



**DIRECTOR AND GENERAL MANAGER,
BUREAU OF SANITATION
(LA SANITATION & ENVIRONMENT)
CITY OF LOS ANGELES, CA**



Recruitment Services Provided By





Leading one of the largest municipal environmental service utility organizations in North America.

LA Sanitation & Environment (LASAN) is seeking an accomplished executive to guide one of the most complex and innovative municipal environmental systems in the United States. This role leads a large-scale enterprise responsible for wastewater collection and treatment, solid waste services, watershed protection, livability, and environmental compliance programs across the City of Los Angeles. The Director and General Manager will oversee approximately 3,500 employees and a \$1.7B enterprise operation, safeguarding public health, protecting environmental resources, and supporting the livability of one of the world's most influential cities.

This is a rare opportunity to lead a nationally prominent environmental organization at a time when Los Angeles is preparing for global events, advancing environmental sustainability initiatives, and investing in long-term infrastructure resilience.



The City

The City of Los Angeles is a world-class city with a vibrant, diverse economy and an unparalleled quality of life. Los Angeles is the second-largest, and one of the most diverse cities, in the United States, with approximately 4 million residents across 470 square miles. Los Angeles is a global gateway city. The Port of Los Angeles and Los Angeles International Airport serve as major international trade and travel hubs connecting North America with Asia, Latin America, and the rest of the world.

The City is entering a historic decade of global visibility and investment. Los Angeles will host the 2026 FIFA World Cup and the 2028 Olympic and Paralympic Games, events that will place increased emphasis on infrastructure readiness, environmental sustainability, safety and security, and public service delivery across the region.



City Organization

Los Angeles is a charter city, governed by the Mayor and the City Council. The City Council serves full-time and consists of fifteen members elected by district. The other two elected officials of the City are the Controller and City Attorney. The City's elected officials serve four-year terms. Volunteer Commissions, consisting of prominent business and community leaders appointed by the Mayor and confirmed by the City Council, oversee several City departments and bureaus.

The City employs more than 50,000 full-time employees across more than 40 departments, bureaus, and offices, delivering services across one of the most diverse urban environments in the United States.

As part of a historic new era, Mayor Karen Bass began her first four-year term as 43rd Mayor of the City of Los Angeles on December 12, 2022, as the first woman and second African American to be elected as the City's chief executive.



The Bureau of Sanitation

The LA Sanitation & Environment (LASAN) operates as one of five bureaus within the Department of Public Works, governed by a five-member Board of Commissioners, and working alongside other Public Works bureaus responsible for streets, engineering, contract administration, and street lighting. Within this structure, LASAN serves as the City's primary environmental services utility organization, leading wastewater treatment, solid waste management, watershed protection, livability, and environmental compliance programs. LASAN is the second-largest municipal sanitation and environmental service utility organization in the United States.

The Department at a Glance

- **Department Size** — Approximately 3,500 employees across environmental operations, engineering, regulatory compliance, and administrative services.
- **Annual Budget** — \$1.7B revenue and operating budget for the clean water program, \$432M revenue and operating budget for solid waste, \$710M clean water capital improvement program.
- **Infrastructure Systems** — 6,700+ miles of sewer infrastructure; wastewater treatment processing roughly 400 million gallons per day; and four major treatment facilities including the Hyperion Water Reclamation Plant.
- **Service Population** — Environmental services supporting approximately 4 million residents within the City of Los Angeles.
- **Leadership Structure** — The Director and General Manager leads the Bureau's executive leadership team and currently oversees six major operational divisions, including wastewater operations; watershed protection; solid resources and recycling; environmental monitoring and compliance; engineering services; and administrative and financial services.

Strategic Significance

Serving as Director and General Manager of LA Sanitation & Environment offers the opportunity to lead one of the nation's most significant municipal environmental service organizations.

Los Angeles provides an unparalleled professional platform for public service leaders who want to operate at scale and have a meaningful impact on environmental infrastructure, sustainability, and community livability.

Key aspects that make this opportunity uniquely compelling include:

National Leadership Platform — Leading one of the largest municipal sanitation organizations in North America, with responsibility for major environmental infrastructure systems serving millions of residents.

Global Visibility — Los Angeles is preparing for the 2026 FIFA World Cup and the 2028 Olympic and Paralympic Games, creating a unique opportunity to help shape environmental infrastructure and sanitation services on a global stage.

Environmental Innovation — The City is investing heavily in sustainability, water reuse, stormwater capture, zero waste to landfills, organics recycling, and climate resilience initiatives that will define the future of urban environmental management.

- \$10B+ long-term wastewater capital investment programs
- Pure Water LA program - a potable reuse program to recycle the City's wastewater creating long-term water security and resiliency
- Major programs in solid waste and organics recycling in compliance with CA SB1383.
- Livability programs to address illegal dumping and street cleanliness



The Opportunity

The City of Los Angeles is seeking an experienced and visionary executive to serve as the next Director and General Manager of LA Sanitation & Environment.

The Director and General Manager will guide a complex organization responsible for wastewater and recycled water treatment systems, solid waste services, stormwater infrastructure, environmental compliance programs, and citywide sanitation initiatives that support the health and livability of one of the world's most influential cities.

