



Director of Transportation & Logistics

California & Oregon Programs

Location: Remote (California or Oregon)

Travel: Approximately 10–20% throughout California and Oregon

Reports to: Vice President of Operations

Salary Range: \$105,000 – \$150,000 annually, commensurate with experience

Join a Mission-Driven Organization

The Mattress Recycling Council (MRC) is nonprofit organization established by the International Sleep Products Association (ISPA) to create, build and administer statewide mattress recycling programs. We launched our first program in 2015 and have grown to be one of the largest mattress recycling organizations in the world with over 2 million mattresses recycled annually. We currently operate in four states and are actively working to expand our successful programs.

MRC contracts with mattress collectors, transporters and recyclers to develop efficient and environmentally responsible statewide recycling programs. Every year, our contracted transporters haul over 15,000 loads of old mattresses. We are seeking an experienced transportation and logistics professional to join our tenured team and lead the strategic planning and optimization of our statewide transportation networks.

Position Summary

The Director of Transportation & Logistics provides strategic leadership for transportation and reverse logistics operations supporting our California and Oregon mattress recycling programs. Reporting to the Vice President of Operations, this position is responsible for designing, managing, and continuously improving the transportation networks that move end-of-life mattresses from various collection sources to our contracted recyclers.

The Director oversees transportation strategy, carrier and recycler management, contract administration, operational performance and analytics, and continuous improvement initiatives. Working closely with transportation providers, recyclers, local governments, retailers, and internal teams, this position drives operational efficiency, cost management, and quality customer service while supporting MRC's environmental mission.

This position is ideal for a collaborative, data-driven leader who enjoys solving complex operational challenges, managing relationships and driving continuous process improvement.

Primary Responsibilities

Transportation Strategy & Network Management

- Develop and execute transportation strategies supporting MRC's statewide operations in California and Oregon
- Optimize routing, scheduling, trailer utilization, and recycler capacity allocation to improve service and reduce costs

- Monitor transportation volumes and forecast capacity needs and capabilities for transporters and recyclers
- Prepare contingency plans to maintain continuity of operations during service disruptions
- Oversee the cradle-to-grave movement of materials from point of collection to recycler and to end use or disposal

Vendor & Contract Management:

- Lead procurement, negotiation, and administration of transportation and recycling contracts
- Develop and maintain strong relationships with transportation providers, recyclers, municipalities, and industry partners
- Establish vendor scorecards and monitor performance through key performance indicators (KPIs)
- Conduct regular vendor performance reviews and implement corrective action plans when needed

Analytics & Continuous Improvement

- Analyze transportation costs and trends to support strategic decision-making
- Develop dashboards, reports, and KPIs using Salesforce and other reporting tools
- Recommend and implement continuous improvement initiatives, maintain standard operating procedures and innovative logistics solutions that increase efficiency and service and reduce operating costs
- Assist with annual budget planning activities and forecasts

Leadership & Collaboration

- Supervise assigned logistics and program staff
- Foster a collaborative, customer-focused culture built on accountability and continuous improvement
- Collaborate closely with Operations, Finance, Compliance, Program Management, Communications, and Data Analytics teams to achieve organizational goals
- Represent MRC with transportation providers, recyclers, retailers, government agencies, and other external stakeholders
- Present operational recommendations and performance updates to senior leadership, as appropriate

Qualifications

Required

- Bachelor's degree in Logistics, Transportation Management, Business Administration, Supply Chain, or related discipline
- Seven or more years of progressive experience in transportation, logistics, reverse logistics, environmental services, recycling, waste management, or related operations
- Demonstrated experience managing transportation networks and third-party transportation providers
- Experience negotiating and administering vendor contracts
- Experience developing operational KPIs, scorecards, and performance reporting
- Strong analytical, financial, and project management skills
- Advanced proficiency in Salesforce CRM, Microsoft Excel, and Microsoft Office
- Excellent written, verbal, and presentation skills
- Proven ability to build collaborative relationships with internal and external stakeholders
- Ability to travel regularly throughout California and Oregon
- Valid driver's license

Preferred

- Experience in recycling, municipal solid waste, environmental services, or product stewardship programs
- Experience managing multi-state transportation operations
- Experience with Transportation Management Systems (TMS), PowerBI, GIS routing software, or logistics optimization platforms
- Knowledge of California and Oregon environmental regulations
- Experience implementing Lean, Six Sigma, or other continuous improvement methodologies

Key Competencies

- Salesforce CRM
- Transportation Network Optimization
- Vendor & Contract Management
- Capacity Planning and Procurement
- Business Intelligence & Analytics
- Budget Management
- Continuous Improvement
- Cross-Functional Leadership

Why Join MRC?

This is an opportunity to lead transportation and logistics for one of the nation's most successful Extended Producer Responsibility (EPR) organizations that helps advance environmental sustainability and the circular economy. You'll work with a tenured and experienced team and have the opportunity to shape transportation strategy, implement innovative solutions, and build partnerships that improve recycling outcomes across California and Oregon.

MRC offers competitive compensation, comprehensive benefits, remote work flexibility, and the opportunity to make a meaningful environmental impact.

The Mattress Recycling Council is an Equal Opportunity Employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

To Apply: Email resume to opportunities@mrc-us.org.