

Director of Environmental Protection (0473U) - 81473
University of California, Berkeley

Direct Link: <https://www.AcademicKeys.com/r?job=263139>

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Posted Sep. 29, 2025, set to expire Jun. 30, 2026

Job Title Director of Environmental Protection (0473U) - 81473
Department Office of Environment, Health & Safety
Institution University of California, Berkeley
Berkeley, California

Date Posted Sep. 29, 2025

Application Deadline Open until filled
Position Start Date Available immediately

Job Categories Director/Manager

Academic Field(s) Other Administrative Departments
Governmental Relations
Facilities Operations
Administration - General

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Job Description

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About Berkeley

At the University of California, Berkeley, we are dedicated to fostering a community where everyone feels welcome and can thrive. Our culture of openness, freedom and belonging make it a special place for students, faculty and staff.

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As a world-leading institution, Berkeley is known for its academic and research excellence, public mission, diverse student body, and commitment to equity and social justice. Since our founding in 1868, we have driven innovation, creating global intellectual, economic and social value.

We are looking for applicants who reflect California's diversity and want to be part of an inclusive, equity-focused community that views education as a matter of social justice. Please consider whether your values align with our [Guiding Values and Principles](#), [Principles of Community](#), and [Strategic Plan](#).

At UC Berkeley, we believe that learning is a fundamental part of working, and provide space for [supportive colleague communities via numerous employee resource groups](#) (staff organizations). Our goal is for everyone on the Berkeley campus to feel supported and equipped to realize their full potential. We actively support this by providing all of our full-time staff employees with at least 80 hours (10 days) of paid time per year to engage in professional development activities. Find out more about how you can [grow your career](#) at UC Berkeley.

Departmental Overview

The Office of Environment, Health & Safety's (EH&S) mission is to provide guidance and services to the campus community that promote health, safety, and environmental stewardship.

EH&S is a highly dynamic, fast paced, committed organization focused on promoting workplace safety and environmental protection for the campus community. We are comprised of many scientific, technical, and administrative professionals, working in an evolving, learning, and sometimes challenging environment with a unified goal of supporting the University's mission of teaching, research and public service. EH&S strives to be an inclusive, service oriented, and operationally excellent organization and is seeking highly motivated individuals who want to learn, be creative, seek continuous competency development, and contribute to our mission.

For more information, visit <http://ehs.berkeley.edu>

Position Summary

The Director of Environmental Protection operates with broad and independent authority as determined by the EH&S Executive Director.

The position directs Environmental Protection Programs at UC Berkeley, overseeing the environmental protection and hazardous materials management teams. The position interacts and represents the campus with state and federal regulators.

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Application Review Date

The First Review Date for this job is: 10/09/2025. This position is open until filled.

Responsibilities

Plans, directs, and manages the Environmental Protection (EP) programs at UC Berkeley, providing personnel administration including hiring, training, evaluating performance, and as required, implementing corrective action.

- Develops and monitors operational plans.
- Represents EH&S at campus meetings and committees, and/or at UC-systemwide level.
- As part of the EH&S Senior Management Team, may establish and recommend changes to policies that affect the organization.
- By memorandum of understanding or other agreements, may develop, manage and oversee associated programs at other UC campuses, per identified need.
- Oversees work production and professional development of team.
- Supervises, motivates, guides, and applies appropriate standards to staff in their implementation of assigned duties.
- Recommends or approves hiring of new employees, promotions, reclassification, salary actions, and terminations.
- Administers full range of performance management to ensure maintenance of expectations and standards.
- Assesses job and career enhancement development needs for staff, assuring access to development opportunities.
- Ensures staff are fully and properly trained to meet mandatory training requirements of positions.
- Establishes, enforces, and promotes a culture of safety and compliance among all staff supervised.

Monitors budgets and expenses, ensuring compliance with budgetary allocations. Implements budget for hazardous waste and other recharge programs, approving non- compensation expenditure. Recommends budget distribution or augmentations.

- Participates in the annual budget review, developing and assisting with EH&S budgetary proposals and recharge programs to implement the EH&S mission.
- Provides technical input and direct support to annual recharge re-certification activities.
- Monitors rechargeable field work, assist with resolving service disputes

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Directly and/or through professional and technical staff, evaluates, recommends, and implements policies and procedures to assure awareness of and compliance with environmental regulations and campus requirements; monitors and prevents environmental hazards.

- Oversees the implementation of federal, state, and local regulatory-driven permits, reports, fees, and licensing such as the multiple certified unified program agencies (CUPA) that UC Berkeley are covered under, required (state- and county-) hazardous materials business plans, medical waste registration, hazardous waste generator fees, EPA treatment permit and fees, storm and sanitary sewer discharge management program reports, underground storage tank licensing program, and air pollution source permit reporting and management.
- Oversees all aspects of proper hazardous waste management which includes processes for labs and other campus entities to properly collect, hold, and request pick-up.
- In addition, processes for the hazardous materials management staff to pick-up, sort, label, consolidate, store, pack, ship, and track unwanted hazardous waste.
- Other waste streams managed include: medical waste and controlled substances.
- Responsible for campus programs that help ensure compliant shipments of hazardous materials.
- Oversees contaminated site clean-up order driven program requirements, including the Richmond Field Station remediation project.
- Negotiates clean-up requirements with state and federal agencies, including both soil and marsh/wetland habitat clean-up.
- Acts as the campus expert on soil sampling, related to both remedial work, and general and construction-related campus soil management.
- Monitors, controls, evaluates and continually improves procedures in accordance with existing, updated and pending regulations.
- Provides reports to Federal, State, and local agencies.
- Directs audits, follow-up and notification activities.

Develops or oversees development of communication programs to ensure awareness of and compliance with all applicable rules, regulations, and policies to protect environmental health and prevent unsafe conditions.

