Zero Waste Marin Executive Director

County of Marin - San Rafael, CA
Annual Salary: $183,123 - $201,884

ZERØ WASTE MARIN



About Zero Waste Marin

Zero Waste Marin (the Marin County Hazardous and Solid Waste Joint Powers Authority) represents all 11 Marin cities and towns plus unincorporated areas to regionally manage waste reduction, recycling, organics, household hazardous waste, education, and California solid waste compliance. It is governed by a Board of local city/town managers and the County Executive's Office. Beyond recycling, its work covers regulatory compliance and reporting, SB 1383 implementation, technical assistance and enforcement, diversion planning, reuse/repair and school programs, outreach, grants, contracts, and emerging waste streams. These efforts support countywide goals related to climate action and creating healthy, safe, and sustainable communities. [zerowastemarin.org]

Marin Community

Located just across the Golden Gate Bridge northwest of San Francisco, Marin County is an engaged community of 260,000 featuring top-ranked schools and a mild year-round climate. Its economy spans major sectors like insurance, medical, pharmaceutical, technology, finance, and retail, alongside historic ranching and farming. Blending rural and suburban lifestyles, Marin offers immediate access to the coastline, renowned parks, Napa and Sonoma vineyards, and San Francisco.

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Our Position

The newly established classification of Zero Waste Marin Executive Director is a strategic leadership role managing an experienced seven-person team across administrative, zero waste, household hazardous waste, and program coordination areas. As a County of Marin employee, the Executive Director will support staff, set priorities, create accountability, remove operational barriers, foster a high-performing workplace culture, and collaborate with the Board to allocate resources and adapt to evolving State and local needs. Key administrative duties include overseeing budgets, fiscal operations, contracts, strategic planning, operational analysis, and Board support, alongside coordinating with the JPA Board, CalRecycle, County departments, waste haulers, and community partners. Additionally, the Executive Director will guide the agency through major California waste policy shifts, specifically managing regional SB 1383 compliance—including education, technical assistance, inspections, organics and edible food recovery, procurement, recordkeeping, and State reporting.



Skills and Qualifications

Ideal Candidate Profile

The ideal candidate combines people leadership, strategic judgment, regional collaboration, and sufficient waste and environmental policy knowledge to lead a capable technical team—prioritizing management skills over deep technical expertise. They must build consensus across jurisdictions with varying needs, identify shared approaches, and translate complex regulatory and technical issues into clear choices for policymakers. Additionally, the Executive Director must understand local government operations, build trusted relationships with city/town managers and senior officials across Marin County, and pursue regional collaboration beyond the county when mutually beneficial.

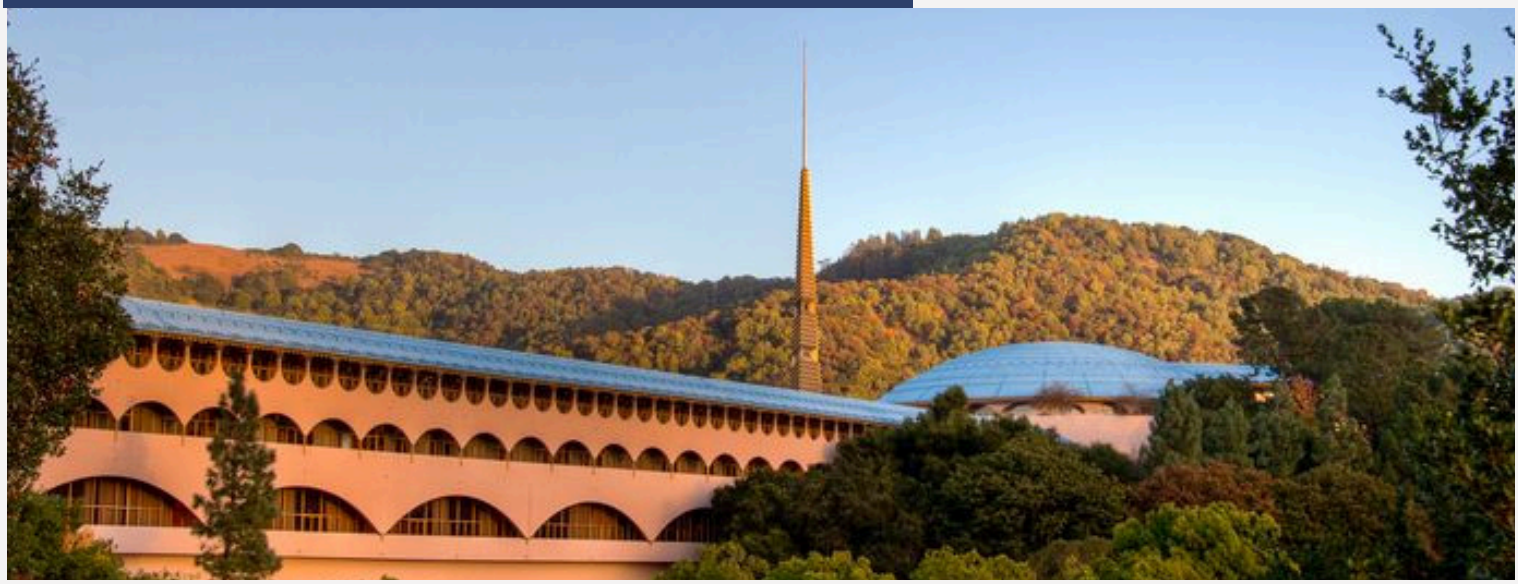




Minimum Qualifications

Any combination of education, training and experience that would provide the required knowledge and abilities. A typical way to qualify is significant coursework or graduation from an accredited college or university with a focus in environmental studies, urban planning, sustainability, public administration, business administration, marketing or a related field; five years of professional level experience in recycling or solid waste planning, administration, marketing and/or public information; and two years of supervisory experience.

Compensation and Benefits



- The annual salary range is $183,123 - $201,884
- Retirement: A defined benefit retirement plan governed by the County Employees Retirement Law of 1937 (CERL), which can be reciprocal with other retirement systems. For more information: www.mcera.org and https://www.mcera.org/employers/new hires.
- Deferred Compensation: A voluntary deferred compensation 457 plan administered by Nationwide to enhance retirement planning.
- Management Leave: 40 hours per fiscal year.
- Holidays: 12 paid holidays and 2 floating holidays per fiscal year.
- Vacation: Starting at 15 days per year and increasing through years of service.
- Sick Leave: Up to 12 days per year.
- Health/Dental/Vision/Insurance: Cafeteria-style health and welfare benefit plan that allows employees to choose from a variety of health, dental, vision, life, and long-term disability insurance plans.

**The County does not participate in Social Security except for mandatory Medicare Contributions

Application Process

Scan to Apply



If you are interested in this outstanding opportunity, please apply online, including your resume and a cover letter, at:

https://www.governmentjobs.com/careers/marincounty/jobs/5550258/zero-waste-marin-executive-director

Following the closing date, resumes and cover letters will be screened according to the qualifications outlined in this job announcement. The most qualified candidates will be invited to participate in the selection interview process. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Candidates will be advised of the status of the recruitment following selection of the position(s). If you have any questions, please do not hesitate to contact Stephen Schoengarth at Stephen.Schoengarth@MarinCounty.gov.

Selection Process & Key Tentative Dates

- Accepting application materials through December 20, 2026
- Application materials and supplemental questions screened the week of December 27, 2026
- Stage 1 Selection Interviews the week of January 11, 2027
- Final Stage Evaluation Interviews with the Zero Waste Marin Board of Directors on January 26, 2027
- Appointment Date subject to availability between late February/early March 2027