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**MICHELE K. YOUNG**

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Experienced technical Program Manager interested in applying 30 years of experience to the implementation of results-oriented programs, and high performing teams to meet complex environmental objectives

**HIGHLIGHTS**

- Lead coordinated implementation of complex solid waste legislation SB 1383, with County and Regional teams
- Developed and staffed new programs for Renewable Energy, Organics Management, and Field Enforcement
- Implemented compliance programs for solid waste, recycled water and storm water
- Directed 30-40 year Strategic Planning efforts for Zero Waste, and Recycled Water/Potable Reuse Programs
- Created and revitalized teams to meet program goals, maximize budget allocations, and balance workloads
- Developed, procured, and managed complex contracts including program services, consulting, and equipment

**APPLICABLE WORK EXPERIENCE****County of Santa Clara, Recycling and Waste Reduction Division****Recycling and Waste Reduction Division – Senior Management Analyst 2019 to present**

- Lead team through program reorganization and strategic planning, including no Program Manager
- Coordinated with teams from within and outside County organization to leverage program implementation
- Developed strategic plans for the implementation of SB 1383 for Unincorporated and regional teams

**City of San Jose, Environmental Services Department Highlights 1998 – 2019****Water Resources Division - Program Manager*****Lead Advanced Purification Center Master Plan*****2014 to 2017**

- Managed inter-agency team through successful completion of two-year, \$2.4M Strategic Master Plan
- Implemented \$5M annual workplan, including service contracts to meet Master Plan recommendations

***Co-Lead City/Water District team managing the Advanced Water Purification Center*****2014 to 2019**

- Confirm compliance and reporting for operations to meet NPDES permit, and contract requirements
- Co-lead for the City/District O and M committee, responsible for facility management of the SVAWPC

***Managed Recycled Water Program*****2014 to 2019**

- Managed program re-organization, re-staffing and strategic workplan development
- Participated in the Green Vision Master Planning Team to establish sustainability planning

**Watershed Protection Division – Program Manager*****Funding Analysis Lead – Baykeeper Consent Decree*****2017 to 2019**

- Developed City wide team to complete budget gap analysis for \$100M of stormwater infrastructure
- Completed RFP, Contracting and consultant analysis required to meet Consent Decree Council deadline
- Successfully brought a General Obligation Bond to the voters, to receive \$25M for required infrastructure

**Integrated Waste Management Division - Supervising Environmental Services Specialist*****Enforcement Team Supervisor*****2012 to 2014**

- Created and managed new enforcement team, to assure contract and muni code compliance for solid waste
- Represent IWM with enforcement teams in ESD, CODE and PD to determine IWM role and priorities Citywide
- Supervised development of all program tools and communications during program development

***Organics Team Supervisor*****2010 to 2014**

- Manage staff, interns, consultants to implement programming to meet Diversion and Renewable Energy goals
- Represent IWM on inter-departmental teams: Solid Waste, Wastewater, Energy, Grants, Green Vision
- Support and lead roles in the Commercial Redesign and Organics Processing RFP and Evaluation

#### *Renewable Energy from Organic Waste Coordinator*

**2010 to 2014**

- Coordinated with key California agencies to evaluate biomass to energy options for biosolids and wood waste
- Participated in Facility Master Plan team to evaluate coordination options for solid waste management
- Developed successful CEC grant project awarded \$1.9M for biosolids and wood waste gasification project

#### **Integrated Waste Management Division - Environmental Services Specialist**

##### *Organics Team Lead*

**1999 to 2010**

- Applied program data to system improvements for Yard Trimmings contracts worth 16 million dollars annually
- Key role in RFP and contract development and negotiation in major 2002 and 2007 service transitions
- Trained and supported professional staff in contract management and customer service
- Coordinated with regional composters to implement large scale compost demonstration projects

##### *Program Manager – From the Ground Up – Compost Market Development*

**1998 - 2010**

- Coordinated with industry experts to identify recycled material market development opportunities
- Managed Cooperative Extension contract for agricultural applications, data collection and research findings
- Negotiated with private commercial composters to fund community training, research dissemination, etc.

##### *Program Manager - San Jose Composts*

**1998 – 2010**

- Redesigned inactive program to create a national model of resident participation, and source reduction
- Implemented vendor contracts to provide supply and service provision
- Hired and supervised 3 long term interns to support program activities
- Collaborated with County Integrated Waste Management program to leveraging of program resources

#### **Relevant Experience Previous to City of San Jose**

##### **Teaching Associate - San Jose State - Environmental Studies Department**

**Fall 1997**

- Prepared and presented all class sessions for required course, during professor's medical leave

##### **Training Director - Private Contractor - U.S. Peace Corps Southern Africa**

**1989 -1991**

- Designed and supervised two-month, immersion training programs for Volunteer preparation.
- Negotiated contracts and supervised African contractors to provide all training program services

#### **EDUCATION**

**B.S. Agricultural Business Management**  
Cal Poly State University SLO - 1985

**Master's in Environmental Studies**  
San Jose State University - 2002

#### **PROFESSIONAL AND COMMUNITY SERVICE AFFILIATIONS**

- **Santa Clara County 16 city TAC Committee** 2001 – present
- **CRRA - California Organics Recycling Council – (Chair – 2002-2014)** 2002 - present
- **WateReuse – California Chapter** 2014 to 2019
- **Cal Recycle Organics Task Force** 2008 - 2010
- **Santa Clara Master Composters – Volunteer and Program Trainer** 1998 – present
- **Guadalupe River Park and Gardens Board of Directors - Garden Committee Chair** 2002 – 2007

#### **INDUSTRY AWARDS**

Clark Gregory Grassroots Service Award  
Hi Kellogg Industry Service Award  
Dave Hardy Organics Leadership Award

US Composting Council  
US Composting Council  
CRRA

2004  
2011  
2014