



Solid Waste Director

Camden County, Georgia

Inviting Applications for Solid Waste Director



About Camden County

Camden County is rich in history, scenic beauty, and southern hospitality. Created as one of Georgia's original counties on February 5, 1777, it enjoys a fantastic location in the southeast corner of the state along the Atlantic Ocean.

The county offers the attraction of a small, quaint, coastal community located less than an hour drive south to Jacksonville, Florida with metropolitan amenities and attractions such as NFL's Jacksonville Jaguars, minor league baseball, and minor league hockey, in addition to cultural opportunities in the form of museums, boutique galleries, festivals and performing arts. Travelers have easy access to Jacksonville International Airport and cruise ships at the Port of Jacksonville.

A half hour drive north is Georgia's Golden Isles, Jekyll and St. Simons Islands, which provide beach adventures for the whole family. The cities of Kingsland (2023 population 20,343), St. Marys (2023 population 19,537), and Woodbine (2023 population 1,059) are the only incorporated areas of Camden County. The 2024 update to the 2020 Census lists Camden County's total population at 59,099.

The Camden County school system offers superior education to over 9,600 students in nine elementary schools, two middle schools and one high school. The high school offers 45 official extracurricular activities for students, as well as the renowned Wildcat football team. The Wildcats won three Georgia State championships in 2003, 2008, and 2009. The district's graduation rate is 94%, 10% higher than the state average.

Camden County is a great place to live, work, play, and raise a family.



About the Government

The Camden County Board of Commissioners is comprised of five members elected through district elections for staggered, four-year terms. The Board of Commissioners makes policies, adopts laws, sets budget limits, and tax rates.

The Board appoints a County Administrator who is chosen by and responsible to the Board of Commissioners. The County Administrator oversees the day-to-day operations of the County, advises the Board, and implements Commission policy. Two new Commissioners and one re-elected Commissioner took office in January 2025 and two Commission seats are up for election in 2026.

Annually, the Board of Commissioners update a Strategic Plan for the county. The 2025 Strategic Plan, approved in April 2025, includes four goals:

- Maintain a Financially Sound County and Provide Excellent Service and Value
- Strengthen and Grow the Local Economy
- Manage Growth and Plan for Resiliency
- Foster a Great Place to Live

The FY 2025 Solid Waste budget, operated as an enterprise fund, is over \$8.9 million and is part of an \$80 million county budget. The Solid Waste Department has a total of 25 authorized positions. The Solid Waste Director is appointed by the County Administrator and reports to the Deputy County Administrator.

The mission of Camden County Government is to deliver defined county services with exceptional customer service in a financially sustainable and transparent manner.

About the Community

The county is home to Naval Submarine Base Kings Bay, the home of Submarine Group 10 and Ohio-class submarines. Established in 1978, the base is the largest employer in the area and encompasses 16,994 acres, of which 4,000 acres are protected wetlands, and serves as a driver of quality growth within the county. Many recreational opportunities exist throughout the county. Several golf courses, numerous parks and trails, hunting, fishing, and boating on the county's waterways are all exceptionally popular activities for both residents and visitors.

The county is also the gateway to Cumberland Island National Seashore, one of only ten national seashores in the United States. The island covers about 40 square miles and is Georgia's largest and southernmost barrier island. It is home to pristine maritime forests, undeveloped beaches, and wide marshes. Visitors can enjoy camping, hiking, bird-watching, beach combing, historical architecture and photography. Access to the island is via a passenger ferry located in downtown St. Marys. For cultural enthusiasts, the St. Marys Little Theater offers live performances, community participation, workshops and other outreach programs. Featured in *Georgia Traveler*, the Woodbine Opry, located in the Old Woodbine Schoolhouse, performs every Friday and Saturday night. The opry offers bluegrass, gospel, and country music performances.

Medical care is excellent in Camden County. Southeast Georgia Health Systems Camden Campus was previously awarded Georgia Alliance of Community Hospital's "Small Hospital of the Year". The hospital offers a 40-bed acute care facility with a 24-hour Emergency Care Center, Intensive Care, Medical-Surgical unit, Maternity Care Center, and a Cancer Care Center. Plus, Jacksonville area medical facilities, including the Mayo Clinic, are a short drive away.





