



HINSON CONSULTING, LLC

LOCAL GOVERNMENT HIRING, PLANNING & FINANCE

SOUTH CENTRAL IOWA SOLID WASTE AGENCY Landfill Director Position Profile



Apply by October 15, 2025
hinsonapplications@gmail.com
("SCISWA" in Subject Line)

Contact: Brent Hinson
Hinson Consulting, LLC
hinsonconsultingllc@gmail.com
641-373-2535





LANDFILL DIRECTOR POSITION PROFILE SEPTEMBER 2025

ABOUT US

The South Central Iowa Solid Waste Agency ("the agency") is a four-county regional government entity responsible for solid waste management, including disposal of approximately 90,000 tons of waste per year, in Lucas, Marion, Monroe, and Poweshiek counties. The agency has owned and operated a landfill in eastern Marion County since 1994 and a Transfer station in Poweshiek County since 2004. The agency is governed by a 4-member board of directors with representation from each member county. The board meets most months on the 2nd Wednesday of the month.



Hours:

The agency is open to the public 7:30 a.m. to 4 p.m. Monday through Friday and 7:30 a.m. to noon Saturdays.

Landfill Operations Overview:

The agency is staffed by a working foreman and four full-time operators with support from two part-time scale operators. Each full-time employee is routinely assigned to and expected to complete the duties of any outdoor operations position, as well as other agency duties that may be assigned as needed.

The agency budgets for \$5.3 million in annual revenues and \$4 million in expenditures, plus roughly \$1.1 million in financial assurance fund costs. The agency has a fully-funded long-term capital improvement plan. At 6/30/25, the agency had \$6.8 million in its general account and \$6.1 million in its financial assurance account.

The agency's tipping fees are very competitive at \$42.50/ton, and members are not assessed dues. The agency receives solid waste from the Appanoose County Transfer Station on a contract, non-member entity basis.

Transfer Station Operations Overview:

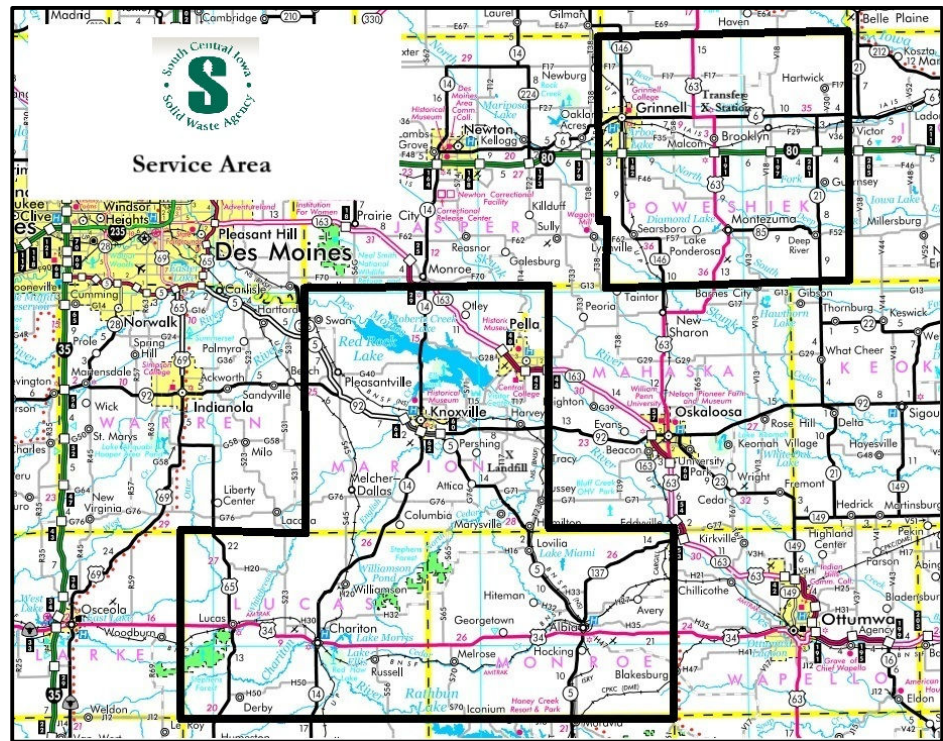
The Poweshiek Transfer Station is staffed by a foreman, three full-time equipment operators, and two part-time scale clerks. Each full-time equipment operator is routinely assigned to and expected to complete the duties of any of the PTS workstations, as well as other SCISWA duties assigned as needed.



