businesses.
- In coordination with the Executive Director, provide high-level synergistic direction to our Boulder County Recycling Center (BCRC) Director and Compost Department Director regarding strategic planning and potential facility and equipment expansion, and identifying potential synergies with the other operations.
- Oversee Eco-Cycle's safety protocols and practices, ensuring consistency and enforcement across our facilities and services.
- Foster a cross-department team approach among managers/directors across all of Eco-Cycle's operations:
 - Provide excellent staff management
 - Model positive interdepartmental communications and relationship-building
- Serve as a liaison for significant partners and customers in the CHaRM, Hauling, and Business and departments, including (and especially) cities of Boulder and Longmont, and Boulder County.
- Actively participate with Eco-Cycle's Executive Director and other department directors to shape and further Eco-Cycle's mission and organizational well-being.

QUALIFICATIONS & COMPETENCIES

- Seven to ten years of experience in the recycling/Zero Waste industry, with operations knowledge and proficiency
- Enthusiasm for and personal commitment to recycling and Zero Waste
- Excellent supervisory skills and experience overseeing multiple teams and employees
- Budget planning and business management experience
- Entrepreneurial business experience
- Experience in sales and customer service
- Experience with trucking, hauling, routing strongly preferred
- Excellent writing, communication, and presentation skills
- Proficiency in Microsoft Office

COMPENSATION & BENEFITS

The position is for 40 hours per week, generally from 9:00 am–5:00 pm, with flexibility to overlap with various teams' hours, onsite at our headquarters in Boulder. Compensation range is **\$105,000–\$130,000**, full-time equivalent (FTE) per year, 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 20 days/year; accrued sick leave.
- **Health benefits**, beginning after 30 days, including health, dental, and vision; plus Life insurance, and Short-Term and Long-Term disability, including parental leave.
- **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 “Senior Director of Operations” in the subject line. Applications will be accepted until the position is filled. No phone calls or drop-ins, 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.