

SAVANNAH

savannahga.gov

CITY OF SAVANNAH, GEORGIA

Invites Your Interest in the Position of

DIVISION DIRECTOR, COMMERCIAL & RECYCLING SERVICES



The [City of Savannah](#), a quintessential Southern city on Georgia's coast, seeks a customer-service-oriented solid waste professional for its **Division Director, Commercial & Recycling Services** position. The Director is responsible for overseeing all aspects of commercial waste management, which include waste collection, transportation, and disposal, as well as recycling and litter abatement initiatives.

The ideal candidate for Savannah's next **Division Director** is:

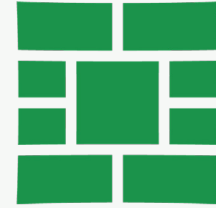
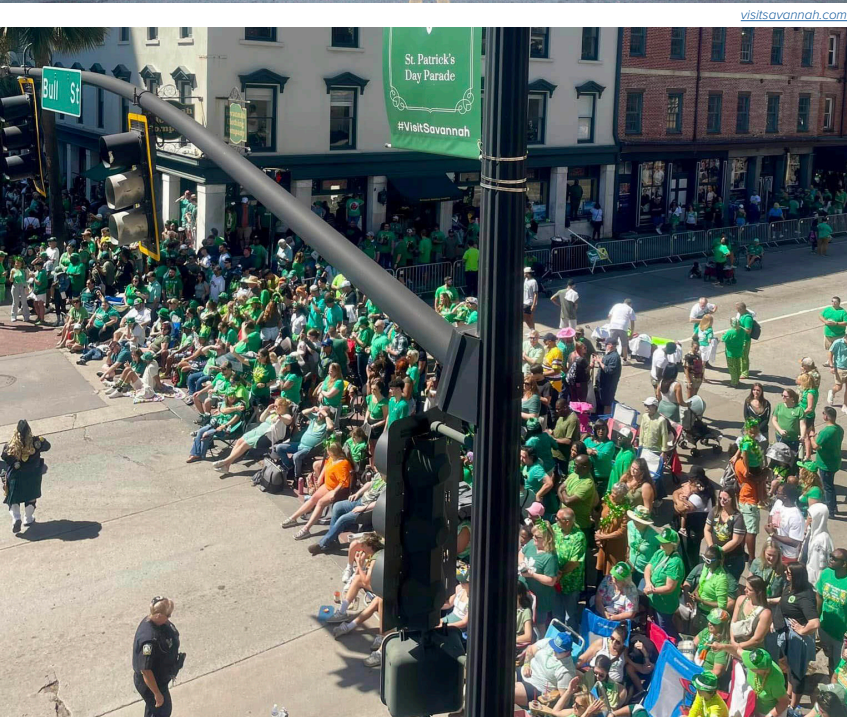
- experienced in Commercial Refuse Collection and Recycling/Litter Services programs oversight, ensuring compliance, managing operations, and implementing strategies to maximize efforts and minimize waste within a community similar in size to Savannah and knows Georgia's regulations for the proper handling and management of solid waste;
- known for outstanding project management skills and experienced in evaluating and implementing technical solutions to address solid waste needs and services;
- a visionary and humble leader possessing well-developed interpersonal skills and abilities to engage and build relationships with staff, city leaders, and the community;
- an influential and trusted manager with a track record of successfully leading highly skilled and educated teams that are committed to excellence and quality service delivery;
- an innovative and proactive thinker who is a swift problem-solver and handles crises with professionalism, strategy, and integrity; and,
- an effective communicator and active listener who seeks to build unity and cohesion with departmental and organizational goals and objectives.



The **Division Director** will utilize impeccable communication and operational management skills to boost operational efficiency, expand services to the community, grow the commercial business, and enhance recycling efforts while also maintaining fiscal responsibility and public satisfaction.

About the Community:

As America's first planned city, Savannah boasts historic architecture, luxurious parks, and a government culture that aims to build upon its early success in providing superior planning, infrastructure, and services for its citizens and visitors. In addition to its assets as a city, Savannah offers great weather, nearby beaches, and a tradition of hospitality and cultural offerings. Savannah is home to a vibrant arts and cultural scene that hosts over 200 festivals each year focused on various themes, including music, food, and film. A growing Savannah Music Festival has garnered international acclaim as performers from Savannah and worldwide showcase talent in different musical genres. The city is committed to promoting numerous festivals and special events throughout the year and is particularly known for its St. Patrick's Day celebration (below).



SAVANNAH ACCOLADES

The City of Savannah is a wonderful community for your next career move. Its earned reputation and accolades include the following:

- Voted one of **“The World’s 30 Friendliest Cities”** and the fifth **“Best Small City in the United States”** according to Condé Nast Traveler’s Reader’s Choice Awards.
- **“One of the best employers and top local government in the State of Georgia”** – Forbes, 2019.
- **“Top 10 Most Beautiful Places in America”** - USA Weekend Magazine.
- **“World’s Top Ten Trendy Travel Hot Spots”** – New York Times
- **“Top 10 U.S City to Visit”** - Conde Nast Traveler.
- Southern Living placed Savannah 2nd on its **“Best Southern City”** list.
- **“Top 25 Places to Live and Work”** - Outlook Magazine.
- **“Top 25 Cities for Retirees”** Forbes, May 2023.



Tybee Island is Savannah's public beach, approximately 20 minutes east of downtown. ([exploregeorgia.com](https://www.exploregeorgia.com))

Savannah's warm weather allows participation in outdoor activities year-round. The city has more than 100 public recreational neighborhood parks, 13 swimming pools, more than 70 athletic fields, more than 75 basketball courts, 50 tennis courts, 2 public golf courses, and a marina. Savannah offers marinas throughout the 420 miles of navigable waters and 87,000 acres of tidal marshland, as well as the Intercoastal Waterway for boating, fishing, and swimming enthusiasts.

