



The Recycling Partnership, Position Profile
Chief Executive Officer
Washington D.C.

Overview

The Recycling Partnership (TRP) is on a mission to transform how recycling works in the United States. By harnessing the will of the American people and engaging both public and private sectors, we're building a stronger, more accessible recycling system - one that ensures everyone who wants to recycle has the infrastructure to do so.

We deliver innovative, data-driven solutions to address the complexities of the U.S. recycling system. Through voluntary investments, we modernize recycling facilities, expand access to services, and drive participation through research and public engagement. We work hand-in-hand with communities, companies, policymakers, PROs, and NGOs to enact meaningful change, advocate for effective policies, and close critical gaps in the system.

At the heart of our work is a culture shaped by core values that guide how we show up every day. Partnership is more than our name, it's how we work and how we embrace both opportunities and challenges. We embrace change, act with integrity, and bring energy and intention to everything we do. We encourage authenticity, bold thinking, continuous learning, and reflection. Most importantly, we stand up and speak out for fairness and belonging. We take our mission seriously and invite others to join us in building a better recycling system for all.

About the Chief Executive Officer Position

The Recycling Partnership offers a career-defining opportunity for its next CEO to lead the recycling movement through a historic inflection point, as the rollout of [EPR](#) policy begins to impact all levels of the recycling system, The Partnership's expertise will be critical in informing decisions around the country's infrastructure to help shape the future. The new CEO will be a leader at the intersection of policy, data-driven insights, and circular economy infrastructure. This role calls for a 'servant leader' with a sharp financial mind who can unlock unrestricted revenue, scale operations for maximum impact, and build strong relationships with global funders.

Reporting to the Board of Directors, the CEO oversees strategic direction, operational excellence, financial stewardship, and organizational culture. This position will lead a high-performing team, cultivate key partnerships, and champion data-driven solutions that modernize recycling, expand access, and increase participation. With deep expertise in

sustainability and systems change, the CEO ensures TRP delivers measurable impact while upholding its core values of equity, integrity, and bold thinking.

Key Priorities

Over the first 12-18 months, the CEO will prioritize their efforts in the following areas:

- ✓ **Financial Modernization & "Unrestricted" Impact:** The CEO will need to rapidly respond to the changing environment, refining the existing well-formed plan to address the needs of its diverse stakeholders in understanding the evolving changes, and implementing real-time change for the organization. With multiple avenues available to diversify revenue streams, the CEO will need to prioritize and optimize the teams to execute long-term sustainable strategy.
- ✓ **High-Stakes Negotiations for the Future:** Setting and driving a vision for The Partnership to deliver maximum impact as EPR unfolds across the country. Convening organizations across the recycling system to identify risks, opportunities, and to develop and implement plans to accelerate recycling rates for key material groups. Key relationships will be primed and ready for reimagined deployment. The CEO will need to execute negotiations, balancing value-add content while mitigating risk.
- ✓ **Brand Evolution:** Clarify the organization's unique value proposition in this dynamic landscape. The CEO will need to navigate between legislators, communities, suppliers, and corporations to tap into what diverse partner solutions look like for tomorrow.
- ✓ **Cultivate Relationships & Culture:** The new CEO will devote a large portion of their first ninety days to cultivate relationships internally and externally. Internally, the CEO will focus on building a relationship with the Board and staff, supporting mission-oriented and people-first approaches. Externally, the CEO will serve as a convener, engaging diverse community partners to solve recycling's toughest challenges together and carrying forward TRP's legacy of boldness and telling truth to power.

Essential Qualifications, Skills and Attributes

Experience

- **10+ years of progressive executive level experience** in managing organizations or teams in or adjacent to sustainability. Preferred experience in managing operating budgets greater than \$10 Million and scaling stable organizations primed for growth stage. Prior CEO experience preferred.

- Nimble and adaptive to a rapidly evolving external landscape and proven ability to guide internal teams to deliver exceptional results amidst change.
- Ability to bring together all parties of a diverse value chain and amplify the voices needed to guide thoughtful long-term decisions.
- Understanding of legislative and regulatory affairs, prior experience leading or driving policy and advocacy programs, preferably in sustainability sector with demonstrated success working with lawmakers and governing bodies across the aisle and at multiple levels of government.

Skills and Attributes

- **Relationship-builder:** A visible leader, and an active community participant who can build trust quickly and represent TRP with credibility across industries, sectors, policymakers, and communities.
- **Strategic thinker:** Demonstrated success analyzing and forecasting trends, and opportunities. Demonstrated ability to execute strategies resulting in meaningful change and mission delivery.
- **Proven business acumen and people leadership:** A steady, organized executive who can lead a team with clarity, create structure and accountability, and support high performance in a collaborative culture.
- **Skilled communicator and public speaker:** A clear, compelling storyteller who can tailor messaging to different audiences and advocate effectively for TRP's mission.
- **Empathetic leader:** Approachable, grounded, and able to build confidence through thoughtful listening, humility, and calm leadership under pressure.
- **Adaptable vision:** Capable of responding effectively to changing conditions and competing priorities, and repositioning The Partnership to rapidly changing needs of the industry.
- **Demonstrated financial acumen,** with the ability to interpret budgets and financial reports, and support sustainable decision-making and long-term viability.

Experience working effectively with a board of directors comprised of executive leaders of their own organizations.

Compensation

Total Cash Compensation:

- Annual base salary: \$405,000 - \$475,000 depending on experience.
- Annual incentive plan: performance-based bonus available

Benefits include:

- 19 Days Paid Time Off per year
- 4 weeks paid holiday closures
- 403(b) Retirement Plan, 3% match
- Medical insurance 75% employer paid/ Dental 50% employer paid
- Life and Disability insurance, employer paid

Perks:

- Sabbatical: 1x every 5-years enjoy 6 weeks paid time off to refresh
- 100% remote, flexible schedule
- Private Office allowance \$1,000/mo. stipend
- Professional Development: Executive Coaching and Conferences available

Application Process

The Recycling Partnership has retained Glick Davis & Associates, LLC to facilitate this search on their behalf. **To apply, interested candidates should e-mail their cover letter and resume as a single pdf file to: TRP@glickdavis.com**

The position is open until filled.

Inclusiveness:

The Recycling Partnership is an equal opportunity employer and believes that every employee has the right to work in surroundings that are free from all forms of arbitrary discrimination.

The Recycling Partnership is committed to providing an inclusive workplace that includes people of diverse backgrounds and fully utilizes their talents to achieve its mission. We are committed to fostering and supporting a workplace culture inclusive of people regardless of their race, ethnicity, national origin, gender, sexual orientation, socio-economic status, marital status, age, physical abilities, political affiliation, religious beliefs, or any other non-merit fact, so that all employees feel included, equal, valued and supported.