



Solid Waste Director Position Available Apply by November 22, 2013

Welcome to Tampa! Tampa is a beautiful, historic city on the western coast of central Florida. Home to breathtaking vistas, sun bathed beaches, and a vibrant welcoming population, natives consider the City their own little slice of paradise. The City is looking for an innovative, team-building leader to be its next Solid Waste Director. We invite you to apply!

With almost 350,000 residents, Tampa is Florida's third largest city. It occupies 116 square miles, and is the primary city located in:

a) Hillsborough County, with a county population of 1.2 million residents, and b) the metropolitan statistical area (MSA) of Hillsborough, Pinellas, Pasco and Hernando Counties, with over 2.7 million residents.

The City is nestled in the center of the tri-county region, and is approximately 30 minutes from the Gulf of Mexico beaches to the west and one hour from Walt Disney World and Universal Studios theme parks to the northeast. The region's natural environment includes miles of blue waterways,

pristine beaches, brilliant sunlit skies, and a perfect average annual temperature of 72 degrees.

Tampa is an exciting city, rich in history with unlimited possibilities for the future. From our vibrant downtown to our diverse neighborhoods throughout the city, Tampa is home to a blend of cultures and traditions that make up the unique fabric of our community. Since the 1950's when cigar factories were common here, the Tampa downtown business district continues to attract new businesses. Major Banks and corporations occupy large buildings high above Hillsborough Bay and have helped Tampa to evolve into a multicultural, diverse business center attracting people from all over the world.

Tampa offers year-round cultural events and social activities for people of all ages and interests. Sports fans can enjoy a choice of professional, semi-professional and collegiate events while art lovers can attend music and art festivals. The area offers everything from the excitement of historic Ybor City to serene strolls along scenic Bayshore Boulevard. Tampa and the surrounding areas provide a multitude of opportunities for residents to live, learn, work, and play. Major attractions in and around Tampa include Busch Gardens, the Florida Aquarium, and Lowry Park Zoo. Beautiful recreational venues such as The Tampa Museum of Art, Tampa Bay History Center, Glazer Children's Museum, and The Museum of Science and Industry capture the spirit, history, and creativity of Tampa. In addition, if

traveling is desired or needed, Tampa International Airport or the Port of Tampa make domestic or international travel accessible within a few minutes.

Quality schools are abundant throughout the Tampa Bay region. You will find a wide variety of options for K-12 students in the public school system as well as several private school options. The schools are of high quality, and any student willing to work hard can get an excellent education. In addition, Tampa offers a variety of postsecondary educational opportunities. With an enrollment of more than 47,000 students, the University of South Florida (USF) offers premier research opportunities in the fields of science and medicine. Another option, the University of Tampa (UT), is a private university situated on a beautiful 100-acre campus adjacent to the Hillsborough River and downtown Tampa with an enrollment exceeding



6,900 students. Tampa is also home to Stetson University of Law, which opened its Tampa satellite campus in 2004 and is located less than one mile from downtown. Last but not least, Hillsborough Community College (HCC) is a prominent state college with six campus locations offering two- and four-year degrees in Tampa and Hillsborough County.

Finally, speaking practically, wonderful homes in safe communities with good schools in close proximity are plentiful in the City of Tampa. The City offers a wide enough variety that housing prices can vary significantly, but generally housing prices are comparable to most major eastern seaboard cities. In comparison to many other major municipalities, you will find that Tampa is one of the safest cities of its size on the entire east coast.

About the Department of Solid Waste and Environmental Program Management

The Department of Solid Waste and Environmental Program Management provides environmentally safe, time responsive, and cost effective collection, disposal and recycling services for over 86,000 residential and commercial customers. The Department also oversees the City's environmental programs. Approximately 360,000 tons of solid waste are processed annually at the McKay Bay Refuse-to-Energy Facility where it is converted to electrical energy. The Department has 215 employees and an anticipated FY 2014 budget of nearly \$101,000,000.