LANDFILL DIRECTOR POSITION PROFILE SEPTEMBER 2025

POSITION SUMMARY

The agency is seeking a qualified professional for its lead position of Landfill Director. The current director is retiring. He leaves a financially stable and well-positioned agency that needs committed new leadership. The current director is available for an appropriate overlap period with the selected candidate.



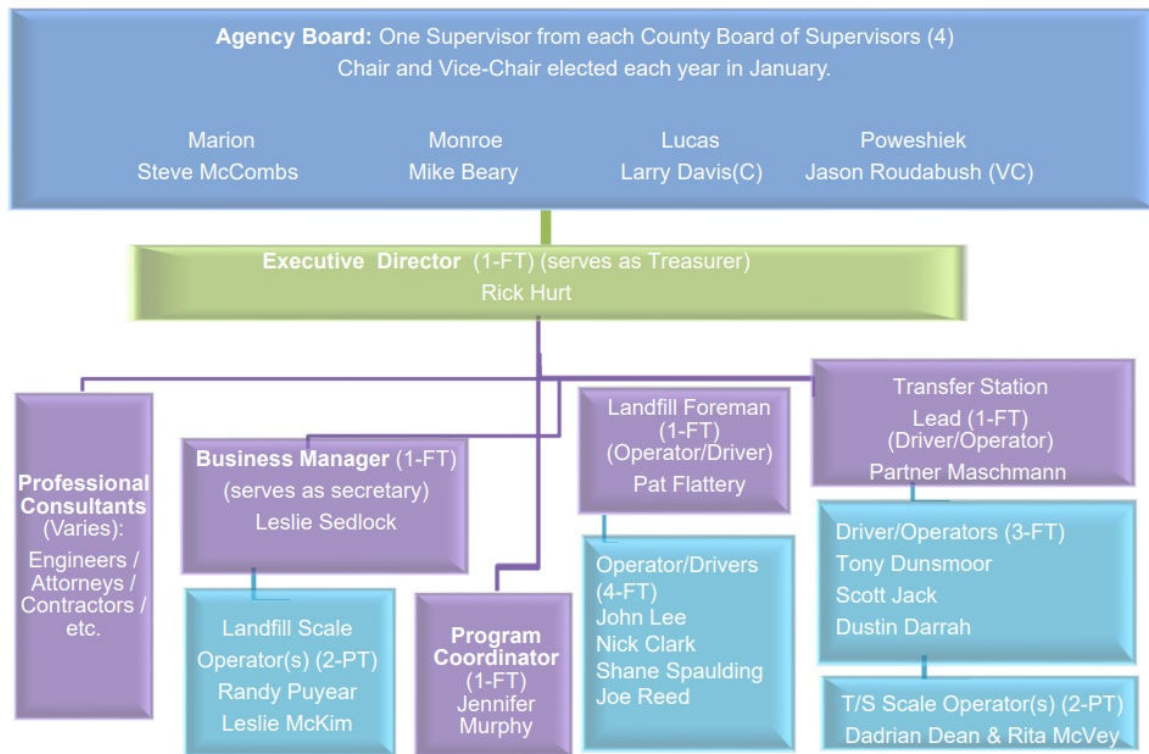
Expectations of the New Director:

The board seeks a director with the following strengths and attributes:

