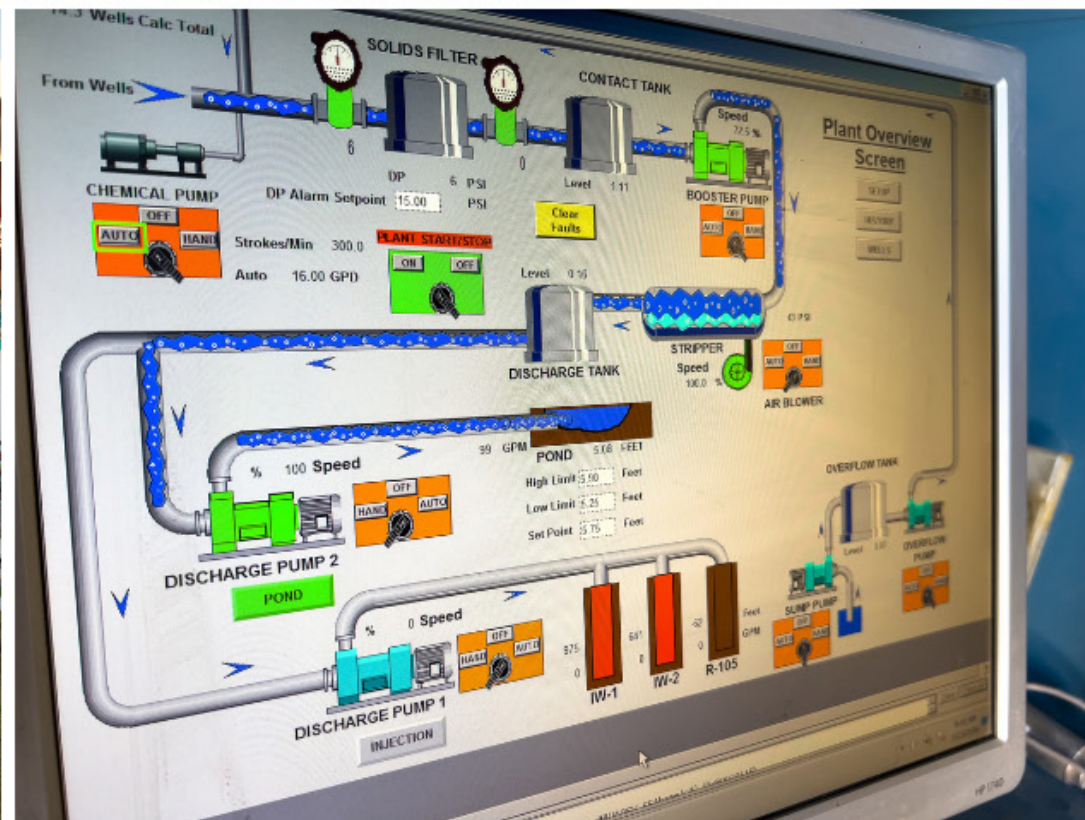




DIRECTOR OF ENVIRONMENTAL SERVICES

City of Tucson, Arizona

Recruitment Services Provided By



The Opportunity

For an executive who thrives at the intersection of operations, public service, and environmental stewardship, few opportunities offer the scope and impact of this role. As Environmental Services Director, you will lead an essential enterprise at an important moment – strengthening core operations, protecting the environment, rebuilding organizational capacity, and helping shape a cleaner, more sustainable future for Tucson.



About Tucson

A Place Shaped by History

People have lived in the Tucson area for more than 12,000 years, making it one of the longest continuously inhabited regions in North America. The City honors the tribal nations who have cared for this land since time immemorial and recognizes it as the ancestral homeland of the Tohono O'odham and Pascua Yaqui Nations. These nations remain central to the region's culture and traditions.

Tucson's story also reflects the rich heritage of the Sonoran borderlands. Mexican and Mexican American communities, along with ranching, mining, the railroad, the military, education, and many immigrant communities, helped shape the city we know today.

Founded as a military fort in 1775 and incorporated in 1877, Tucson is now the nation's 33rd largest city. It is also the first U.S. city named a UNESCO City of Gastronomy, recognized for its unique food traditions.

