

Driver Hybrid CDL Med/Shred

Boise, ID, United States (On-site)

JOB DESCRIPTION

Pay Rate: \$31.00

Shift: 4, 10-hour days

Boot Allowance: \$250

What is the value of a WM Job? At WM we know that the value of a WM job is more than a paycheck. It's a way to create opportunities for you and your family. This is why we are constantly working to make WM a great place to work and grow a career.

We Are Always Working For A Sustainable Tomorrow®: Our mission is to leave the world a better place than we found it by helping its inhabitants find purpose in becoming its caretakers.

We Are People First: The members of the WM family are the foundation for our success. We foster an environment where all teammates feel welcomed, valued and seen.

We Are Committed to Your Growth: Your Tomorrow Education Assistance Program, paid on-the-job training, and established career progression.

We Are Stable: From the front line to the corporate offices, our team members perform essential and meaningful work.

We Are a Family: At WM we are over 60,000 people - from many places and many backgrounds, and it is our amazing differences that make us stronger.

We Are Investing in You: Amazing Medical, Dental & Vision, 401K with match, discounted stock options, dependent day care, and more!

Ready to roll with us? Click Apply to join the WM team today

Stericycle is now part of WM. To learn more about WM's acquisition of Stericycle, [CLICK HERE](#) to read the press release

I. Job Summary

The Route Driver Hybrid is able to fill in as a CDL driver, in the WMHS Medical Waste and Secure Document Destruction (Shred-It) business. This position covers routes when other team members are on vacation or sick, including those team members at remote transfer locations for both WMHS Medical Waste and Shred-It. They are responsible for providing industry leading levels of service to our clients while taking care of all customer document destruction needs or medical waste removal. The integrity of every Route Driver is essential to maintaining goodwill and building new bonds of trust with our clients. The Route Driver is a member of the Operations team and plays an integral role as the face of WMHS and Medical Waste. The Route Driver maintains WMHS policies, standards, and practices and ensures adherence to WMHS's Vision, Mission and Values

II. Essential Duties and Responsibilities

- Performs onsite/offsite document destruction of confidential information or pick up and transport medical waste
- Pick up and transport waste safely according to all federal, state, and local rules and regulations
- Plans daily schedule based on customers' needs by reviewing daily paperwork, e.g., manifest, route sheets, previous VCR, etc. provided by the Transportation Manager/Supervisor or Dispatcher
- May prepare and load trucks to service select accounts for the delay ensuring enough supplies are added
- Pick up specified waste from each customer site scheduled for the day. Ensures that customers have packaged and prepared the waste according to all federal, state, and local rules and regulations before transporting
- Provide the highest level of customer service to assigned accounts on a daily basis, communicating any issues to Transportation Manager/Supervisor or Dispatcher for resolution. This includes, but is not limited to re-routes, adjustments in container sizes, training, etc.
- Performs pre-trip, post-trip checks, and driver check-in on assigned truck, prior to leaving or closing for the day. Reports any maintenance problems to Transportation/Dispatcher for follow-up
- Operates company equipment in a safe and efficient manner in an effort to minimize the risk of injury and equipment damage
- Complies with all local, state and federal laws governing driver fitness and hours of service. Ensures that assigned paperwork is completed legibly, neatly, accurately, and completely and returned to Transportation Supervisor or Dispatcher for processing. Ensures DOT Driver Log is completed, if applicable
- Maintains a high level of security when emptying consoles and/or collection totes by ensuring all documents are retrieved and the consoles/containers are securely locked. Services accounts using a hand-held device, ensuring console/containers are barcoded, locations are up to date, and the accuracy of type and quantity of consoles/containers
- Communicates with WMHS Transportation Supervisor and/or Dispatcher regarding any change to route pickups, including address changes, customer not having waste ready for pickup, etc. Ensures that employee covering for specific route is aware of any situations outside the norm in order to provide the highest level of customer service. Reports any problems/issues with accounts to Transportation Supervisor and/or Dispatcher before the close of business each day
- Manages assigned routes ensuring customers' material collected and serviced in a timely and accurate manner
- Handles and responds to all customer problems and inquiries expediently and in the best interest of both the customer and our business
- Performs pre-trip and post-trip maintenance on assigned truck prior to leaving or closing for the day. Reports any maintenance problems to Transportation/Dispatcher for follow-up
- Perform other duties and responsibilities, as assigned