- Stays on top of DNR requirements and regulations; quickly gains DNR landfill operator certification if not already certified
- High integrity and strong character
- Maintains good communication and relationships with the board and staff; positive and engaged leader for the whole organization
- “Ownership” of the agency’s facilities and proud to serve; self-motivated
- Good knowledge and understanding of day-to-day operations in the field
- Strong neighbor, customer, and public relations skills; helpful and communicative with all; communicates well & seeks collaboration with member agencies; appropriately firm but fair
- Financially savvy and careful with finances; understands the budget and organizes a successful process; tends to capital needs appropriately
- Helps board establish goals/ strategic vision and takes the lead in implementation
- Strong supporter of safety programming and safety equipment



LANDFILL DIRECTOR POSITION PROFILE SEPTEMBER 2025



SCISWA Organizational Chart

More Information on Our Region

Below is a short listing of the many resources available in our region:

- Lucas County Economic Development: <https://www.lucascountyiowa.com/>
- Albia Industrial Development Corporation: <https://www.albiaindustrial.com/index.php>
- Poweshiek Economic Development Collaborative: <https://www.poweshiekdevelopment.com/>
- Marion County Development: <https://www.marioncountyiowa.com/>
- Albia Chamber/Main Street: <https://www.albiachambermainstreet.org/>
- Chariton Area Chamber Main Street: <https://www.charitonareachambermainstreet.com/>
- Grinnell Chamber of Commerce: <https://www.grinnellchamber.org/>
- Knoxville Chamber of Commerce: <https://www.knoxvilleiachamber.com/>
- Pella Chamber of Commerce: <https://pella.org/>
- Grinnell College (Grinnell): <https://www.grinnell.edu/>
- Central College (Pella): <https://central.edu/>
- Red Haw State Park, Chariton: <https://www.iowadnr.gov/places-go/state-parks/all-parks/red-haw-state-park>



**LANDFILL DIRECTOR
POSITION PROFILE
SEPTEMBER 2025**

- Elk Rock State Park, Knoxville: <https://www.iowadnr.gov/places-go/state-parks/all-parks/elk-rock-state-park>
- Pella Tulip Time (Festival each May): https://www.visitpella.com/tulip_time/
- Lake Red Rock: https://visitpella.com/do/lake_red_rock/
- Knoxville Raceway (Home of the Knoxville Sprint Car Nationals): <https://www.knoxvillraceway.com/>

Duties and Responsibilities of the Position

**South Central Iowa Solid Waste Agency
Executive Director**

Purpose of Position:

Provide oversight, direction, and coordination to Agency staff in the provision of economically viable and environmentally sound facilities and services as needed to meet the solid waste management needs of members and waste generators. Works within the parameters of available financial resources, governmental regulations and Board policies; develops and maintains effective working relationships with the Agency's constituencies (commercial haulers, waste generators, the public, employers, media, governmental agencies, elected officials and board members) to promote financial and public support, understanding and cooperation for existing and enhanced solid waste program services; provide input and feedback to the board on the development of policies and external factors that have a direct impact on the achievement of specific goals and objectives.

Skills/Abilities/Traits:

Essential:

The following duties are normal for this position. These are not to be construed as exclusive or all inclusive. Other duties may be required and assigned.

Oversees and directs through working foremen the financial, human resource and operating service programs of the Agency; monitors the ongoing activities of the Agency to identify, evaluate and resolve significant service, financial and personnel problems encountered and to ensure that alternatives and staff recommendations are consistent with adopted policies, governmental regulations and the solid waste interests of the public, members, and related program constituencies.

Develops and maintains effective working relationships and effective communications with community leaders, governmental authorities, legislators, the media, customers, and the user public to encourage support for and proper use of area solid waste management services.



**LANDFILL DIRECTOR
POSITION PROFILE
SEPTEMBER 2025**

Represents Agency before various boards, commissions, governmental and private organizations to inform parties regarding services, programs, plans, problems and external factors or events that affect the Agency's ability to provide economically viable and environmentally sound services.

Provides input and guidance to the Board in the development and implementation of mandated or preferred programs and services; ensures that such policies are updated as necessary and periodically evaluated and reported.

Provides leadership and direction to working foremen and salaried staff members in the development of planning functions; assists the Board in its planning responsibilities by developing and implementing plans that will accomplish annual and long-term goals and objectives and provide sufficient financial resources to meet capital and operating needs.

