

Call2Recycle Stewardship, Inc.

TITLE:	Regional State Stewardship Manager	HOURS:	Full-time
LOCATION:	Remote	TYPE:	Exempt
TRAVEL:	Limited, as required (Estimated ~5-7x/yr)	LEVEL:	Mid-Level
REPORTING TO:	Director, State Stewardship	DIRECT REPORT(S):	Yes
SALARY RANGE:	\$85K- \$100K		
TO APPLY:	Applicants must submit both a cover letter and resume via this link: https://app.smartsheet.com/b/form/0199e342f2bb7c2d8cc6ec7ac1f20f90 <i>Initial applications are anonymized to reduce unconscious bias and ensure an equitable, supportive hiring process</i>		

At Call2Recycle Stewardship, Inc., we believe that small actions—like recycling a battery—can spark big transformations. As the nation’s premier battery recycling nonprofit, we’ve spent over three decades leading the charge toward a cleaner planet and a circular economy. Our work empowers millions of consumers, businesses, and communities to safely and responsibly manage the batteries that power modern life.

We’re looking for passionate changemakers to help us scale our impact and shape the future of sustainability. If you’re ready to turn purpose into action, you’ll thrive in our mission-driven, collaborative environment. Learn more at and follow us on [Facebook](#), [Instagram](#), [LinkedIn](#), and call2recycle.org.

POSITION INFORMATION

POSITION SUMMARY:

At Call2Recycle Stewardship, Inc., we’re proud to manage diverse battery stewardship programs across the U.S. on behalf of over 200 battery and battery-powered product manufacturers. With increasing emphasis on battery regulations coupled with Call2Recycle’s culture of compliance, we are seeking a **Regional State Stewardship Manager** to advance and oversee 1-3 state stewardship programs meeting Extended Producer Responsibility (EPR) battery laws.

The Regional State Stewardship Manager oversees existing programs and new implementations within an assigned region (1-3 states), ensuring compliance with state EPR law requirements while advancing organizational business objectives. This role partners with both internal and external stakeholders including regulators, industry stakeholders, and local communities to achieve program objectives while maintaining high standards of stewardship performance. Working closely with the State Program Coordinator and peers across other regions and departments, the Regional Manager contributes to both regulatory compliance and program innovation, ensuring that stewardship efforts deliver measurable environmental and operational impact.

MAJOR DUTIES AND RESPONSIBILITIES:

Duties and responsibilities of this role include but are not limited to the following:

- Build and maintain relationships with state agencies, local governments, recycling partners, and other stakeholders to promote Call2Recycle Stewardship, Inc., **as a thought leader in the battery collection and recycling sector.**
- Maintain, revise, and disseminate stewardship plans and agreements for jurisdictions where Call2Recycle Stewardship, Inc., serves as the appointed Battery Stewardship Organization.
- Act as primary contact for assigned states, managing compliance with stewardship laws and regulations.
- Manage day-to-day relationships with regulatory agencies, local governments, and program partners.
- Ensure compliance with current state battery EPR laws meeting performance goals, such as collection targets, collection site accessibility, educational and outreach efforts, and budget tracking.
- Set annual regulated state performance metrics in conjunction with internal and external stakeholders. Manage throughout the year to meet or exceed the performance of metrics in regulated states.
- Create data-driven presentations demonstrating success against state scorecard metrics and present them quarterly to regulators and internal teams as needed.
- Collaborate with Marketing & Communications to create, maintain, and disseminate state-specific education and awareness campaigns to meet state performance goals for consumer awareness.
- Collaborate and contribute within internal teams (operations, finance) to ensure successful execution of stewardship activities to meet total pounds collected and meeting state budget.
- Develop and distribute state-specific annual reports to ensure compliance with plan and law requirements.
- Stay informed about new and emerging regulations and industry standards, and assess their impact on current programs.
- Engage and present to industry forums, associations and conferences to gain insights on benchmarking and best practices.
- Identify opportunities to improve program efficiency and stakeholder satisfaction within the region.
- Lead the completion of special projects supporting regulated state programs.
- Offer insights to the Director of State Stewardship on policy trends, risks, and emerging issues in assigned states.
- Supervise the State Program Coordinator, ensuring the maintenance, support, and growth of collection sites in regulated jurisdictions.

- Perform additional duties as assigned by the direct supervisor or Senior Leadership Team.

QUALIFICATIONS, SKILLS & ABILITIES

BASIC QUALIFICATIONS:

- Minimum of a Bachelor's degree in Engineering, Environmental Science, Industrial Engineering, Supply Chain Management or related field and three years' experience in program or project management in battery or product industry, sustainability, recycling, compliance, government or environmental regulations **AND/OR**
- 7 plus years of experience in program or project management in battery or product industry, sustainability, recycling, compliance, government or regulatory sector.
- Must be authorized to work lawfully in the United States for Call2Recycle Stewardship, Inc., with or without sponsorship.

PREFERRED QUALIFICATIONS:

- Strong experience with battery materials, recycling processes, or hazardous materials handling.
- Strong project management skills, including experience with cross-functional teams.
- Knowledge of environmental and safety regulations.
- Strong organizational skills, ability to manage multiple tasks and meticulous attention to detail. Project Management experience is a plus.
- Ability to understand complex technical topics and translate into simple concepts.
- Proficient in Microsoft Office Suite; experience in a CRM environment is a plus.
- The ability to flourish in a mission-based organization where culture and values are paramount in importance.
- Ability to balance strategic vision with hands-on program management

KNOWLEDGE & EXPERIENCE

- Knowledge or experience with environmental or sustainability initiatives are a plus but not required.
- Successful experience working directly with senior-leadership stakeholders both internally and externally.
- Experience working in a team-oriented, collaborative environment.
- Experience with CRM software a plus.

