

*ELIGIBILITY STATEMENT
EXECUTIVE DIRECTOR/CHIEF EXECUTIVE OFFICER
SOLID WASTE ASSOCIATION OF NORTH AMERICA, INC.*

Education:

Candidates shall have a minimum of a Bachelors degree from an accredited university in the United States or Canada in Environmental Science, Engineering, Solid Waste Management, Natural Resources or related field. An advanced degree, including an MBA, is preferred.

Experience:

Candidates shall have demonstrated experience in the solid waste management field, including waste reduction, recycling, organics, waste conversion, waste-to-energy, and disposal. A minimum of ten years professional experience is required, while twenty or more years are preferred. Candidates shall have a minimum of five years' experience managing staff, and have served in positions that required decision making, interacting with public and private sector agencies and organizations, regulatory bodies, and political subdivisions. Over the course of their career, candidates shall have served in progressively responsible positions.

Proficiencies and Accomplishments:

1) *External*

- a) A strong working knowledge of the solid waste management industry and industry trends. They should be aware of how changes in the industry impact the association. They must understand the social, political and commercial dimensions of solid waste and recycling, including the respective needs and influence of transporters, processors, elected officials, environmental groups, and the public.
- b) Skills necessary to serve as an originator of and spokesperson for SWANA's advocacy agenda. These include an understanding of how solid waste and recycling policies are developed and implemented at the local, state, provincial and federal levels, and the analytical and verbal talents to shape and steer the debate.
- c) Demonstrated ability to build productive working relationships with public and private organizations, state and federal legislative bodies, and other entities to achieve mutual benefits.
- d) An outgoing and personally engaging manner in public settings, and the ability to effectively articulate SWANA's viewpoint to diverse audiences with varying degrees of knowledge on solid waste matters, utilizing, where appropriate, web-based tools and applications to create, share or exchange information and ideas.
- e) Excellent writing and speaking skills.

2) *Internal*

- a) A notable track record in business development and revenue enhancement for a public agency or nonprofit organization.
- b) Demonstrated ability to productively manage funds to achieve the organization's goals, and ability to supplement such assets with grants or other financial support from governments, NGOs, private foundations, and other sources.
- c) Ability to leverage staff diversity, build strong teams, develop and mentor subordinate managers and staff, delegate authority, and resolve conflict.
- d) Progressive career growth with experience in the planning, direction and management of a complex technical and policy related program.
- e) An innovative and entrepreneurial attitude toward the development and expansion of SWANA products, services and the delivery thereof.
- f) Accomplished in leading an organization through a strategic planning process or changes in the organization's governance.
- g) Ability to work with an organizational governing body and its committees.

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