

The District Municipality of Muskoka is currently recruiting for a
Manager, Waste Strategy and Sustainability

Posting Date: Wednesday, April 29, 2026
Closing Date: Wednesday, May 13, 2026 @ 12:00 NOON
Starting Rate: \$112,338 annually
Salary Range: \$112,338 - \$131,420 annually
Hours of Work: 37.5 hours per week
Classification: Management, Class M4
Status: Permanent Full-Time

This job posting is for an existing vacancy.

The District:

Muskoka is a great place to live and play, and the District is a four-season municipality passionate about protecting, servicing and caring for this community. We have opportunities that will allow you to learn, grow and build your career amongst other ambitious leaders and innovators. We offer a competitive compensation package and are committed to promoting diversity, accessibility and inclusion. [It's what we do!](#)

The Opportunity:

The Manager, Waste Strategy and Sustainability is responsible for leading the long-term planning, implementation, and delivery of strategic initiatives, behaviour change programs, and performance tracking for the District's waste management system. This role provides overall leadership and ownership for the successful delivery of the Solid Waste Master Plan, including the design, implementation, and oversight of major system changes that advance waste reduction, diversion, sustainability, and system performance.

The position oversees regulatory compliance programs for both operating and closed waste management sites and leads targeted outreach, education, and engagement initiatives required to support community behaviour change. Through innovative approaches to data, monitoring, reporting, and program evaluation, this role ensures measurable and transparent progress toward Council approved waste management outcomes.

What you will do:

- Leads and is responsible for the implementation and delivery of the District's Solid Waste Master Plan, including associated system transformation initiatives.
- Plans, prioritizes, and delivers strategic waste management initiatives and special projects in alignment with Council direction, regulatory requirements, and available resources, leveraging emerging practices and technology to support analysis, service improvement, and evidence-based decision making
- Provides end to end leadership for waste system changes requiring coordinated project delivery, stakeholder engagement, and community behaviour change.
- Manages and develops employees in a manner consistent with District values, policies and procedures, including selection, work schedule, training and performance evaluation.
- Designs and oversees behaviour change programs and supporting engagement strategies required to enable the successful implementation of new or evolving waste services, policies, or system requirements.
- Establishes and maintains performance frameworks, data-driven tools, and technology-enabled processes to monitor, track, and report on waste system performance, targets, and outcomes, supporting continuous improvement and informed strategic and operational decisions
- Prepares progress reports, analysis, and recommendations for senior management and Council related to system performance, risks, and continuous improvement opportunities.
- Leads the development, review, and updating of waste-related policies, procedures, by-laws, strategies, and guidelines to support effective system governance.
- Oversees regulatory compliance programs for operating and closed waste management sites, including inspections, audits, environmental monitoring, reporting, and documentation.
- Coordinates responses to regulatory requirements and compliance issues, working collaboratively with waste operations and collection management as required.
- Researches and applies emerging best practices in waste management planning, data management, performance measurement, and program evaluation to support continuous improvement and informed decision making.
- Leads the development and delivery of public education and engagement initiatives related to waste reduction, diversion, compliance, and system changes, aligning targeted outreach with strategic priorities and evolving stakeholder and community needs.
- Collaborates closely with the Manager, Waste Operations and Manager, Waste Collection and Diversion to ensure alignment across strategy, policy, operations, collection, and public facing programs.
- Prepares and reviews Committee and Council reports, briefing notes, presentations, agreements, and related documentation for area of responsibility.

- Represents the District with Area Municipalities, regulatory agencies, stakeholders, community groups, and the public, and participates in provincial working groups and professional forums related to waste management strategy, policy, sustainability, and best practices.
- Related duties, as assigned.

What you will need:

- Graduate of a four (4) year university program in Environmental Science, Environmental Engineering, Planning, Sustainability, Public Administration, or a related discipline. A combination of related education and practical experience may be considered.
- Minimum of four (4) years of progressively responsible experience leading and managing professional staff, preferably in a municipal or public-sector environment.
- Demonstrated experience in long-term planning, policy development, project management, and performance measurement, preferably related to waste management or environmental services.
- Strong knowledge of environmental and waste-related legislation, regulations, and policy frameworks.
- Proven ability to lead complex initiatives involving multiple stakeholders and translate strategic direction into measurable outcomes.
- Excellent written and verbal communication skills, including experience preparing reports, presentation and other materials for external parties (e.g., Council, Boards, Legislative agencies etc.).
- Demonstrated technological proficiency, including data analysis, reporting, and project tracking systems.
- Valid Ontario driver's license.

What we are offering:

The District is proud to offer the following benefits with this job:

- Health benefits
- Paid vacation
- Paid leaves
- OMERS pension
- Work-life flexibility
- Perks and discounts
- Wellness programs
- Fostering and fun environment
- Professional development and education opportunities
- Pay range progression based on length of time in the job and satisfactory performance

The Next Step

If you have the necessary skills, experience and qualifications, and can support our vision and values (RISE: Respect, Innovation, Service and Equity), submit your application using the apply now link below.

[APPLY NOW](#) or visit our [careers page](#) for other opportunities.

The District of Muskoka is an equal opportunity employer and values diversity in our workforce, encouraging applications from all qualified individuals. Our organization is committed to providing persons with disabilities with equal opportunities and standards of goods and services, and we are compliant with the Accessibility for Ontarians with Disabilities Act. If you require disability related accommodation to participate in the recruitment process, please advise the Human Resources department as soon as possible. Accommodation may be provided in all steps of the hiring process. Any questions regarding this posting should be directed to the [Human Resources Department](#).