**Primary Purpose**

The Operations Leadership Development Program (OLDP) is one of the [three] functional programs in the Leadership Development Program suite. The OLDP is a great opportunity for graduates seeking to support Heritage through Operations based roles in management, engineering, supervision, laboratory, customer facing project roles. Candidates within the program will have the opportunity to complete three 9-12-month rotations, which are defined on the business needs. This will include at least one rotation at any participating facility in the U.S.

**Essential Functions and Responsibilities**

* Ensures Health & Safety is the number one goal by following policies, processes, and acting in a safe manner at all times.
* Develop an understanding of how the company works and build relationships with co-leadership development candidates through regularly scheduled meetings, annual training workshops and mentor programs
* Network with professionals from various disciplines across the organization to enhance teamwork, collaboration, communication, problem solving, and strategic thinking skills
* Maintain awareness of all Heritage policies, guidelines, and procedures and ensure compliance.
* Assist with analyses and support of a Business Unit’s performance. This may include tracking key performance indicators for safety, environmental compliance, quality and production as well as providing assistance on team projects to drive improvement. Work with employees of all levels to develop new Standard Operating Procedures.
* Responsible for the maintenance and development of HSE programs within a business unit. Work with employees to identify areas to improve safety and environmental compliance. Assist in permitting activities to incorporate new processes into a business unit.
* For engineering degreed candidates, this position would be involved in plant capital and maintenance projects. All stages of a project would be performed: project scope development/design, permitting, writing of capital request for review and approval, equipment procurement, supervision of contractor or maintenance installations, start-up, budget reporting.
* Responsible for visiting customer industrial sites to identify, quantify, properly pack and prepare paperwork for shipping and transport of industrial waste back to service location.
* Perform lab testing of industrial wastes received at our treatment facilities to ensure the wastes are properly categorized and are consistent with set specifications regarding permits and Resource Conservation and Recovery Act regulations. Testing includes standard wet chemistry methods as well as in-house developed methods.
* Work at our customer’s site directly with customer to maintain contract. This may include operating an onsite waste treatment or recycling operation, tracking and properly handling industrial waste inventory prior to shipment offsite, helping customer maintain environmental compliance regarding waste generated from their industrial processes.
* Supervise the employees who work within our waste and recycling facilities. Supervise the employees who provide our customers with services such as onsite operations, environmental assistance, industrial cleaning operations.
* Ability to travel up to 25%
* Geographic mobility anywhere in the US (rotational program locations across the US may vary by business needs). Relocation is available for this position.

**Heritage believes that each employee makes a significant contribution to our success. That contribution should not be limited by the assigned responsibilities. Therefore, this position description is designed to outline primary duties, qualifications and job scope, but not limit the incumbent nor the company to just the work identified. It is our expectation that each employee will offer his/her services wherever and whenever necessary to ensure the success of our endeavors.**

**Education:** Bachelor’sdegree in: Engineering (Chemical, Environmental, Mechanical, Industrial), Science (Chemistry, Geology, Biology, Environmental), Safety, or Business Management required. Minimum 3.0 GPA required. High performing recent graduate or expectation to graduate by summer 2022 OR qualifying education must have been obtained within the past 2 years

**Experience:** Prior relevant internship, co-op, or practical experience required. Demonstrated leadership ability and initiative (school club officer, sports team captain, resident advisor, etc. or exceptional leadership on work projects) required.

**Knowledge and Abilities:**  Proficient with MS Office tools. Ability to learn business specific software. Ability to analyze; demonstrated problem solving capability. Strong teamwork, networking, written and verbal communication skills with the ability to interact effectively at all levels of the organization. Organizational and time management skills. Must be willing to relocate through each rotation [three-year program] as needed. Potential Rotation Locations include but are not limited to: Indianapolis, IN; Benton, AR (Little Rock area); East Liverpool, OH (Pittsburg area); Lemont, IL (Chicago area).

Must be authorized to work full-time in the U.S. without sponsorship.

A post offer drug screen will be required.

EEO including disability/veteran