



SOLID WASTE SUPERINTENDENT

Public Works Department | Amarillo, Texas

Annual Salary: \$100,000 - 130,000 DOE/DOQ

Are you an experienced solid waste professional who thrives on leading complex operations, building strong teams, and ensuring safe, compliant, and efficient public services? If so, apply to become the City of Amarillo's next **Solid Waste Superintendent**.



CITY OF
AMARILLO
OPEN SPACES ★ ENDLESS OPPORTUNITIES

The City is seeking an accomplished operational leader to oversee both its Solid Waste Collection and Solid Waste Disposal divisions while ensuring exceptional customer service, regulatory compliance, and continuous operational improvement. The successful candidate will be a collaborative, people-focused leader who is:

- Experienced in municipal solid waste and landfill operations
- Knowledgeable in regulatory compliance, budgeting, and operational planning

Open Spaces. Endless Opportunities. Read on to learn more about this exciting leadership opportunity.



ABOUT THE COMMUNITY

Amarillo is a vibrant and welcoming community of more than 200,000 residents located in the heart of the Texas Panhandle. Known for its affordability, friendly residents, and western heritage, Amarillo offers the amenities of a growing metropolitan area while maintaining the warmth and accessibility of a close-knit community.

Outdoor enthusiasts enjoy easy access to Palo Duro Canyon State Park, the nation's second-largest canyon, where hiking, biking, horseback riding, camping, and breathtaking scenery are available year-round. Amarillo also features a thriving arts and entertainment community, including the Globe-News Center for the Performing Arts, Amarillo Symphony, Amarillo Opera, Lone Star Ballet, Amarillo Little Theatre, and the internationally recognized outdoor musical Texas.

The community supports several collegiate institutions, including Amarillo College, West Texas A&M University, and the Texas Tech University Health Sciences Center. Amarillo also continues to experience significant economic investment through advanced energy, healthcare, logistics, agriculture, and manufacturing industries.

Residents appreciate Amarillo's affordable housing, short commute times, family-friendly neighborhoods, and strong sense of community. The city's western heritage blends seamlessly with modern growth, creating an exceptional quality of life for professionals and families alike.

Tourism



History



POPULATION
200,000+



MEDIAN HOUSEHOLD
INCOME
\$79,918



MEDIAN HOME SALE
PRICE
\$190,700
AVERAGE MONTHLY RENT
\$1,100

GOVERNANCE & ORGANIZATION

The City of Amarillo operates under a Council-Manager form of government. The Mayor and four City Council Members are elected at-large to two-year terms. The City Manager serves as the City's chief executive officer and oversees daily municipal operations.

The City provides a comprehensive range of municipal services, including:

- Public Works
- Police
- Planning
- Information Technology
- Public Health
- Water Utilities
- Fire
- Community Development
- Transit
- Parks & Recreation
- Finance
- Airport
- Human Resources

With approximately 2,700 employees and an annual operating budget of approximately \$557 million, Amarillo continues to invest in high-quality public services and infrastructure improvements while maintaining a strong financial position.

ABOUT THE POSITION:

The Solid Waste Department provides comprehensive residential and commercial refuse collection, landfill operations, recycling services, transfer station operations, alley cleanup, bulky waste collection, dangerous structure demolition, and dumpster maintenance for the City of Amarillo.

Reporting to the Director of Public Works, the Solid Waste Superintendent provides leadership for both the Collection and Disposal Divisions while overseeing daily operations, regulatory compliance, budgeting, employee development, and long-range operational planning.