In 2013 the Fitch bond rating agency elevated the Department rating from an A- to an A+ and Moody's service raised its ranking from an A3 stable to A3 positive. In 2013, Mayor Bob

Buckhorn and the Tampa City Council passed a budget with measures for Solid Waste vehicle replacement, capital improvement projects, and other initiatives that has positioned the City of Tampa as a premier employer in the area.

The Department has begun several initiatives over the last two years. First is the modernization of its fleet with more cost effective technology. In this effort, five new CNG vehicles were unveiled in February of 2013 as the newest additions to the Solid Waste fleet. RFID/GPS chips were also added to the vehicles in order to improve route efficiencies. Secondly, cart management services were put to competitive bid in order to improve the efficiencies of the overall management of the Department. Finally, the Department is also putting in place several trial initiatives adopted from MacDill AFB in order to improve operations.

Planning for the future

Similar to other municipalities, there are several opportunities for greater success that exist for both staff and the department as a whole as we look toward the future. First and foremost, the City wants to implement a personnel development initiative for future succession planning.

On the operational side of the organization, Tampa wants to create a modern, progressive Solid Waste Department. The Solid Waste Director should be prepared to create a vision for the organization, identify concrete benchmarks for the vision's implementation, and put it all together to create a plan of action. Individual facets of this plan will include: the upgrading of equipment and improvement of its availability to staff; the identification of alternative revenue streams in order to boost solid waste funding; and the introduction of more efficient processes

and technologies in order to streamline operations, reduce costs, and improve service delivery to customers.

The Ideal Candidate

The Solid Waste Director will need to have several attributes in order to be successful in his or her employment. The Director will need to inspire men and women to achieve greater things, always modeling the way by example first. He or she will be a team player, establishing a collaborative attitude throughout the organization and building relationships among team members. His or her practices will empower employees, and promote a sense of ownership within the organization. He or she will also know when to hold people accountable, and be able to discipline staff in a constructive way when necessary.

The Director will be passionate about his or her job and have a genuine enthusiasm for and understanding of the solid waste industry. He or she must be curious as well as innovative and prepared to constantly learn and improve their knowledge base.

The Director will need to be communicative and articulate. He or she will need to be comfortable speaking to the Mayor and City Council, or in front of large groups and/or TV cameras. At the same time, he or she will also need to be comfortable speaking to the everyday workers, and know how to convey empathy and approachability to them. He or she will also need to be transparent in their communications and actions,



always remembering that the Director and the Department are constantly in the public eye.

Finally, the Director must be entrepreneurial and visionary, always seeking to innovate, streamline processes and build a better organization. Ideally, he or she will have a proven track record of innovations that have resulted in quantifiable gains. He or she will also be required to build collaborative relationships with other organizations inside and outside of the City in order to help achieve his or her vision for the organization.

The ideal candidate will have at least 5 years of progressive leadership responsibility in a solid waste organization in a large metropolitan area. He or she will have a Bachelor's degree in public administration or a related field and a demonstrated background of achievement and excellence that is cohesive with a city like Tampa.

Residency

As outlined in the City Charter, the Director must reside within the City of Tampa or be willing to relocate.

Compensation

The salary range is \$84,260 to \$132,163, with the City expecting to find an excellent candidate and pay in the top half of the range. Final salary will

be commensurate with the selected candidates' experience. Our current benefits package offers excellent options to include health and dental insurance, access to two wellness centers, pension plan, deferred comp and tuition assistance.

Confidentiality

Under Florida law, all applications are a public record once submitted.

How To Apply

E-mail your resume to Recruit25@cb-asso.com by November 22nd. Faxed and mailed resumes will not be considered. Questions should be directed to Sean Baenziger at (561) 351-9350.

Schedule

Candidates will be screened in December. Interviews will be held the second week in January, with a selection shortly thereafter.

Other Important Information

The City of Tampa is an Equal Opportunity Employer and values diversity. It strongly encourages minorities and women to apply. It is also a drug-free workplace.

COLIN BAENZIGER  ASSOCIATES
EXECUTIVE RECRUITING

Solid Waste Director
City of Tampa, FL