Savannah has a diverse economy consisting of manufacturing, one of the fastest-growing seaports in the nation, tourism, regional medical services, and the military. Retail and service businesses are also essential factors. Savannah is a splendid spot for sightseeing with its well-preserved history, fascinating architecture, natural beauty, unique squares, and mild climate. The city boasts the nation's largest National Historic Landmark District (below).

With over 146,000 year-round residents, the population of Savannah also includes the students of four colleges and universities offering bachelor's, master's, and professional or doctoral degree programs: Georgia Southern University- Armstrong Campus, Savannah College of Art and Design (SCAD), Savannah State University, and South University. With six distinct historic districts, coastal beaches, and a globally recognized food and art scene, tourism is a significant economic driver, with over 17 million visitors in 2024. Home to the Port of Savannah, nearby Fort Stewart–Hunter Air Base, [Hyundai Motor Group Metaplant America \(HMGMA\)](https://www.hmgma.com), International Paper, Gulfstream Aerospace, Titlemax, and others, Savannah's economy is diverse and robust.



About the Organization:

The City of Savannah operates under a Council/Manager form of government with a [FY 2025 budget of \\$601,632,607M](#) and over 2600 employees working across 26 departments. The city's current [strategic priorities](#) emphasize public safety, infrastructure, vibrant neighborhoods, economic strength and poverty reduction, and good government – a commitment to creating a culture focused on results for customers and ensuring the community receives exceptional public service.

About the Department and Position:

Reporting to the Senior Director, Solid Waste, the **Division Director, Commercial & Recycling Services** oversees the Commercial Refuse Division's 22 full-time employees and Recycling & Litter Services Division's 69 full-time employees, including two direct reports: Commercial Refuse & Recycling Services Manager and Administrative Assistant. This position has direct supervision over the Solid Waste Supervisors and oversees a budget of \$10.7M (2.7M for commercial and \$8M for recycling).

The Commercial Refuse Collection Division provides refuse collection to commercial customers across the city and is responsible for collecting bulk refuse from about 1,100 commercial and institutional establishments with an annual tonnage of 23,000 tons. The department also manages a container maintenance facility, which handles approximately 500 containers annually, and implements and operates a construction and demolition waste program. The Recycling and Littering Services Division provides residential curbside, community drop-off site, and commercial recycling services to residents and businesses located in the City of Savannah and to 26,000 recycling customers with a 50% participation rate across the City. The division also provides support for special event recycling, litter collection and public education and outreach programs to encourage solid waste reduction, increase proper recycling and prevent litter.



The next **Division Director** will collaborate with the Senior Director, Solid Waste to improve services, enhance operational performance and ensure customer satisfaction across all areas of solid waste management. Because the commercial waste management side of the business is highly revenue-driven, the new **Division Director** will build and expand commercial accounts to ensure the city becomes the primary service provider for local businesses. This position will also be responsible for increasing residential household recycling participation, which is currently 50%, and expanding the glass recycling program to include curbside pickup, which is not currently available for residents or businesses in the city. The next Division Director will establish a comprehensive data-tracking system for commercial accounts, measuring key metrics such as waste volume, recycling rates, customer satisfaction, and service reliability to identify areas for improvement in operations and performance.

Curbside recycling amounts to 7,000 tons per year.

Key Position Priorities:

- Thoroughly analyze the department's programs and service delivery and facilitate the development of a long-term solid waste and recycling management plan to ensure that the department and its staff have sufficient resources and adequate equipment to meet service levels efficiently and effectively.
- Support the Senior Director, Solid Waste in strategic planning and fiscal management and monitor the financial operations of the department, including budgeting, billing, and financial reporting.
- Establish a departmental team culture that embraces collaborative work, professional development, and strategic priorities through the implementation of effective education, individual training and cross-training, coaching, and mentoring.

Qualifications:

- Bachelor's degree in public administration, environmental engineering or related degree;
- Six (6) years of increasingly responsible experience in sanitation services program management, recycling, and litter abatement program management, or closely related work experience;
- Two (2) years of supervisory or management experience;
- Or any equivalent combination of education, training, and experience.
- **Must** possess a valid driver's license.



One of the key priorities for the next Senior Director will be to recruit and retain a diverse and skilled workforce committed to excellence by implementing best practices to fill vacant positions, improve turnover, and address career succession.

Salary and Benefits:

The hiring range for the position is \$99,000.00 to \$121,275.00, depending on qualifications and experience. Savannah offers a comprehensive benefits package, including health insurance, retirement options, and relocation expenses, which can be found [here](#).

To apply, please visit <https://www.governmentjobs.com/careers/developmentalassociates>, and click on the **Division Director, Commercial & Recycling Services — City of Savannah, GA**, title.

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the city's employment application portal or any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply by **April 30, 2025**, to be considered during the first round of reviews.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations on **June 10-11, 2025**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Direct inquiries to hiring@developmentalassociates.com

The City of Savannah, GA, is an Equal Opportunity Employer.



Spanning more than 30 acres, Forsyth Park is Savannah's largest and oldest public park, where festivals, concerts and the weekly Forsyth Park Farmers' Market are held. (visitsavannah.com)



Developmental Associates, LLC manages the recruitment and selection process for this position. To learn more about our selection process, visit <https://developmentalassociates.com/client-openings/>, select "Client Openings," and scroll down to "Important Information for Applicants."