



Solid Waste Market Sector Lead, Canada - (184725)

At HDR, our employee-owners are fully engaged in creating a welcoming environment where each of us is valued and respected, a place where everyone is empowered to bring their authentic selves and novel ideas to work every day. As we work to weave diversity, equity, and inclusion into our work and foster a sense of belonging throughout the company and within our communities, we constantly ask ourselves: What is our impact on the world?

[Apply Here](#)

Watch Our Story: '<https://www.hdrinc.com/our-story>'

Each and every role throughout our organization makes a difference in our ability to change the world for the better. Read further to learn how you could help make great things possible not only in your community, but around the world.

The Waste Sector in HDR is experiencing significant growth and opportunities in both the planning and facilities engineering space throughout North America. HDR provides solid waste consulting services across Canada, with a majority of this work in Ontario. However, we also have a strong history of providing value-added and niche services to select clients across Canada. An exciting career opportunity is now available to lead the continued growth of our Solid Waste Market Sector team in Canada. We have a need for a person looking to lead and build a team of professionals, with skills as a seller-doer, and an industry professional that can make a difference in the market. Our Waste Sector team is working towards further enhancing our services offered such as circular economy, solid waste management planning, facilities design, strategic communication, public education, advisory services, organics, extended producer responsibility, and zero waste planning. HDR has been providing these services to clients throughout North America with several new opportunities in front of us. We could be, and should be doing more, and we expect that the right person in this role will enhance and grow our service offerings across Canada, growing our market share and while also providing technical leadership within the sector. With the right person in the

role, it is anticipated that the marketplace will be supported by additional hires and other staff who have an interest in waste. In addition, the right person can also play a key role in advancing and supporting our Waste Sector across North America through the application of their technical leadership.

Primary Responsibilities

The candidate must have a strong background in solid waste services pertaining to the waste market sector. The position will involve working closely with HDR Resources, Waste Sector leadership, and local staff to drive program development from a geographic and national basis. Provides HDR with senior consulting and project management leadership, in the Waste Sector, managing both planning and engineering related projects and developing client relationships. Position encompasses a client focus, networking and establishing client relationships, developing leads, and strategic thinking in future directions for both our clients and programs. It also includes identifying market changes and anticipating their impacts to the business, pre-proposal visitations, and supporting proposal preparation with technical and marketing staff by providing client-centric input and feedback, and giving presentations. You will manage our existing team in Canada, providing support, mentorship and leadership for their continued growth and development.

- Possesses and maintains a deep understanding of how clients perceive their technical problems and has the ability to package HDR expertise as solutions to these problems. In turn, supports marketing (business development) leadership in crafting client capture plan strategies.
- Senior Project Manager for waste related projects (seller-doer).
- Works with business development leadership to prioritize the marketing and business development efforts of the organization to prioritize business efforts that provide maximum return on investment.
- Identifies and develops opportunities to expand services to clients.
- Champions a quality-culture within the sector organization, and within production teams, serving the sector's clients.
- Acts as client manager for select clients, actively developing relationships with the candidate's previous contacts and HDR's existing clients.
- Leads risk management activities for both contract reviews and project deliverables.
- Directs the technical messaging and professional attendance at professional organizations and industry events.
- Works with Market Sector leads to establish direction and growth strategies for the practice.
- Manage existing staff team, identify future staff needs and lead process of attracting and hiring staff to build team to support project work.

Preferred Qualifications

- A minimum of 15 years working with regulatory and approval/permitting agencies, writing proposals, developing scopes of work, budgets, and schedules for complex waste projects. Experience with managing a team of people is an essential asset.
- Excellent writing and verbal communication skills for a broad range of audiences
- Strong conceptual, organizational, analytical, problem solving and research abilities
- Ability to support multiple complex and time sensitive projects effectively
- Identify and resolve issues effectively and efficiently
- Recognize and understand big picture concepts while recognizing details that are important
- Fostering collaborative team attitudes
- Strong interpersonal skills
- Able to work under and meet tight deadlines
- Demonstrated staff management and leadership skills supported by strong mentoring and coaching capabilities

Required Qualifications

- Bachelor's Degree in an engineering, planning or a related field
- A minimum of 10 years of industry experience
- Experienced in development and management of strategic marketing programs for planning and/or engineering services
- Experienced in development and management of a wide range of client relationships and specific program and/or project pursuits
- Experienced in overall staff development to include recruiting, career path and professional growth
- Experienced with industry associations and maintains a visible profile in the market sector
- Ability to work cooperatively with Regional Market Sector Directors, Market Sector Directors, Business Class Directors, Regional Business Group Directors, Area Business Group Managers, Area Marketing Managers and Area Managers
- Demonstrated commitment to HDR values. An attitude and commitment to being an active participant of our employee-owned culture is a must

What We Believe

HDR is our company. Together, we build on each other's life experiences and perspectives to make great things possible every day. This shapes our collaborative culture, encourages organizational trust and connects us closer to the clients and communities we serve.

Our Commitment

As employee owners, we all have a role in creating an inclusive environment where each of us is welcomed, valued, respected and empowered to bring our authentic selves to work every day.

Our eight Employee Network Groups (Asian Pacific, Black, Hispanic/Latino(a), LGBTQ+, People with Disabilities, Veterans, Women, Young Professionals) help create a sense of belonging and foster a

supportive environment where everyone is empowered to engage and contribute. Each group has an executive sponsor and is open to all employees.

At HDR, the health and safety of our employees is of the utmost importance. In accordance with local safety, health, and environmental legislation, HDR is committed to developing, maintaining, and enforcing proactive safe work policies, procedures, and standards.

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and other applicable legislation, we are committed to meeting the accessibility needs of persons with disabilities. Candidates with disabilities may request reasonable accommodation throughout the recruitment and selection process by contacting our Human Resources team.

HDR is a certified Living Wage Employer in Ontario, British Columbia, and Alberta.

At HDR, we are committed to the principles of employment equity.

We are an Affirmative Action and [Equal Opportunity Employer](#).

We consider all qualified applicants, regardless of criminal histories, arrest and conviction records.

Primary Location: Canada-Ontario-Richmond Hill

Industry: Waste

Schedule: Full-time

Employee Status: Regular

Business Class: Waste Services

Job Posting: Apr 4, 2025