III. Qualifications

A. Required Qualifications

- 3 years of experience, preferably in driving Trucks and Box Trucks
- Must be Age 21 or older
- Able to read, write, and speak English well enough to interact with the public, understand traffic signs, respond to official questions, and complete records or reports
- May require mandatory immunizations and credentialing based on customer requirements
- Commercial Driver's License (CDL) - Class B
- All CMV/CDL drivers must be able to obtain a medical card by a certified medical examiner

B. Preferred Qualifications

- High School Diploma or GED (accredited)

IV. Physical Requirements

Listed below are key points regarding physical demands, physical and occupational risks, and the work environment of the job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions of the job.

- Standing
- Walking
- Lifting
- Pushing
- Pulling
- Crouching
- Reaching
- Handling
- Sitting
- Talking
- Hearing

☒ Field: This job operates in both inside garage, shop or gas plant conditions as well as in outside conditions that include inclement weather, heat and humidity.

This role is designated as safety sensitive and will require the successful candidate to strictly comply with all safety rules and protocols. As part of the ongoing employment requirements, the successful candidate may be subject to drug and alcohol testing—including

pre-employment screening, post-incident evaluations, reasonable suspicion checks, and random testing—in accordance with government regulations and company policies.

V. Benefits

At WM, each eligible employee receives a competitive total compensation package that includes medical, dental, vision, life insurance, and short-term disability. In addition, we offer a stock purchase plan, company matching on a 401(k), and more. Employees also receive paid vacation, holidays, and personal days. Please note that benefits may vary by site.

If this sounds like the opportunity that you have been looking for, please click Apply.

ABOUT US

ABOUT WM

WM ([WM.com](https://www.wm.com)) is North America's leading provider of comprehensive environmental solutions. Previously known as Waste Management and based in Houston, Texas, WM is driven by commitments to put people first and achieve success with integrity. The company, through its subsidiaries, provides collection, recycling and disposal services to millions of residential, commercial, industrial, medical and municipal customers throughout the U.S. and Canada. With innovative infrastructure and capabilities in recycling, organics and renewable energy, WM provides environmental solutions to and collaborates with its customers in helping them pursue their sustainability goals. WM has the largest disposal network and collection fleet in North America, is the largest recycler of post-consumer materials and is a leader in beneficial use of landfill gas, with a growing network of renewable natural gas plants and the most landfill gas-to-electricity plants in North America. WM's fleet includes more than 12,000 natural gas trucks – the largest heavy-duty natural gas truck fleet in the industry in North America. Healthcare Solutions provides collection and disposal services of regulated medical waste, as well as secure information destruction services, in the U.S., Canada and Western Europe. To learn more about WM and the company's sustainability progress and solutions, visit Sustainability.WM.com.

Equal Employment Opportunity

For United States: *WM is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, sex, sexual orientation, gender identity, national origin, age, disability, status as a protected veteran or any other characteristic protected under applicable federal, state, or local law.*

For Canada: *WM is committed to the principle of equal employment for all applicants and employees, without discrimination on the basis of all grounds protected by applicable human rights legislation. Accommodations are available on request for candidates taking part in all aspects of the selection process. Please notify us if you require accommodation.*

Real ID

In order to travel by air or access federal property, federal law requires individuals have a REAL ID or an acceptable alternative. This position may require the successful candidate to travel by air for business reasons or service federal property. Accordingly, successful candidates must have, or be willing to obtain, a REAL ID or TSA-approved alternative.

ABOUT THE TEAM

When you drive for WM, you join a team of the best drivers in the nation - professional, well trained, and skilled. Our drivers work hard and drive safe. They are rewarded with competitive pay, great benefits, opportunity for growth, and they are home at night and on the weekends.

Our drivers are part of the fabric of the communities they serve. We show up on time, help keep your communities clean and watch out for the residents. Billy is just one of our many drivers going above and beyond for our customers. [Video – WM Driver: Billy Shelby](#)

Driver/Operators are expected to operate vehicles and/or equipment in a safe and reliable manner.