With a population that is more than 40% Latino, Tucson's culture is enriched through vibrant traditions, culinary excellence, family-centered values, and a deep sense of community that shapes the city's identity and spirit.

Outdoor Living Year-Round

With 330 days of sunshine each year and mountain ranges in every direction, Tucson is a year-round destination for outdoor recreation.

Highlights include:

- The Loop, a 131-mile paved path for walking, running, and biking.
- Tucson Botanical Gardens, recognized among North America's top public gardens.
- The Arizona-Sonora Desert Museum.
- Nearby observatories that help make Southern Arizona a world leader in astronomy.

A Community That Cares

Tucson's culture is deeply rooted in community. Residents support sustainability, water conservation and the Tucson Prosperity Initiative – an evidence-based effort to dismantle generational poverty across Pima County by focusing on long-term wealth-building and opportunity rather than only short-term aid, they also support local businesses, celebrate the arts, and take pride in helping one another. This spirit of care is reflected in City initiatives that address complex challenges such as homelessness, public safety, and economic opportunity—often with innovation on par with larger metropolitan areas.

Education and Innovation

Tucson is home to the University of Arizona, a leading research university, as well as some of the best high schools in the United States. The university strengthens the local economy by attracting talent, supporting research and business growth, and enriching the community through arts and athletics.

Events That Bring People Together

Tucson attracts visitors from around the world, especially during the winter. Annual events include:

- Tucson Jazz Festival (January)
- Tucson Gem & Mineral Show (February)
- Tucson Rodeo (February)
- Tucson Meet Yourself Festival (October)
- All Souls Procession (November)

Why Tucson

Tucson offers a rare mix of history, culture, outdoor adventure, and innovation. Whether you're looking for a place to live, work, or lead, you'll find a welcoming community, stunning desert landscapes, and a city committed to building a strong future.





City Government

The City of Tucson is a charter city that has a Council-Manager form of government, with the Mayor serving as the Chief Executive Officer and the City Manager having general supervision and direction of the administrative operation of the city government. The Council is composed of a Mayor elected at large to four-year terms without limits, and six Council Members nominated by Wards and elected at large to four-year staggered terms without limits. The City Council appoints the City Manager, City Attorney, City Clerk and City Magistrates. The City Manager oversees approximately 4,500 dedicated employees and an annual operating budget of \$2.5B.

The Environmental Services Department

A Department at the Center of Tucson's Future

The Environmental Services Department is at the center of Tucson's efforts to build a cleaner, healthier, and more resilient community. The department delivers essential services every day while leading some of the City's most important environmental and sustainability initiatives.

Department at a Glance

Annual Budget: \$83.2 million

Authorized Staff: 264 employees

Core Operations: Residential and commercial waste and recycling collection, landfill operations, household hazardous waste, resource recovery, environmental compliance, and sustainability programs.

Delivering Essential Services

The department operates a large, complex municipal service organization that touches every neighborhood and business in Tucson. At the same time, it is evolving beyond traditional waste management to focus on resource conservation, waste reduction, and long-term environmental outcomes.

Leading Climate and Sustainability

The department is a key partner in implementing Tucson Resilient Together, the City's climate action and adaptation plan. Its sustainability portfolio includes:

- Zero waste, resource recovery, and circular economy initiatives.
- Residential recycling and FoodCycle composting, and organics diversion.
- Urban forestry and the TREE (Tree Resource Education and Ecology) Center.
- Waste reduction and greenhouse gas reduction strategies
- Environmental education and community engagement.

Through Tucson Resilient Together, the City is working toward zero waste across City operations and community-wide, including reducing food waste, expanding organics diversion, increasing reuse and recycling, and piloting innovative approaches that keep valuable materials out of the landfill.

Building a Cleaner Tucson

The new Clean City initiative, supported by a dedicated Clean City fee, is expanding the department's ability to address visible neighborhood needs and improve quality of life. New resources will support:

- Graffiti abatement
- Brush and bulky services
- Community cleanups
- Other neighborhood-focused cleanliness initiatives

Advancing the Los Reales Sustainability Campus

Los Reales Sustainability Campus is being transformed from a traditional landfill into a hub for zero waste, resource recovery, and circular economy innovation. Programs and plans include a net-zero facility, expanded resource recovery and organics diversion, renewable energy, urban forestry, a tree and plant nursery, environmental education, recreation, and opportunities for sustainability-related businesses and partnerships.