- Directs management of two websites related to EP Team programs (Creeks, RFS Environmental) required to meet campus regulatory obligations.

Maintains professional knowledge/expertise of existing and proposed changes in EH&S areas, with specific attention to regulations in particular subject area(s).

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- Creates new and complex solutions applying advanced level knowledge/expertise of best practices within multiple technical, professional, scientific, and applied disciplines and makes recommendations and presentations based on accepted scientific methodology.

****See Governing Agencies (Laws & Regulations)**

Staff development:

- Works on professional committees and assignments, participates in professional training and attends relevant conferences, and/or is mentored or coached on a formal or informal basis.

In a campus wide disaster, serve as a key member of the EH&S Emergency Support Function (ESF) or Emergency Operations Center (EOC). This is part of the campus Emergency Management -Hazardous Materials program, and EH&S is identified as one of the several essential service units that may be mobilized to support the campus Emergency Operations Center.

Required Qualifications

- Comprehensive knowledge and understanding of environmental and hazardous material management technical requirements, logistics, materials and operations, rules, regulations, and laws.
- Solid skills to create, develop, and implement EH&S projects/programs.
- Proven management expertise to effectively lead and direct subordinate professional staff in different programs.
- Solid interpersonal skills to effectively motivate others, skilled in facilitation, managing, coaching, and relationship building.
- Proven written, verbal, and interpersonal communications skills to effectively convey complex information, ability to understand and apply political acumen.
- Skill to effectively communicate with variety of constituencies and senior campus management.
- Proven and solid communication skills including: verbal and written, active listening, critical thinking, persuasiveness, advising and counseling skills.
- Proven organizational and customer service skills to effectively manage multiple priorities.
- Proven skills to quickly evaluate complex issues, identify resolution, and create effective written, comprehensive analyses with recommendations.
- Ability to effectively represent the campus to state and federal authorities, local agencies and community groups.
- Solid skills to appropriately and efficiently respond to and direct the response to emergencies and critical situations, including follow-up evaluation and critique of response efficacy; recommend,

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- develop, and implement changes to emergency response as required.
- Advanced degree in related area and/or equivalent experience/training.

Preferred Qualifications

- Demonstrated ability to manage environmental contractors and consultants, including negotiating contracts and change orders and managing field work.
- Experience with contaminated property remediation, including aquatic (marsh) and soil remediation.
- Experience evaluating endangered and threatened species habitat and viability.
- Master's degree in environmental science, geology, engineering or related field and/or equivalent experience/training.

Governing Laws & Regulations: Specific agencies, laws and regulations are too numerous to list, but are governed and regulated by agencies including:

- Local & Regional: City of Berkeley (Fire Department, Public Works, Health and Human Services, Toxics Management Division), Alameda County Department of Environmental Health, City of Richmond, Contra Costa County Health Services Department, Other Certified Unified Program Agencies (CUPAs) statewide, Bay Area Air Quality Management District, East Bay Municipal Utilities District, Regional Water Quality Control Board, Bay Conservation and Development Commission, East Bay Regional Parks District, Other miscellaneous County agencies.
- State: State Water Resources Control Board, Department of Fish and Wildlife, Department of Toxics Substances Control, Department of Public Health.
- Federal: US EPA, US Fish and Wildlife Service, US Army Corps of Engineers, US Coast Guard, National Marine Fisheries Service, National Oceanic and Atmospheric Administration, US Forestry Service (USDA).

Salary & Benefits

For information on the comprehensive benefits package offered by the University, please visit the University of California's [Compensation & Benefits](#) website.

Under California law, the University of California, Berkeley is required to provide a reasonable estimate of the compensation range for this role and should not offer a salary outside of the range posted in this job announcement. This range takes into account the wide range of factors that are considered in making compensation decisions including but not limited to experience, skills, knowledge, abilities,

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education, licensure and certifications, analysis of internal equity, and other business and organizational needs. It is not typical for an individual to be offered a salary at or near the top of the range for a position. Salary offers are determined based on final candidate qualifications and experience.

The budgeted annual salary range that the University reasonably expects to pay for this position is \$112,400.00 - \$175,000.00, commensurate with experience

- This is an exempt monthly-paid position.

How to Apply

- To apply, please submit your resume and cover letter.

Other Information

- This is not a visa opportunity.
- This position is eligible for up to 40% hybrid work. Exact arrangements are determined in partnership with your supervisor to meet role responsibilities and department needs, and are subject to change.

Conviction History Background

This is a designated position requiring fingerprinting and a background check due to the nature of the job responsibilities. Berkeley does hire people with conviction histories and reviews information received in the context of the job responsibilities. The University reserves the right to make employment contingent upon successful completion of the background check.

SB 791 and AB 810 Misconduct Disclosure Requirement: As a condition of employment, the final candidate who accepts a conditional offer of employment will be required to disclose if they have been subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct; received notice of any allegations or are currently the subject of any administrative or disciplinary proceedings involving misconduct; have left a position after receiving notice of allegations or while under investigation in an administrative or disciplinary proceeding involving misconduct; or have filed an appeal of a finding of misconduct with a previous employer.

"Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, discrimination, dishonesty, or unethical

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conduct, as defined by the employer. For reference, below are UC's policies addressing some forms of misconduct:

[UC Sexual Violence and Sexual Harassment Policy](#)

[UC Anti-Discrimination Policy](#)

[Abusive Conduct in the Workplace](#)

Equal Employment Opportunity

The University of California is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected status under state or federal law.

To apply, visit

https://careerspub.universityofcalifornia.edu/psc/ucb/EMPLOYEE/HRMS/c/HRS_HRAM_FL.HRS.CG_S

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

N/A

University of California, Berkeley

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