

Field Operations Manager

Reports to: CEO

Direct Reports: Driver team

Work Mode: On-site / field-based (early mornings typical; limited on-call rotation)

FLSA: Exempt

Location: Upper Darby, PA

Purpose

The Field Operations Manager leads Mother Compost's daily hauling operations with steadiness, authority, and care. This role ensures that our fleet, drivers, and systems run safely, reliably, and efficiently — the foundation that allows our mission to thrive.

At its core, this role is about connecting the moving parts: people, trucks, and timing — and building the kind of structure that makes everyone's job a little smoother and the work a little better each day.

Core Responsibilities

Driver Team Leadership & Development

- Supervise, coach, and support the driver team, modeling calm leadership and clear communication.
- Lead hiring, onboarding, and training for new drivers and field staff.
- Conduct ride-alongs, safety observations, and performance check-ins to build skill and consistency.
- Address conduct or performance issues constructively and document appropriately.
- Foster teamwork and pride in service — our drivers are the face of MC in the field.

Fleet & Safety Management

- Oversee daily truck operations: maintenance schedules, repair tickets, DOT compliance, and fueling.

- Conduct or review pre/post-trip inspections; ensure PPE use and adherence to safety protocols.
- Lead toolbox talks and incident debriefs; track safety metrics and corrective actions.
- Coordinate with vendors on repair timelines, warranties, and inspection records.
- Maintain a clean, organized yard and vehicle staging area that reflects our values of safety and respect.

Routing, Scheduling & Coverage

- Build and adjust daily routes to balance efficiency and workload.
- Coordinate driver shifts, timecards, PTO, and floater coverage.
- Plan ahead for holidays, weather impacts, and customer communications with the Operations Director and Customer Service.
- Support expansion by helping integrate new routes or service areas smoothly.

Service Quality & Accountability

- Monitor route completion, route skip rates, and missed pickup reports.
- Track and resolve service exceptions quickly, communicating transparently with the admin team.
- Support Compost Givebacks logistically in the spring season, ensuring delivery is smooth and effort is spread across team.

Cross-Functional Coordination

- Partner with Site Coordinator re: job supplies, inventory needs, and other site management issues.
- Liaise with the CEO on fleet procurement strategy, equipment planning, and capacity forecasting.
- Collaborate with Leadership Team to align on long-term scaling, staffing, and efficiency goals.

Qualifications

- 3+ years of experience supervising crews in logistics, waste, construction, or similar field-based operations.
- Solid understanding of fleet and truck operations — not a mechanic, but comfortable around equipment and vendors.
- Safety-first mindset with the ability to train, document, and hold standards.
- Calm, steady presence — respected by drivers, decisive under pressure.
- Excellent communication and organizational skills.
- Bonus: background or interest in composting, sustainability, or environmental services.

Compensation & Benefits

- **Salary:** \$55,000–\$70,000 annually, commensurate with experience (higher range possible for exceptional qualifications)
- **Health Insurance:** 50% employer contribution for employee coverage
- **Paid Time Off & Holidays**
- **Schedule:** Monday–Friday (limited weekend work)
- **Professional Development:** Opportunities for continuing ed and certifications