



HOPI SOLID WASTE MANAGEMENT PROGRAM
(Landfill Operations)

PROGRAM MANAGER

INTRODUCTION: The Manager plans, implements and directs the solid waste landfill activities, policies & procedures for the Hopi Tribe. The incumbent performs management duties of considerable difficulty and complexity, which requires extensive knowledge and skill in planning, analyzing, developing and applying applicable policies, procedures, rules & regulations.

DUTIES: (The following examples of duties are intended to be illustrative only are not intended to be all inclusive or restrictive)

1. Executes and applies office and/or department policies & procedures to assist in shaping or improving program effectiveness and productivity; assures program mission is in compliance with department and tribal goals and objectives; develops policies to supplement or improve existing policies issued by respective departments; where major policy changes are necessary in responding to budget appropriations or legislated changes consults with department manager.
2. In consultation with department manager, develops and periodically reviews/ revises the organizational mission, goals & objectives and functional changes in the program and/or scope of responsibility & obligations; streamlines office operation in accordance with established organizational policies; strengthens program activities and implements internal control mechanism through development of procedures and guidelines in maintaining program accountability; assures report submitted by program segments reflect the policies or position of the department.
3. Meets with representatives of other organizational levels of federal and state agencies, and with legislative and executive officials of the Hopi Tribal government; may deal extensively with various committee(s), task teams, etc., of the Hopi Tribal Council.
4. Develops and administers annual office budget; establishes short and long-term program and service goals and objectives; evaluates program and employee performance, oversees compliance with budgetary limitations, provides accounting and expenditure control for program budget; represent program on behalf of the tribe; interacts with outside organizations and the public.
5. Performs other related duties as assigned or authorized in order to achieve office/Tribal goals and objectives.

COMPLEXITY: The work involves varied duties requiring many different and sometimes-unrelated processes and methods applied to a broad range of activities or substantial depth of analysis. Assignments are characterized by their breadth and intensity of effort and involve several phases being pursued concurrently or sequentially with the support of others within or outside of the organization. Decisions regarding what needs to be done include largely undefined issues and elements, requiring extensive probing and analysis to determine the nature of and the scope of the problems.

SUPERVISION RECEIVED: The incumbent works under the general day-to-day oversight and supervision of the Manager, Department of Administrative & Technical Services, who sets the overall objectives and determines and assigns available resources. The incumbent and supervisor, in consultation, develop policies, projects, priorities, deadlines and work standards to guide the pursuit of Tribal objectives. The incumbent is responsible for planning and carrying out the assignments independently, resolving conflicts, which may arise. Completed work is reviewed from an overall standpoint in terms of feasibility, compatibility and effectiveness in achieving expected results.

PERSONAL CONTACTS: The incumbent maintains frequent contact with the supervisor, Hopi Tribal Council, tribal & village officials/staff, other public/private organizations, funding agency representatives and the

general public. The purpose of these contacts is to exchange factual information related to planning, coordinating & project management/assessment, and building mutually beneficial professional relationships.

PHYSICAL EFFORT & ENVIRONMENTAL FACTORS: The work is mostly sedentary and performed in a standard office environment. The incumbent is considered a member of the Tribe's professional staff and as such is required to work or attend meetings in the evenings, weekends holidays when necessary to accomplish the work. Moderate travel by automobile on and off the reservation is required.

MINIMUM QUALIFICATIONS:

1. Required Education, Training and Experience:

A. Education : Associate's Degree in Business Administration or closely related field;
AND

B. Training : Certification in Landfill Operations Management;
AND

C. Experience : Five (5) years of professional management experience related to Solid Waste Landfill Management, contract administration, etc.

OR

D. Any equivalent combination of Education, Training and Experience which demonstrates the ability to perform the duties of the position.

2. Required Knowledge, Skills, and Abilities:

A. Knowledge:

Knowledge of modern principles and practices of public administration
Knowledge of strategic planning, contract writing and negotiation, program evaluation and forecasting
Knowledge of department operational activities, mission and client service requirements
Knowledge of tribal, federal & state funding sources, regulations and application processes
Knowledge of the socio-economic realities existing on Indian Reservations

B. Skills:

Skill in writing & verbal communications
Skill in managing staff and complex internal relationships
Skill in organizational development & assessment and project planning
Skill in funds development
Skill in providing excellent customer service and public relations

C. Abilities:

Ability to plan, develop, implement and administer management
Ability to liaise with various governmental agencies, private businesses and development representatives
Ability to analyze & assess systems failures and develop appropriate corrective action
Ability to review and assess capabilities and performance of subordinate staff
Ability to manage multiple and multi-component projects at one time

NECESSARY REQUIREMENTS:

1. Must possess a valid Arizona Commercial Driver's License Class A or B and satisfactorily pass the Hopi Tribe's Defensive Driving Course.
2. Must complete and pass the pre-employment screening (includes a fingerprint and background investigation) in accordance with Hopi Tribal Policy.
3. Submit to required mandatory and random drug and alcohol testing.
4. Must be or be able to become certified as a Manager of Landfill Operations within six (6) months of hire.

DESIRED QUALIFICATION:

1. Have at least five (5) years prior work experience as a Manager of Landfill Operations.

CONDITION TO EMPLOYMENT:

All offers of employment will be contingent upon successful completion of all reference checks, education verification (including credentials, licenses and degrees), and background investigation and other pre-employment screening requirement.

REVIEWED BY:  4/1/11
Hiring Authority Date

APPROVED BY:  4/1/2011
Human Resources Director Date