Selects key managerial and support staff and tracks individual levels of performance consistent with Agency goals and objectives; approves appointments, promotions and transfers consistent with Agency policies and contract provisions; listens to employee and staff concerns and provides direction and guidance as appropriate; authorizes hiring of consultants, engineers, contractors and related subject matter specialists; provides input and direction in the negotiation and administration of recurring service contracts and labor agreements, if applicable.

Analyzes and places significant financial investments for maximum return consistent with Board policies; works closely with investment firm to effectively invest and administer excess cash.

Administers special waste authorization program for industrial process waste that is potentially hazardous or is difficult to handle (special waste).

Administers contaminated soil remediation program.

Minimum Training and Experience:

A bachelor's degree with major course work in business, engineering or public administration and five (5) years of job related managerial or comparable administrative experience preferably in the public sector OR substituting an advanced master's degree in a job related curriculum for one (1) year of the desired experience.

Valid State of Iowa Motor Vehicle Operator's license.

Iowa certified Landfill Operator or SWANA Manager of Landfill Operations certification, preferred.



**LANDFILL DIRECTOR
POSITION PROFILE
SEPTEMBER 2025**

Pay and Benefits

Starting pay depending on experience and qualifications.

Mandatory participation in Iowa Public Employment Retirement System (IPERS) with additional employer contribution.

SCISWA provides full-time employees with health insurance options via Wellmark Blue Cross Blue Shield. The contributions of SCISWA and the employees are set annually according to the available options and the plan chosen.

Life insurance of one time annual salary and \$5,000 per dependent. Additional life insurance is available upon request at employee expense.

Vacation – five days after one year; ten days after two years; fifteen days after seven years; twenty days after fourteen years; and twenty-five days after twenty-five years.

Other – ten paid holidays per year.

Physical Activities:

Ascend or descend ladders, stairs, scaffolding, ramps, poles and the like. - OFTEN

Remaining in a stationary position, often standing or sitting for prolonged periods. - OFTEN

Moving about to accomplish tasks or moving from one worksite to another. - OFTEN

Adjusting or moving objects up to 25 pounds in all directions. - OCCASIONALLY

Communicating with others to exchange information. - OFTEN

Repeating motions that may include the wrists, hands, and/or fingers. - OFTEN

Environmental Conditions:

No adverse environmental conditions expected

Physical Demands:

Sedentary work that primarily involves sitting/standing. – OFTEN

Light work that includes moving objects up to 25 pounds. – OCCASIONALLY



**LANDFILL DIRECTOR
POSITION PROFILE
SEPTEMBER 2025**

Announcement/Advertisement

Landfill Director, South Central Iowa Solid Waste Agency (SCISWA), 1736 Highway T-17, Tracy, Iowa. SCISWA has a service area of 69,000 people in Lucas, Monroe, Marion, and Poweshiek Counties and is seeking a dedicated public servant for the position of Landfill Director. Starting annual salary for candidates with preferred qualifications is \$120-130K. Preferred qualifications include 5 years of relevant and progressive management experience and Iowa landfill operator certification. Non-certified applicants must obtain certification within 3 months of hire. Relocation allowance is negotiable.

Applications should be submitted to hinsonapplications@gmail.com ("SCISWA" in subject line). Application materials requested include: a cover letter, resume, salary history, and five work-related references. Detailed profile available at: bit.ly/sciswa25. Apply by October 15, 2025. EOE.

Tentative Timetable for Search Process

It is the agency's intent to conclude the search process as expediently as possible with the goal of offering the position to a candidate by November 10. Therefore, candidates are urged to tentatively mark the following dates on their schedules:

- | | |
|---|---------------------|
| 1. Application deadline..... | October 15, 2025 |
| 2. Notifications of finalists for the position..... | October 22 |
| 3. Interviews of candidates..... | Monday, November 10 |
| 4. Offer of employment..... | November 10 |
| 5. Formal approval of hire | November 13 |
| 6. Proposed starting date of employment | By December 15 |