These responsibilities include advancing water quality, stormwater capture, and sustainability initiatives while ensuring compliance with evolving state and federal environmental regulations and planning for long-term infrastructure modernization to support population growth and climate resilience.

Sanitation services also play a critical role in neighborhood livability, including addressing illegal dumping and sanitation conditions associated with homelessness through coordinated efforts across City agencies.

The next Director and General Manager will help shape long-term infrastructure investment, advance innovative water reuse and sustainability strategies, strengthen leadership across a large and diverse workforce, and position LA Sanitation & Environment as a national leader in urban environmental management—delivering meaningful impact for millions of residents while advancing environmental resilience and operational excellence for decades to come.



Key Leadership Priorities for the Next Director and General Manager

- **Operational Leadership at Scale** — Provide executive leadership for a large and complex organization responsible for wastewater systems, solid waste programs, watershed protection, and environmental monitoring.
- **Budget and Contract Oversight** — Provide strong financial leadership across a \$1+ billion enterprise, including oversight of major operational contracts, franchise agreements, and capital investment programs.
- **Executive Team and Organizational Development** — Strengthen and develop the Bureau's executive leadership structure as well as conduct succession planning and staff development
- **Environmental Stewardship** — Advance the City's sustainability goals while ensuring compliance with environmental regulations governing wastewater, water reuse, stormwater, and waste diversion programs.
- **Community Impact and Livability** — Continue strengthening programs that address illegal dumping, sanitation challenges, and environmental impacts affecting neighborhoods and businesses across Los Angeles.
- **Long-Range Infrastructure Planning** — Guide strategic investment in wastewater, stormwater, and environmental infrastructure that will support the City for decades to come.



The Ideal Candidate

The ideal candidate will be an accomplished executive leader with experience managing large public infrastructure or environmental service organizations, with strong knowledge of wastewater systems, sanitation operations, environmental compliance, and large-scale municipal service delivery.

The successful candidate will demonstrate:

- Excellent leadership and managerial skills
- Strong background in wastewater treatment and conveyance; water recycling; solid waste collection, recycling, organics and landfill maintenance programs; stormwater quality programs; and/or livability programs focused on public health and cleanliness within areas of the unsheltered population.
- Clear understanding and grasp of environmental challenges and legal and regulatory requirements applicable to the Bureau's wastewater, stormwater, solid waste, and livability programs
- Extensive experience managing daily operations and responding to urgent and emergency matters pertaining to wastewater, stormwater, solid waste, and livability programs
- Extensive experience with project management, budgeting, finance and complex contracts
- Ability to develop and implement strategic plans to efficiently conduct the Bureau's operations and manage within budget
- Engineering knowledge related to wastewater and water recycling treatment processes, hydraulics, and solid waste management technologies
- Ability to collaborate and build strong relationships with elected officials, regulators, and community stakeholders.
- Strategic leadership, organizational and staff development capabilities.
- Energy, enthusiasm, and a commitment to the City and its residents with the utmost personal integrity in all situations will be essential for leading a major environmental services organization at this scale.



Qualifying Education and Experience

Education:

A bachelor's degree from an accredited college or university in civil engineering, environmental engineering, public administration, environmental science, or a related field is required.

A master's degree and advanced professional certifications related to environmental management, engineering, public administration, or executive leadership are highly desirable.

Registration as an Engineer with the California State Board of Registration for Professional Engineers is preferred.

Experience:

The City seeks candidates with a minimum of five years of executive level operational and managerial experience within a major area of a sanitation department or district for a large metropolitan area or an environmental firm. These areas include wastewater treatment and conveyance; water recycling; solid waste collection, recycling, organics and landfill maintenance programs; stormwater quality programs, and livability programs focused on public health and cleanliness within areas of the unsheltered population.

Professional expertise in the issues and policies affecting a large sanitation department or district is desired.

A state driver's license is preferred but not required.



Compensation

Salary Range: \$274,822 to \$487,276 per year, placement depending on qualifications.

The City of Los Angeles offers an outstanding compensation and benefits plan. The comprehensive benefits package includes:

- **Retirement** – A defined benefit retirement plan with contributions from both the employee and the City.
- **Deferred Compensation** – A multi-option deferred compensation program is available.
- **Health Benefits** – A flexible benefits plan that includes a choice of multi-option medical, dental, and vision coverage.
- **Leave** – Generous vacation and sick leave accruals, plus 13 paid holidays per year.
- **Family Leave** – Family and domestic partner leave benefits are provided.
- **Relocation** – Reimbursement of relocation expenses may be considered as part of the appointment package.



How to Apply

This is a nationwide **confidential recruitment** being conducted by Alliance Resource Consulting on behalf of the City of Los Angeles. Candidates' names will not be released outside of City Executives and HR, without prior consent.

To be considered for this outstanding career opportunity, please apply **immediately** at:

<https://www.alliancerc.com/>

Applications will be reviewed as they are received, with the City's first formal review expected the week of April 20th, 2026. The most qualified candidates will be invited to participate in the interview and selection process. **First round of interviews with the City are anticipated the last week of April, and the second round of interviews will follow in early May.**

For confidential inquiries and candidate recommendations, please contact:

Wes Herman
wherman@alliancerc.com
(562) 901-0769 x 337

Sherrill Uyeda
suyeda@alliancerc.com
(562) 901-0769 x 331

An Equal Opportunity/ADA Employer