The new Superintendent will:

- Provide leadership for all Solid Waste Collection and Disposal operations
- Ensure continued compliance with Texas Commission on Environmental Quality (TCEQ) regulations governing landfill and transfer station operations
- Develop and manage departmental operating and capital budgets while identifying opportunities for operational efficiencies
- Lead a diverse workforce by promoting safety, accountability, communication, and professional development
- Collaborate with City leadership, engineering consultants, regulatory agencies, and community stakeholders to support strategic initiatives and exceptional customer service

KEY OBJECTIVES FOR 2026

- Strengthen leadership and operational consistency across both Collection and Disposal Divisions.
- Maintain regulatory compliance in landfill and transfer station operations.
- Identify and implement operational improvements in collection efficiency, routing, preventive maintenance, and customer service delivery.
- Foster strong collaboration between operations staff, engineering consults, regulatory partners, and City leadership.
- Support capital improvement projects and long-term department planning.
- Continue to enhance employee safety programs, workforce development, and succession planning.

Solid Waste Operations

Solid Waste Collection	Solid Waste Disposal
i. Residential Collection	i. Dangerous Structure Demolition
ii. Commercial Collection	ii. Transfer Station
iii. Recycling Centers	iii. Landfill
iv. Big Bulky Collection	
v. Alley Cleanup	
vi. Dumpster Repair	



EMPLOYEES
159



APPROXIMATELY \$23 MILLION
OPERATING BUDGET PLUS
APPROXIMATELY \$3 MILLION
CAPITAL IMPROVEMENT PROGRAM
(CIP)

[FULL JOB DESCRIPTION](#)



IDEAL CANDIDATE

The ideal candidate is an experienced operational leader with a strong background in municipal solid waste services and a thorough understanding of landfill operations and regulatory compliance. While direct experience managing collection operations is highly valued, the City believes an exceptional leader can quickly learn collection logistics if they possess strong operational management skills and a commitment to continuous improvement.

This individual will be an approachable, relationship-oriented leader who builds trust throughout the organization while maintaining high expectations for safety, accountability, and customer service. They will be comfortable working with employees from diverse backgrounds, collaborating with engineering consultants and regulatory agencies, and communicating effectively with City leadership and the public.

The successful candidate will possess outstanding organizational skills, sound judgment, and the ability to balance day-to-day operational demands with long-term planning. They will foster teamwork, encourage professional development, and create a positive workplace culture focused on safety, efficiency, and service excellence.

EXPERIENCE & QUALIFICATIONS

Required:

- Minimum five (5) years of supervisory or management experience in solid waste operations
- MSW A License issued by the Texas Commission on Environmental Quality (TCEQ), or employee must attain within 12-months from date of hire
- Valid Texas Class C Driver's License
- High School Diploma or equivalent
- Demonstrated experience managing budgets, personnel, regulatory compliance, and operational performance

Preferred:

- Bachelor's degree in Business Administration, Public Administration, or a related field preferred, or ten (10) years of progressively responsible experience in the solid waste industry as a Superintendent or equivalent
- Extensive municipal landfill management experience
- Experience managing residential and commercial collection systems
- Experience leading large operational teams
- Capital improvement planning and project management experience
- Strong background working with regulatory agencies, consultants, and public stakeholders



SALARY & BENEFITS

Compensation: \$100,000 - 130,000 DOE/DOQ

The City of Amarillo offers a comprehensive benefits package designed to support employees and their families while promoting long-term financial security and professional development.

Health benefits include medical, dental, vision, and life insurance coverage. Paid leave includes annual leave, sick leave, paid time off, and a floating holiday.

Employees participate in the Texas Municipal Retirement System (TMRS) with a 7% employee contribution and a generous 2:1 employer matching ratio. Employees also participate in Social Security.

Additional benefits include:

- \$3,000 annual automobile allowance
- \$1,200 annual communication stipend
- One-time relocation assistance (amount based on candidate location)

This position offers an exceptional opportunity to lead one of Amarillo's most essential public service operations while helping shape the future of solid waste management in one of Texas' fastest-growing regional communities.

HOW TO APPLY

[Apply Here](#)



For more information on this position, contact:

Billy Owens, Senior Vice President Executive Recruitment

billyowens@governmentresource.com | 972-989-3686

The City of Amarillo is an Equal Opportunity Employer. Finalists will be subject to a comprehensive background investigation prior to appointment.