



Manager, Waste Disposal

Department: Essex-Windsor Solid Waste Authority

Location: Essex, ON (Regional Landfill)

Vacancy Status: Permanent Full-time (40 hours/week)

Compensation Range: \$138,710 - \$170,300

Salary Range: Band 8 Non-Union

Posting #: SWA-20-25

Opening Date: November 14, 2025

External Closing Date: December 5, 2025

Role Snapshot (Our Elevator Pitch!)

Are you an Engineer and skilled leader with expertise in landfill and solid waste operations? Join the Essex-Windsor Solid Waste Authority as the Manager of Waste Disposal, where you will oversee landfill operations, transfer stations, composting, and environmental monitoring. Reporting to the General Manager, you'll manage infrastructure, budgets, contractors, and staff while ensuring compliance with the Environmental Protection Act (EPA), Ontario Regulation 347, MECP guidelines, and the Occupational Health and Safety Act.

This is a unique opportunity to play a key role in sustainable waste management for over 422,000 residents across Windsor and Essex County.

Why Work With Us?

The [Essex-Windsor Solid Waste Authority \(EWSWA\)](#) is the governmental agency charged with the responsibility of providing an economical and environmentally conscious integrated solid waste management system for the County of Essex (County) and the City of Windsor (City). The mission of the EWSWA is to provide programs to manage the solid, non-hazardous waste generated in the County and the City in an environmentally sound manner through processes which include, but are not necessarily limited to, reduction, reuse, recycling, composting, and landfilling.

What You'll Do

In this role, you will be responsible for:

1. Operational Management

- Oversee day-to-day landfill, transfer station, and composting operations in line with Environmental Compliance Approvals (ECAs).
- Manage landfill infrastructure, including gas collection, leachate treatment, stormwater, and roadways.

2. Environmental Compliance & Monitoring

- Ensure compliance with the EPA, O. Reg. 347, MECP guidelines, and local bylaws.
- Lead monitoring programs for groundwater, surface water, landfill gas, and air quality.
- Maintain regulatory records and prepare required reports.

3. Health & Safety

- Oversee Joint Health & Safety Committee related to disposal operations.
- Ensure compliance with OHSA and WSIB regulations.
- Foster a culture of safety among staff and contractors.

4. Financial & Administrative Management

- Develop and manage annual operating and capital budgets.
- Administer tenders, RFPs, RFQs, and service contracts.
- Authorize purchases and ensure accurate operational documentation.

5. Project & Engineering Oversight

- Manage engineering and capital projects (e.g., cell development, infrastructure upgrades).
- Review technical drawings and site design plans.
- Support long-term landfill capacity planning, closure, and post-closure care.

6. Staff Supervision & Leadership

- Recruit, train, supervise, and evaluate union and non-union staff.
- Interpret and apply collective agreements; maintain effective labour relations.
- Provide operational supervision during peak periods.

7. Stakeholder Relations & Governance

- Prepare reports and presentations for senior leadership and the EWSWA Board.
- Liaise with MECP, municipalities, contractors, and the public.

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- Respond to inquiries and complaints, promoting public understanding of waste disposal

8. Other Duties as Assigned:

- Performs other related duties and tasks as assigned.

What You Bring

Education:

- University degree in Civil/Environmental Engineering, Environmental Science, or related field
- Professional Engineering (P.Eng.) designation in Ontario (Civil or Environmental preferred)
- Certification from the Solid Waste Association of North America (SWANA) – Manager of Landfill Operations (MOLO) or ability to obtain within 1 year
- Health & Safety certification (Ministry of Labour or WSIB)

Experience and Expertise:

- Minimum 5 years senior management experience, ideally in landfill or solid waste operations
- Proven background in environmental legislation, compliance, and working with MECP
- Experience managing budgets, capital projects, and service contracts
- Supervisory experience in both unionized and non-unionized settings
- Knowledge of hydrogeology, leachate treatment, water monitoring, AutoCAD/GIS, or landfill modelling software is an asset

Skills and Abilities:

- Strong leadership and decision-making abilities
- Excellent communication, presentation, and report-writing skills
- Effective stakeholder engagement with municipalities, contractors, and regulatory bodies
- Strong organizational and time-management skills with attention to detail
- Proficiency in Microsoft Office and related systems

Other Requirements:

- Must possess and maintain a valid Class "G" Ontario driver's license and have access to a personal vehicle for work-related travel within Windsor and/or the County of Essex
- Must provide a Ministry of Transportation Driver Abstract (Uncertified)

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- Must provide a Police Information Check (PIC) document

Hours of Work:

The hours for this role will be 40 hours per week with the ability to work outside of regular daily hours on an occasional on-call basis, including Saturdays and Sundays, as required.

What We Are Offering

As an EWSWA non-union position, this role is on Band 8 with a range of \$138,710 to \$170,300. The benefit package is second to none, and the defined benefit plan of the Ontario Municipal Employees Retirement System (O.M.E.R.S.) is a pension system sought by many.

The EWSWA embraces diversity and inclusion in our workforce and workplace. EWSWA is committed to building inclusive teams and an equitable environment for people to be themselves. All qualified candidates are encouraged to apply as the EWSWA will accommodate needs under human rights legislation throughout all stages of the recruitment and selection process.

The County assists with the recruitment process and administers Human Resource functions on behalf of the EWSWA. Please notify the County of any accommodations through hr@countyofessex.ca. Information received relating to accommodation will be addressed confidentially. This information can be made available in alternate formats upon request.

Personal information is collected in accordance with the Municipal Freedom of Information and Protection of Privacy Act and will be used for the purpose of this employment opportunity only.