



Job Title: Supervisor - Solid Waste Collection

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| Competition Number: INF-74-26 | Department: Infrastructure & Operations |
| Posting Category: Open | Division: Environment |
| Job Type: Full-Time | Affiliation: Managerial |
| Site: | Location: CA-ON-Thunder Bay |
| Min: CAD \$101,909.68/Yr. | Max: CAD \$119,893.74/Yr. |
| Pay Band: 10 (to be rated) | Number of Positions: 1 |
| Effective Date: September 30, 2015 | Supersedes Date: April 30, 2012 |
| Posted Date: June 23, 2026 | Post End Date: July 14, 2026 |

The **City of Thunder Bay** provides exceptional quality of life to those who live, work, and play in Thunder Bay – a culturally vibrant, economically diverse community with a metro population of over 120,000. Located on the north shore of Lake Superior, under the protective watch of the Sleeping Giant, Thunder Bay is rich in people and resources, and connects Northwestern Ontario to the world. We value our high quality of life and promote a clean, green, beautiful, and healthy community that provides economic opportunity, respects diversity, and provides affordable and safe neighbourhoods that are accessible to all.

The City of Thunder Bay is a place where art, culture and nature come together!

Lead essential services that keep our community clean and beautiful.

At the City of Thunder Bay, Our City Runs on People Like You. Together, we're building a workplace where everyone belongs – where your leadership can inspire teams, strengthen operations, and ensure residents receive dependable waste and recycling services they deserve.

Here, you'll help build cleaner neighbourhoods, advance environmental sustainability, and deliver the essential services our community relies on every day.

You will be part of a work environment that supports respectful interactions, meaningful opportunities to grow, and a culture that promotes well-being and collaboration.

Thunder Bay offers more than a fulfilling career. With its natural beauty, affordability, and strong sense of community, it's a city where you can grow personally and professionally.

Where You'll Make a Difference Every Day

As Supervisor – Solid Waste Collection, you'll oversee daily operations, coordinate resources, promote a strong safety culture, and drive service excellence for residents and local businesses.

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You'll play a critical role in the development of the City's new waste programming and modernization of its fleet, as well as researching new collection technology and systems. You'll lead teams, solve operational challenges, protect public health, and ensure exceptional service delivery to the community.

Whether you currently live in Thunder Bay, are looking to return, or excited to make the City your new home, join a team where your skills, expertise, and presence will be recognized, and make a real impact on our community.

How You'll Support the Team

In this role, you will be responsible for the overall administration, supervision, and operation of the Solid Waste Collection Unit. You will also have the following accountabilities:

- Plan and direct the supervision, operation and schedules for waste collection, and recycling collection programs.
- Ensure compliance with applicable legislation, provincial approvals and municipal by-laws.
- Schedule and direct the assignment of work, personnel, equipment and resources for the Unit's operation; instruct Unit staff in the most efficient and effective methods of performing their duties.
- Liaise with and provide responses to internal divisions/departments, outside organizations and agencies, and the general public; provide customers with information on schedules and services offered, incorporate and follow the customer service protocols of the Department and train Unit staff in customer service relations.
- Plan and manage human resources, prepare and examine daily time entry information and work orders for proper distribution, provide cost control on accounts, and report on variances and schedules and approve annual vacations and overtime of assigned personnel.
- Participate in the development and administration of the annual capital and operating budgets for the Section, plan and oversee the initiation of expenditures, identify priorities, and monitor expenses for budget compliance.
- Investigate and prepare reports on claims for injury, damages or complaints, and take appropriate action; represent the Corporation's interests when required; ensure insurance, equipment, procedures and controls are in place to protect the Corporation from civil liabilities.
- Maintain an awareness of ongoing developments, legislation, policies and programs related to solid waste management.
- Provide information reports, letters and memoranda of significant developments and make recommendations pertaining to the operation of the Unit to the Manager – Solid Waste and Recycling Services, including existing methods and practices, new technologies, and legislation.
- Plan and manage physical resources, develop and maintain inventories and records of the location, condition and upkeep of the equipment and infrastructure under the jurisdiction of the Unit.
- Ensure that plans, procedures, standards, and rules are put in place and that the Unit workforce is employed in compliance with all related provincial, federal and Corporate regulations, requirements, and policies.

[Supervisor - Solid Waste Collection - Job Description](#)

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What You Can Count On With Us

We're proud to offer a workplace where your well-being, growth, and sense of purpose come first. As the Supervisor – Solid Waste Collection, you'll enjoy:

- A competitive salary that reflects your expertise
- A matching pension plan to help you build long-term financial security
- Comprehensive health, vision, and dental coverage, plus life insurance for peace of mind
- Generous paid vacation and holidays, with the option to purchase additional leave days when you need more time off
- Access to a confidential Employee and Family Assistance Program (EFAP) and wellness initiatives to support your overall health
- Leadership development and tuition reimbursement programs, so you can continue to grow your skills and career
- A culture of recognition and appreciation, with staff events and programs that celebrate your contributions
- The opportunity to lead a dedicated and talented team, who are highly respected within the Corporation

What You'll Bring to the Team

Here's what will help you succeed as a Supervisor – Solid Waste Collection:

- Degree in engineering technology, business administration, environmental science, or other related discipline, together with a minimum of 3 years progressively responsible management experience in a related environmental service operation; or
- Diploma in engineering technology, business administration, environmental science, or other related discipline; together with a minimum of 5 years progressively responsible management experience in a related environmental service operation,
- Minimum three to five years' demonstrated supervisory experience in a large, preferably in a unionized government or private sector organization.
- Knowledge of principles, methods, and objectives of solid waste and recyclable collection programs
- Demonstrated knowledge of the various components of human resource and financial management
- Knowledge of and ability to interpret applicable municipal by-law, provincial legislation and related regulations.

Lead With Us - Apply Today

Ready to take the next step in your career journey? Join us at the City of Thunder Bay, where you'll support a dedicated team, and make a lasting difference every day.

General Information:

As an equal opportunity employer, the City of Thunder Bay encourages applications from Indigenous peoples, persons with disabilities, members of visible minority groups, women and members of the 2SLGBTQ+ community.

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ONTARIO HUMAN RIGHTS CODE: It is a contravention of the Human Rights Code of Ontario to discriminate on the basis of: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, marital status, family status, disability, age, record of offences, gender identity or gender expression. Therefore, a resume submitted to the City must not include references to any of the above characteristics. Do not include:

- Photos
- Any certificates that have photo identification
- Driver's licences
- Police records checks

Note: The above documentation will be requested by the Human Resources Division should you be the successful applicant. If a Criminal Record Check is required, it will be requested by Human Resources should you be the successful applicant. Please do not submit your Criminal Record Check with your application.

ACCOMMODATION: Reasonable accommodations are available upon request for all parts of the recruitment process.

PRIVACY: Personal information on this form is collected under the authority of the Municipal Act, c. 302, as amended, and will be used to determine eligibility for employment. Questions about this collection of personal information should be directed to the Human Resources Division, 125 Syndicate Ave Suite 42, Thunder Bay, Ontario, P7E 6H8, Telephone: 625-3866