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| Job title | <i>Route Driver</i> |
| Reports to | <i>Operations Manager</i> |
| FLSA | <i>Non-Exempt, Hourly</i> |
| Days and Hours: | <i>Works Monday - Friday, may be required to work Saturdays and holidays, early morning to mid-day schedule. May be required to work nights. May be called into work on Sundays and during emergencies.</i> |

Overall Responsibility:

This line position is responsible for driving manual and/or automated waste collection vehicles varying in size, and for providing prompt, courteous and complete waste and/or recycling collection and removal services from customer locations.

This position reports to the Operations Manager, and takes direction from the Dispatcher, Supervisors, and other employees as appropriate.

Key Tasks and Responsibilities:

Duties may include, but are not limited to, the following:

- Performs required driver check-in procedures at the beginning of each day’s shift.
- Performs driver check-out procedures upon returning to the facility at the end of the day.
- Performs complete daily routine safety pre-post trip inspection on the assigned vehicle including, but not limited to, checking tire pressure, fluid levels, safety equipment, gauges and controls.
- Ensures all safety measures appropriate for operation of assigned vehicle are consistently and efficiently applied. Driver records and documents information in the tablet and/or on company forms.
- Drives a heavy truck along residential and/or commercial routes and to disposal area(s).
- Climbs into and out of truck at customer locations and disposal area(s).
- Lifts and carries residential waste and recycling to truck and deposits into hopper.
- Operates hand hydraulic and other controls to lift containers, cycle compactor and dispose of collected material at the designated facility.
- Operates vehicle in all assigned service areas in a timely and efficient manner.
- Courteously interacts with customers, dispatchers, supervisors and other employees.
- Maintains good customer relations and positively influences the community’s perception of the Company throughout all applicable service areas by exhibiting positive, helpful behaviors and attitudes.

- Use company tablet to complete route list, follows tablet sequence and services each customer as identified on the tablet or as assigned by the Dispatcher and/or Route Supervisor.
- Follows all safety policies and procedures in accordance with the current Code of Safe Practices.
- Performs other job-related duties as assigned.

Physical Requirements:

- Must be physically mobile within a field environment for indefinite periods of time. May involve working in inclement weather.
- Involves working in a waste and hazardous waste collection, disposal, recovery, recycling environment.
- Involves working in an environment with farm animals and plant materials.
- Involves sitting, standing, walking, pushing and pulling, reaching above shoulder level, lifting and carrying up to 70 pounds and occasionally heavier weights, using both hands for simple and firm grasping, climbing stairs and fine finger manipulation, e.g., keyboard and mobile/radio phone skills, reading and route-related decision making.
- Requires clarity of hearing.
- Requires the ability to communicate clearly and effectively in English, in person, in writing and by telephone.
- Must be able to safely operate commercial and other vehicles in an urban and suburban environment, including on residential streets and in a variety of weather conditions.

Qualifications:

- Customer service attributes by acting in a professional, courteous and cooperative manner toward customers and coworkers. Within reason, a Driver will do what it takes to meet or exceed customer expectations.
- Follows through and completes what he/she says he/she will do. Drivers report for work on time and adhere to the established work schedule.
- Ethical conduct, exhibited by adherence to the laws and regulations and Marin Sanitary Service policies and rules. Drivers promptly report concerns or potential violations in accordance with reporting procedures.
- Safety practices, exhibited by adherence to and appreciation for Marin Sanitary Service's safety rules and procedures. Drivers set an example for safe work behavior, and do not take inappropriate risks.
- Utilize the machines, tools, equipment and/or software are commonly associated with the performance of this position.
- Operate manual and/or automated collection trucks.
- Wear personal protective equipment which may include high visibility clothing, dust mask, hard hat, boots, gloves, safety glasses and safety vest.
- Tools including, but not limited to, broom, scraper bar, pitch fork and shovel.
- Two-way radios, cellular phones and computing equipment such as Geographic Positioning Systems (GPS), data collection and photographic/video recording devices.
- Follow directions and carry out tasks in a positive, efficient manner.

- Work toward productive outcomes with other employees as well as complete tasks and assignments individually.
- Willingness to work flexibly, work under pressure, learn new processes and procedures quickly and to adhere to deadlines.

Training and Experience:

- High school diploma or GED or equivalent combination of education and experience.
- 1- 2 years related experience preferred.
- Basic verbal, written and electronic device communications skills.

Licenses and Certificates:

- A valid Class B or higher commercial California Drivers' License with air brake certification and a clean driving record is required.

Travel:

No travel is expected for this position.

Other Duties:

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Pay:

Competitive total compensation package.