



Eco-Cycle Compost & Carbon Farming Director **Boulder, CO**

Eco-Cycle, one of the oldest and largest non-profit recyclers in the country and a pioneer in the Zero Waste movement seeks a Director of our Compost & Carbon Farming Department at our Boulder headquarters.

Employee title: Compost & Carbon Farming Director

Employee Status: Salaried, Full-time with benefits

Reports To: Executive Director; Deputy Director

Compensation: \$82,000 - \$88,000 depending upon experience and expertise

JOB DESCRIPTION & EXPECTATIONS

This staffer will be a member of Eco-Cycle's leadership team of Department Directors and will lead Eco-Cycle's compost strategies and work. Specific responsibilities include:

Continue ongoing work to build a local Circular Compost System, including promoting the production and use of compost for soil health, carbon sequestration, local resilience, and reducing food waste:

- Provide composting expertise, maintaining a basic level of familiarity with types of equipment, particularly for smaller composting operations.
- Continue Eco-Cycle's on-farm composting projects by supporting existing farm partners as needed, planning and building new on-farm composting systems, and helping to fulfill grant responsibilities in coordination with other Eco-Cycle staff and partners.
- Support Boulder County (or nearby) commercial composting infrastructure development by facilitating open communication with County, municipal governments, or private entities working to build new facilities, exploring partnership opportunities, and advising Eco-Cycle leadership on whether and how Eco-Cycle should play a role in developing or operating a new compost facility.
- Strategize with Eco-Cycle communications and engagement teams on communicating key messages and strategies regarding the above to our membership and the larger community.

Continue building a network of relationships with key compost stakeholders (including the Colorado Composting Council, Recycle Colorado, and US Composting Council) by being an active and engaged member, participating in annual conferences, and leading policy development.

Help Colorado become a more composting-friendly state by promoting impactful statewide compost policy and legislation, as well as leading city initiatives (e.g. City of Boulder's Cool Boulder Absorbent Landscapes focus area), **working** closely with the Eco-Cycle policy team, legislators, and allied organizations.

Drive and support entrepreneurial compost products and efforts within Eco-Cycle, e.g. overseeing our Microbrew program and evaluating options to create new sales opportunities for Microbe Brew and other compost products.

Generate revenue in support of the above objectives, working with the Eco-Cycle leadership team to identify and act on opportunities for the Compost Department budget, including bidding and contracting as a consultant or a contractor, and soliciting funding from foundations and donors.

Supervise staff, currently two positions:

- Worm Wrangler: Hire, train, supervise, and support seasonal staffer responsible for maintaining worm beds and brewing compost tea to reliably meet retail demand for Eco-Cycle's Microbe Brew Tea sales.
- Compost Project Manager: Hire, train, supervise, and support grant-funded staffer responsible for overseeing "clean compost" collections and deliveries to farms.

Fulfill basic Eco-Cycle department director responsibilities, including developing and managing an annual departmental budget and work plan, participate on the director team, helping to lead company vision and policy, and participate in company-wide fundraising efforts and events.

QUALIFICATIONS

- A very strong lived environmental ethic and a specific commitment to compost and soil health as a climate solution
- Expertise in compost process, infrastructure, technologies
- Expertise in policies on the state and national levels around compost and food waste
- Team leadership and supervisory experience
- Excellent writing skills
- Strong presentation skills
- Strategic planning and strategizing skills

COMPENSATION & BENEFITS

The position is a full-time position for 40 hours per week, generally from 9:00 to 5:00 pm although some evenings and weekends are required. Compensation range is \$80,000-\$90,000 per year, depending on experience, plus benefits.

Benefits include:

- **EcoPass** to ride local and regional buses and trains for free.
- **Paid time off**, including six paid holidays, plus two paid Personal Days off per year; accrued vacation 20 days/year; accrued sick leave; and 2 weeks of full pay for maternity/paternity/adoption leave.
- **Health benefits**, beginning after 60 days, include health, dental and vision; plus Life insurance, Short-Term and Long-Term disability.
- **Retirement benefits** begin to accrue after one year, with a 403(b) retirement plan that the employer will match up to 3%.

TO APPLY: Please submit a cover letter, resume, and writing sample (ideally NOT an academic paper) to recycle@ecocycle.org with "Compost Director" in the subject heading. Applications will be accepted until the position is filled. No phone calls, please.

Eco-Cycle is proud to be an Equal Opportunity Employer and workplace. We seek to recruit, develop, and retain the most talented people from a diverse candidate pool to better serve our mission of bringing Zero Waste to all communities. We celebrate, support, and thrive on diversity and are committed to creating an inclusive environment for all employees and volunteers. Eco-Cycle prohibits discrimination and harassment of any kind. Eco-Cycle employment decisions are based on job requirements and individual qualifications, without regard to race, religion, color, national origin, gender, sexual orientation, gender identity and expression, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics.

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