SKILLS:

- Exceptional interpersonal, verbal, written, and presentation skills.
- Ongoing learner – able to learn and incorporate new and complex concepts quickly.

Call2Recycle Stewardship, Inc.

- Results oriented – able to follow through to complete assignments and able to work independently and cross-functionally.
- Ability to “fish” for information through a variety of sources to find what’s needed.
- Effective decision making, ownership, and accountability.
- Demonstrates integrity, ethical standards, and a professional demeanor.
- Excellent problem solving and analytical capability.
- Deeply committed to team environment dynamics with the ability to engage with others at varying levels.
- Possess a sense of urgency with the ability to work autonomously, exercise discretion, and work effectively with a wide degree of latitude.
- Demonstrated strong analytical and leadership skills with the ability to track and resolve issues.
- Must be highly organized, with attention to detail and commitment to clear documentation.
- Able to adapt to a changing environment; comfortable working in a fluid environment where processes may change.
- Able to analyze multiple levels of information, and to identify opportunities and apply innovative solutions.
- Demonstrated planning skills with the ability to think strategically, both short and long-term.
- Ability to effectively prioritize and execute tasks.
- Interested in and able to flourish in a mission-based organization where culture and values are paramount in importance.
- Eager to join a team that embraces diversity, equity and inclusion as core values and fosters a culture of collaboration and innovation.

WORKING CONDITIONS:

- This position is remote based within the United States. Candidates must be able to work from a U.S.-based location and be eligible to work lawfully in the United States for Call2Recycle Stewardship, Inc.
- Limited travel (estimated 5-7 times per year) as needed. Travel could include, but not be limited to, attending conferences, customer meetings, or team/organization-wide meetings.
- The work hours, Monday - Friday, are 8 hours per day. The position may require hours that exceed 8 hours per day and/or 40 hours per week during peak periods. Our approach to schedules is to focus more on the quality and timeliness of the work being done. We recognize the importance of ensuring staff can connect with each other and maintain a work-life balance. To support work/life balance, we offer our staff a flexible scheduling policy to the extent each role allows, giving you the opportunity to have greater control over your work schedule – in

alignment with the latest policy - while ensuring that operational needs and team collaboration are maintained.

ABOUT CALL2RECYCLE

At Call2Recycle Stewardship, Inc., we enjoy a culture of teamwork, innovation, and fun. Our team is the primary reason for our unique culture. We hire energetic and dedicated people who work hard every day to help us achieve our goals. Each one of our employees is a valued contributor, not just a number. We work in teams to benefit from our collective talents to make a real impact on the environment.

Our Core Values What Powers Us



We are welcoming.

We welcome team members of all backgrounds. We champion customers of diverse perspectives and needs. We are open to growth as individuals and as an organization, and the learning, challenges, and opportunities that come with it.



We embrace change.

We are leaders in our field, which means being open to and in pursuit of innovation. We are increasingly agile, moving at speed, learning from our progress, looking ahead, and adapting.



We are purpose-driven.

We are motivated by a common cause. Protecting our climate is at the core of what we do, and propels our commitment to safety and dedication to our communities. We take pride in our work, delivering quality solutions with integrity and engagement.



We are partners.

To each other. To our employees and our families. To our communities. This means we support each other, in and out of work. We assume positive intent. We work together to accomplish our goals with patience, purpose, accountability, and respect.

The way we operate contributes to the success of our employees and our organization. We also value the diversity of employees' backgrounds and believe everyone's unique perspective is critical to our success. Diversity and intercultural collaboration are fundamental to what we do. Our team has varied backgrounds, speak different languages, and are engaged in varied personal pursuits, but all share a commitment to environmental sustainability, and each do their small part to improve our planet.

We are an equal opportunity employer and do not discriminate against otherwise qualified applicants on the basis race, age, color, creed, sex, religion, ancestry, marital status, national origin, disability, veteran status, or any other

protected characteristic.

We value our employees. In keeping with our values, we strive to support our team members in and out of work. As part of this, we offer a strong, well-rounded benefits package. Our benefits support our employees' health and wellness, time off, and productivity. Highlights include:

BENEFITS & PERKS



HEALTH & WELLNESS

- 401k
- Medical/Dental/Vision
- FSA
- HSA
- Basic Life and AD&D Insurance
- Short Term Disability
- Long Term Disability
- EAP & Wellness
- Adoption Assistance
- Pet Insurance



TIME OFF

- Paid Holidays
- Personal Days
- Vacation Days
- Sick Leave
- Paid Parental Leave
- Funeral/Bereavement Leave
- Volunteer Hours
- Voting Leave
- Jury Duty
- Leave: Medical and Military



PRODUCTIVITY

- Education Assistance
- Home Office Furniture Reimbursement
- Internet Reimbursement
- Password Management Service
- Employee Engagement
- Training & Learning

2025

Top
Employee
Benefits

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TO APPLY

We are committed to providing a supportive and inclusive work environment. We encourage applications from individuals with diverse backgrounds and experiences and believe that a diverse team brings a variety of perspectives and ideas that are critical to our success.

Interested applicants must submit both a cover letter and resume via this link:

<https://app.smartsheet.com/b/form/0199e342f2bb7c2d8cc6ec7ac1f20f90>

All candidates must be available for phone and video interviews. Interviews will be scheduled on a rolling basis once an application review occurs.

This employer participates in E-Verify.