



Seeking Wompost CEO

To apply, please send your resume and cover letter to team@wompostcoop.com

Job Description:

Wompost is hiring a new CEO to lead the company into its next stage of growth. The founder, who is also the owner, has been running the company for six years and is ready to train a successor. The CEO will report to the owner and should be prepared to implement practices that support rapid growth and a sustainable work environment. The ideal candidate is a collaborative decision-maker with experience managing drivers in another work environment, and a commitment to using their skills to make the world a better place through composting.

About Us:

Wompost, which stands for Woman-Owned Composting, is a for-profit social enterprise. It is the only compost collection and delivery service based in Aurora, Colorado, serving surrounding areas. Wompost provides a simple way to recycle biodegradable waste into compost. Much like curbside trash pickup, we collect food scraps, BPI-certified compostable products, and yard waste from customers' homes and businesses and return finished compost soil. We also provide convenient and affordable drop-off sites throughout our service area and sell compost soil in bulk.

Wompost's Mission:

Womposters are the dirty boots on the ground. We know that composting is a powerful way to reverse climate change. Our mission is to make it easy for our community to compost. We learn, grow, and compost together!

Wompost's Vision:

Wompost is working towards an intuitive and accessible composting paradise, from collection to healthy soil, where no one is exploited and nothing is wasted.

Wompost's Values:

- We value each others differences
- We empower our community with education
- We treat sustainability as a verb
- We work cooperatively
- We think proactively



CEO Qualifications:

- At least two years of experience managing people in a work environment
- Located in the Denver area or willing to relocate
- Valid driver's license
- Ability to lift up to 50 lbs repeatedly
- Proficiency with business-related computer tasks
- Conversational English proficiency
- Mastery of, or willingness to learn, non-violent communication skills

CEO Desired Qualities:

- Experience as a growth-stage business leader
- Previous work in a business managing drivers (e.g., moving company, landscaping)
- Familiarity with trucks, trailers, and heavy equipment
- Ready to commit to a minimum of two years
- Detail-oriented
- Strong on-the-go problem-solving skills
- Ability to navigate complex logistics challenges
- Passionate about social, racial, and environmental justice
- Friendly with customer service experience
- Comfortable with strong odors and seeing maggots
- Able to read and understand financial statements
- Flexible with work hours and willing to work until the job is done
- Able to respond to emergency calls after hours
- Fluent in English
- Interested in growing in a role and learning how to run a worker-owned cooperative

Goals:

The CEO's goal is to grow our revenue by at least 100% in three years while staying profitable and cash flow positive. This metric will assess the CEO's success. The CEO will report to the owner initially and may eventually report to a board of worker-owner directors.

Management Responsibilities:

Hire and manage other company leaders, set company culture, and maintain the weekly meeting schedule.

- Oversee the Director of Operations, Office Administrator, Director of Equipment, and any future staff positions
- Manage the driver team if the Director of Operations position is unfilled



- As the company grows, hire for roles including Director of Sales, Director of Marketing, and HR Lead
- Conduct team meetings, one-on-ones, and performance reviews with direct reports
- Oversee all HR, including hiring values-driven candidates, performance management, terminations, and benefits
- Ensure all operational tasks are completed, delegating or handling responsibilities like transaction categorization in Quickbooks, updating licenses, and implementing marketing plans
- Model non-violent communication skills, and support the team in resolving misunderstandings and conflicts

Leadership:

To lead the Wompost team, the CEO needs to embody our values.

- Model appreciation for diversity, showing that our differences create valuable perspectives
- Empower our community by facilitating educational opportunities at composting events and in schools
- Treat sustainability as an action, prioritizing business growth alongside a healthy work-life balance
- Foster cooperation by inviting input and gaining team consensus on key decisions (Wompost makes 95% of decisions by consensus voting)
- Proactively consider the impact of small and large changes, from day-to-day operations to major decisions regarding equipment or team adjustments
- To succeed, the CEO should be detail-oriented and an effective communicator to set the drivers and customer service team up for success each day and address team concerns effectively.

Outreach and Communication:

The CEO will represent Wompost publicly and should be comfortable with public speaking and composting education.

- Develop and strengthen relationships with municipal governments in our service areas and those where we may seek future composting contracts
- Respond to interview requests on behalf of Wompost
- Speak at events on behalf of Wompost
- Seek opportunities to educate and empower the community
- Establish and maintain connections with community stakeholders

Wompost Sales:

The CEO should play a key role in sales until a sales manager is hired. They will set the sales strategy and ensure revenue targets are met.

- Define sales strategy and identify potential customers



- Follow up with leads to close sales
- Respond to requests for proposals (RFPs) for composting services in the Denver area, including for municipalities and schools
- Network with other waste hauling companies to subcontract composting services
- Attend neighborhood and HOA meetings in our service areas to increase customer density

Core Responsibilities:

The CEO must also be able to do the core work of our business: driving routes and answering customer service questions.

- Drive at least one day per week to stay familiar with operations, maintain respect with the team, and refresh knowledge of current practices
- Spend at least one day per week handling customer service to understand customer needs
- Cover for drivers when they are on vacation, as we are a small team of eight
- Drive all company vehicles, including a truck with a trailer, and perform manual labor efficiently

Compensation and Benefits:

- Salary Range: \$70,000–\$80,000, with bonuses as the business grows
- Monthly compensation for bodywork (massage, physical therapy, etc.)
- Workers' comp for on-the-job injuries
- Health insurance plan
- Unlimited vacation; 19 days (almost four weeks) per year is standard for our team
- Patagonia Pro deal

If you do not meet every desired quality but find this job exciting, please apply. We are committed to diversity and encourage all people to apply, especially BIPOC (Black, Indigenous, and other People of Color) applicants. If you have questions, please email team@wompostcoop.com, and someone will reach out to you.

We prohibit unlawful discrimination and harassment against applicants or employees based on age, race, sex, color, religion, creed, national origin, disability, military status, sexual orientation, or any other status protected by state or local law. This prohibition includes harassment intended to create a hostile work environment based on race, national origin, sex, sexual orientation, disability, age, or religion. This policy applies to all employees, including managers, supervisors, co-workers, and non-employees such as customers, vendors, and consultants.