About the Position

This position directs the operations of the Solid Waste Department, as well as the operation of county landfill sites to ensure compliance with EPD rules and regulations.

Duties and responsibilities include:

- Plans, directs, manages, and supervises all department activities and personnel.
- Develops the annual department budget and monitors expenditures.
- Develops and implements department policies and operating procedures; monitors department activities to ensure compliance with policies, procedures, and applicable laws.
- Directs the training, assignment, supervision, evaluation, and discipline of personnel.
- Ensures departmental compliance with Georgia Environmental Protection Department (EPD) regulations; completes required reports.
- Directs the maintenance and repair of landfill equipment; negotiates and coordinates contracts for the repair of equipment.
- Purchases equipment, parts, and services for landfill operations; acquires purchasing numbers and bid specifications for large purchase.
- Oversees and approves the invoicing of services, supplies, and parts.
- Develops short- and long-range plans for the department.
- Works with consulting engineers on ongoing landfill monitoring and compliance issues.
- Develops design and site suitability plans for the expansion of the landfill, oversees landfill construction by contractors and consulting engineers and files, reviews, and certifies state EPD electronic data system reporting. Prepares a variety of regular and special reports, including operations and cost reports.

The Ideal Candidate

- Have experience in MSW and C&D landfill operations that demonstrates his/her ability to effectively manage Camden County's MSW landfill operations that disposes of approximately 8,200 tons of waste per month, a C&D operation that disposes of approximately 7,400 tons of waste per month, and monitors post closure requirements of a closed MSW landfill site in accordance with state and federal regulations.
 - Be skilled in managing vendor relationships and contracts for household and commercial waste services. Demonstrate a commitment to promoting and providing quality customer service.
 - Be experienced in identifying equipment needs for all landfill operations and developing recommendations for long term funding sources to replace equipment utilizing a functional lifecycle program.
 - Demonstrate the ability to think strategically and work independently for the purpose of recommending operational changes for creating staffing levels for current and future levels of solid waste services; updating of the D&O Plan to reflect successful best practices by other communities with similar services and complexity as Camden County, and creation of a business plan that maximizes revenue while operating within the department's approved budget.
 - Have a leadership style that expresses clear and respectful communications with current staff and values their skill sets while holding them accountable for job performance, and for functioning as a cohesive team.
 - Demonstrate communication skills that share information accurately and concisely with elected officials, citizen groups, and customers.
 - Demonstrate the ability to provide leadership for implementing the "Keep Camden Beautiful" program, updating of a rate study for waste disposal fees, and developing recommendations for managing leachate generation, transport, and disposal.
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MINIMUM QUALIFICATIONS

- Bachelor's degree in public or business administration, engineering, or related field preferred, but not required.
- Five years of experience in solid waste or landfill management of similar size and complexity to Camden County or any equivalent combination of education, training and experience which provides the requisite knowledge, skills and abilities to perform the essential functions of the job. Must have at least two years of supervisory experience leading a team.
- Possession of or ability to readily obtain a valid driver's license issued by the State of Georgia for the type of vehicle or equipment operated.
- Possession of or ability to obtain State of Georgia certification as a Certified Landfill Operator.



Compensation & Benefits

Compensation & Benefits:

The expected starting salary range for this position is **\$100,000 - \$110,000** (depending on the qualifications of the selected candidate), with a comprehensive benefits package, including health, dental and vision insurance. The county offers an employee medical clinic and an EAP program, county paid life and disability insurance as well as 457 and 401a retirement plans with county matching contributions. After the first year of employment, the county will match up to 9% retirement contributions. In addition, a generous annual and sick leave program is provided. Relocation expenses are negotiable.

How to Apply:

Interested candidates must submit by email a cover letter, resume, at least five job related references (name, email and phone numbers), as well as salary history no later than close of business on **June 19, 2025** to **Lisa Ward, Senior Associate** at **lisaward912@gmail.com**. Please contact Lisa Ward with any questions at 706-983-9326.

W. Alan Reddish, Senior Associate
107 Indigo Lane, Athens, Ga. 30606
Cell: 706-614-4961



MERCER GROUP ASSOCIATES

Camden County is an Equal Opportunity Employer. Qualified applicants are considered for positions without regard to age, color, disability, marital status, national origin, race, religion, sex, veteran status, or any other category protected by law.