

**POSITION:** Supervisor  
**DEPARTMENT:** Solid Waste  
**Grade:** 27  
**Starting Salary:** \$41,245.88  
**Position:** 471205  
**Posted:** January 31, 2025  
**Closing:** Until Filled



### **General Definition of Work**

Performs difficult skilled technical and administrative work planning, organizing, directing and supervising the operation and maintenance of the landfill and solid waste facilities, overseeing the operation and maintenance of heavy equipment and machinery, maintaining appropriate records and files, and related work as apparent or assigned. Work is performed under the limited supervision of the Solid Waste Director. Continuous supervision is exercised over subordinate personnel.

### **Qualification Requirements**

*To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirements below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable an individual with disabilities to perform the essential functions.*

### **Essential Functions**

- Oversees the operation and maintenance of the solid waste facilities and grounds; ensures completion of projects in a timely manner.
- Assists with recruitment and selection of departmental personnel; assigns, directs, trains and inspects the work of staff; coaches, counsels, and evaluates staff performance; recommends reward, transfer, promotion, suspension, termination and discipline; develops staff schedules.
- Assists the public with recycling materials and waste collection; assists with unloading materials; rejects banned materials and directs the public to the proper location for disposing of materials; recovers recyclables from waste.
- Supervises the collection and disposal of solid waste and recyclables.
- Ensures that waste disposal activities are in compliance with public health, environmental, and safety laws and regulations.
- Operates light, medium and heavy landfill equipment; ensures equipment is in proper and safe operating condition; analyzes equipment and vehicle service and maintenance logs; performs routine maintenance, services, and repairs equipment.
- Oversees and assists with ground and facility maintenance; maintains roads, finishes slopes, and hydroseeds; picks up wind blown litter.
- Monitors and operates environmental monitoring equipment; conducts erosion control and sedimentation activities at facilities.
- Monitors leachate collection system, storm water ponds, and landfill gases; ensures pumps are operating efficiently; performs preventive maintenance and repairs on pumps.
- Schedules and conducts safety meetings and training on unauthorized waste policies.

### **Knowledge, Skills and Abilities**

Thorough knowledge of the principles, practices and methods and equipment related to landfill, transfer station and recycling operations; thorough knowledge of the hazards and safety precautions related to the work; thorough knowledge of the laws and regulations governing landfill and recycling operations; thorough knowledge of the various types of equipment used in the collection and disposal of refuse; thorough knowledge of maintenance and repair of trucks, heavy equipment and machinery; ability to plan and supervise the work of subordinates; ability to maintain records and prepare related reports; ability to establish and maintain effective working relationships with ability to establish and maintain effective working relationships with County officials, associates and the general public.

### **Education and Experience**

High school diploma or GED and moderate experience operating heavy equipment and in solid waste collection activities including some supervisory experience, or equivalent combination of education and experience

### **PHYSICAL REQUIREMENTS**

This work requires the regular exertion of up to 10 pounds of force, frequent exertion of up to 50 pounds of force and occasional exertion of up to 100 pounds of force; work regularly requires speaking or hearing, using hands to finger, handle or feel and reaching with hands and arms, frequently requires standing, walking, sitting, pushing or pulling, lifting and repetitive motions and occasionally requires climbing or balancing, stooping, kneeling, crouching or crawling and tasting or smelling; work requires close vision, distance vision, depth perception and peripheral vision; vocal communication is required for expressing or exchanging ideas by means of the spoken word and conveying detailed or important instructions to others accurately, loudly or quickly; hearing is required to perceive information at normal spoken word levels and to receive detailed information through oral communications and/or to make fine distinctions in sound; work requires preparing and analyzing written or computer data, visual inspection involving small defects and/or small parts, using of measuring devices, operating machines, operating motor vehicles or equipment and observing general surroundings and activities; work regularly requires working near moving mechanical parts and exposure to outdoor weather conditions, frequently requires exposure to fumes or airborne particles and exposure to vibration and occasionally requires working in high, precarious places, exposure to toxic or caustic chemicals, exposure to the risk of electrical shock and exposure to bloodborne pathogens and may be required to wear specialized personal protective equipment; work is generally in a loud noise location (e.g. grounds maintenance, heavy traffic).

### **SPECIAL REQUIREMENTS**

- Valid driver's license in the State of North Carolina Class A commercial endorsement preferred
- Possession of or ability to obtain landfill, transfer station, and equipment operator certification within one year of employment.

**HOW TO APPLY**

Applicants must register online or in person with NC Works. A State application (PD-107) is required and may be obtained at and submitted to the NC Works Career Center 23 Macon Avenue Franklin, N.C.

Mail to:

5 West Main Street

Franklin, NC 28734

and must be submitted on or before the closing date. Online applications are not available. Please include three references with contact information and a valid email address for all correspondence from the employer to the applicant. Resumes will not be considered.

**AN EQUAL OPPORTUNITY EMPLOYER/ADA EMPLOYER**

**All prospective employees are subject to a criminal background check**