The Leadership Opportunity

The department's next leader will have the opportunity to manage a major municipal service operation while shaping Tucson's environmental future. This is a unique leadership role that combines the scale and accountability of daily operations with the opportunity to advance ambitious climate, zero waste, resource recovery, and sustainability goals—turning strategy into measurable results for Tucson today and for generations to come.





The Position

Reporting to an Assistant City Manager, the Environmental Services Director provides executive leadership, strategic direction, and operational oversight for one of the City's most visible and service-oriented departments. This executive position is responsible for planning, organizing, and evaluating comprehensive environmental services programs that include solid waste collection, recycling, environmental compliance, operations and maintenance of active and closed landfills, sustainability initiatives, customer service, and related public services. As a member of the City's Executive Leadership Team, the Director works collaboratively across the organization to deliver reliable, environmentally responsible, and fiscally sound services while advancing the City's strategic priorities. The Director serves as the City's principal advisor on environmental services matters and represents the City with elected officials, regulatory agencies, regional partners, and the community. Key responsibilities include:

- **Strategic Leadership & Department Administration:** Provides executive leadership for all Environmental Services operations, establishes departmental priorities, develops and oversees the implementation of long-range strategic plans, and ensures organizational excellence through innovation, accountability, and continuous improvement.
- **Environmental Compliance & Sustainability:** Ensures compliance with applicable federal, state, and local environmental regulations, permits, and safety requirements while providing executive leadership for the department's sustainability and climate responsibilities, including zero waste, resource recovery, circular economy initiatives, and environmental stewardship. The Director also advances innovation by identifying and implementing emerging technologies and best practices.
- **Solid Waste & Environmental Services Operations:** Directs integrated solid waste collection, recycling, disposal operations, household hazardous waste programs, and related public services to ensure efficient, reliable, and customer-focused service delivery.

- **Financial & Resource Management:** Works in collaboration with the City's Business Services Department to develop and administer operating and capital budgets, ensures sound financial stewardship, identifies operational efficiencies, and oversees contracts, procurement, and intergovernmental agreements supporting departmental operations.
- **Policy Development & Executive Advisement:** Advises the City Manager and executive leadership on environmental policy, operational issues, capital investments, regulatory changes, rate structures, and emerging industry trends affecting municipal environmental services.
- **Leadership & Organizational Development:** Recruits, mentors, and develops management staff; establishes performance expectations; promotes employee engagement; and fosters a culture of integrity, safety, accountability, and professional development.
- **Employee and Labor Relations:** Develops and maintains productive labor-management relationships, and furthers employee engagement through robust communication, timely feedback, and clear and consistent direction.
- **Customer Service & Community Engagement:** Oversees customer service programs, ensures timely resolution of service concerns, and builds productive partnerships with residents, businesses, educational institutions, community organizations, and regional agencies to enhance public trust and environmental awareness.
- **Representation & Intergovernmental Relations:** Represents the City before elected officials, regulatory agencies, neighboring jurisdictions, professional organizations, and industry partners while strengthening collaborative relationships and advancing regional environmental initiatives.

Ideal Candidate

The City of Tucson seeks a collaborative, strategic, and forward-thinking executive who pairs strong operational leadership with a commitment to public service and environmental stewardship. The City welcomes candidates from a range of backgrounds who bring the following strengths:

- **Executive Leadership:** Leads with integrity, accountability, and innovation. Inspires and develops a diverse workforce while building a culture of collaboration, continuous improvement, and high performance.
- **Labor Relations Experience:** Builds productive labor-management relationships through trust, communication, and collaboration.
- **Strategic Vision & Operational Excellence:** Develops and implements strategies that improve organizational performance, service delivery, and long-term financial sustainability. Uses data and continuous improvement to drive results.
- **Financial & Business Acumen:** Manages large operating and capital budgets with sound financial judgment. Negotiates complex contracts and partnerships while balancing fiscal responsibility with excellent public service.
- **Political & Community Savvy:** Builds trusted relationships with elected officials, executive leadership, employees, regulatory agencies, regional partners, businesses, and community organizations. Represents the City with professionalism and credibility.
- **Communication & Executive Presence:** Communicates complex operational, financial, technical, and policy issues clearly in reports, presentations, public meetings, and individual conversations.
- **Critical Thinking & Decision-Making:** Analyzes complex issues, balances competing priorities, and makes sound, timely decisions in a fast-paced environment.
- **Customer Service & Environmental Stewardship:** Champions environmental responsibility while maintaining a strong customer-service focus. Understands that sustainability, operational excellence, and community responsiveness go hand in hand.
- **Integrity & Results Orientation:** Leads ethically and with sound judgment. Delivers measurable results while developing employees and strengthening the organization.
- **Operational Leadership & Industry Knowledge:** Oversees complex operational environments with a focus on safety, regulatory compliance, customer service, and continuous improvement. Brings experience in public sector, utility, environmental, or other service-oriented organizations. Experience in solid waste, recycling, sustainability, or related fields is desirable but not required.





Qualifications

Any combination of education and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Education: A bachelor's degree from an accredited college or university in Public Administration, Business Administration, Environmental Science, Engineering, Environmental Management, or a closely related field.

Experience: Seven years of progressively responsible management experience leading teams of people in public works, utilities, or related municipal or private sector operations, including significant supervisory responsibility.

Residency Requirement

Residency within the City of Tucson is required after being hired.

Salary & Benefits

The Environmental Services Director position has an anticipated hiring range of **\$190,000 - \$220,000**, depending on qualifications. In addition, the City provides an excellent executive benefit plan with the following key features:

Health and Wellness Benefits

- **Medical:** Choice between a high-deductible HSA plan or network plan.
- **Dental:** Choice between a national dental PPO or a local dental HMO.
- **Vision:** Coverage for annual eye exam and glasses or contacts.
- **Life:** City-paid coverage for employees and dependents, plus an option to purchase additional coverage.
- **Long-Term Disability:** Income replacement of up to 60% of base salary in the event of a qualifying disability.
- **Flexible Spending:** Pay for qualified health and dependent care expenses using pretax dollars.
- **Voluntary Benefits:** Financial assistance in the event of cancer, hospitalization, accident, and more.

Security and Future

- **Pension:** A generous defined benefit pension plan, with five-year vesting, the ability to transfer from other Arizona pension plans and the ability to purchase service credit. Full details are available [here](#).
- **Deferred Compensation:** The City offers a voluntary 457(b) plan as an additional retirement investment vehicle.

- **Tuition and Education Assistance:** Benefits to assist with tuition reimbursement or student loan repayment are available.
- **Back-Up Care:** Care for loved ones when your regular care is unavailable.

Leave and Other Benefits

- **Paid Leave:** New hires enjoy 26 accrued days of vacation, 13 accrued days of sick leave, and 11 paid holidays.
- **Vehicle:** Assigned City vehicle or executive vehicle allowance.
- **Paid Parental Leave:** Twelve weeks paid leave when you welcome a child, plus other generous leave policies for FML, Medical, and USERRA.
- **Employee Discounts:** Generous discounts, ranging from car rentals to computers, gifts to groceries, and electronics to entertainment.
- **Social Connectedness:** Forge connections with the community served through paid volunteerism of 8 hours per year.
- **Relocation Assistance:** Relocation assistance may be available and is subject to negotiation with the selected candidate.

For a full list of benefits, click [here](#).





Application & Selection Process

Interested candidates are encouraged to apply no later than **Monday, October 12, 2026**. Submit a comprehensive résumé and compelling cover letter online at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Greg Nelson | greg@mosaicpublic.com | (916) 581-1426

The City of Tucson is an equal opportunity employer.

This recruitment incorporates existing rules and regulations that govern public sector recruitments in the State of Arizona. In accordance with public disclosure/open record laws, information submitted for consideration may be made available to the public upon request by interested parties.

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