



COUNTY OF FAIRFAX DEPUTY COUNTY EXECUTIVE

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POSITION IN BRIEF

Fairfax County, VA (pop. 1.2 million) is seeking an experienced, strategic leader to serve as Deputy County Executive, overseeing key departments and advancing critical initiatives across economic development, transportation, land use, and public works. Reporting directly to the County Executive, this role requires a collaborative leader who can navigate complex challenges, foster partnerships with internal and external stakeholders, and provide innovative solutions to meet the evolving needs of a diverse and growing community. The ideal candidate will bring proven leadership in large, complex organizations and a commitment to public service excellence.

THE COMMUNITY AND REGION

Fairfax County is a highly desirable place to live, work, and play, offering a dynamic mix of suburban tranquility and metropolitan access. Located just minutes from Washington, D.C., the county combines a rich historical heritage with a vibrant, forward-thinking economy. Fairfax County was home to many of America's earliest statesmen including George Washington of Mount Vernon and George Mason of Gunston Hall. With a population of over 1.2 million, it's the largest and most populous jurisdiction in the Commonwealth of Virginia.

As a premier hub of commerce and innovation, Fairfax County is home to ten Fortune 500 companies and over 400 international businesses. It boasts one of the largest concentrations of technology jobs in the nation, creating exciting professional opportunities for ambitious leaders looking to shape the future. The local economy is diverse, with significant contributions from minority-, women-, and veteran-owned businesses, reflecting the community's commitment to inclusivity and progress.

Residents enjoy an exceptional quality of life, with high-performing K-12 schools, top-tier colleges and universities like Northern Virginia Community College and George Mason University, and numerous cultural and recreational activities. Whether you're interested in the arts, history, or outdoor activities, Fairfax offers something for everyone. The county's park system includes over 23,000 acres of land, miles of hiking and biking trails, and an abundance of natural beauty, making it an ideal place to raise a family or enjoy an active lifestyle.

Fairfax County's neighborhoods are a blend of charming, established communities and newly developed urban centers. Areas like Tysons Corner are transforming into urban hotspots with trendy restaurants, shopping, and entertainment options, while family-friendly suburbs like Vienna and Reston offer a peaceful retreat with easy access to the bustling city life. The county is also known for its excellent public services, high-quality healthcare facilities, and access to military member resources and benefits. For those looking to relocate, Fairfax County's strong economy, well-regarded schools, cultural richness, and strategic location provide an ideal setting for both career growth and personal fulfillment.

QUICK FACTS:

Population: 1,185,980

Median Household Income: \$145,164

Median Home Value: \$691,556

Median Age: 39.4 years

Total Area: 406 square miles

THE ORGANIZATION

Governed by a 10- member Board of Supervisors, Fairfax County government consistently achieves high praise for fiscal stability, quality service and technological sophistication. With over \$5.4 billion projected for FY25 in general fund revenues, Fairfax County maintains an exceptional Triple-A bond rating from three leading rating agencies – Moody’s Investor Services, Standard and Poor’s, and Fitch Investor Service.

Fairfax County operates under an urban county executive form of government. The Board of Supervisors is responsible for the legislative and administrative affairs of the County. The Board of Supervisors consists of nine members elected by district, plus a chairman elected at large. The Board elects the vice chairman annually from among its members at its first meeting in January. Board members are elected for four-year terms. The Board of Supervisors appoints a County Executive who is the administrative head of the county government and oversees the day-to-day administration on behalf of the Board.

The County Executive is responsible to the Board of Supervisors for planning, organizing, directing, controlling, and coordinating county activities and does this with the aid of three Deputy County Executives. Like other local governments in Virginia, Fairfax County has authority granted by the state, commonly referred to as the Dillon Rule. The Deputy County Executive is appointed by the Board of Supervisors and reports to the County Executive. This position serves at the pleasure of the Board of Supervisors. The incumbent works closely with the other deputies on county-wide initiatives, board priorities, and organizational issues.

THE POSITION

The Deputy County Executive currently oversees the Directors of the Department of Planning and Development, Department of Economic Initiatives, Department of Public Works and Environmental Services, Department of Transportation, Department of Code Compliance, Department of Land Development Services and the Office of Environmental and Energy Coordination. This position also serves as the liaison to the Fairfax County Economic Development Authority, Fairfax County Water Authority, and the Planning Commission.





SPECIFIC DUTIES INCLUDE BUT ARE NOT LIMITED TO:

- Works closely with the County Executive, keeping him well-informed on key developments, including redevelopment, transportation, technology, and departmental matters, while providing regular updates on administrative issues across assigned departments.
- Communicates policy and program goals, priorities, strategies, and results to the Board of Supervisors; and recommends agenda and policy issues for consideration.
- Executes the policies established by the Board of Supervisors within assigned departments.
- Develops, leads, and executes the overall vision and strategic direction consistent with the [Countywide Strategic Plan](#) and [One Fairfax Initiative](#).
- Conducts regular leadership meetings to discuss implications of new initiatives, service delivery, and operationalization of business processes; and ensures alignment and compliance with One Fairfax, a joint social and racial equity policy of the Fairfax County Board of Supervisors and School Board.
- Represents the county on various boards, task forces, and committees.
- Assists with preparation of annual and carryover budget: reviews departmental budget requests and budget-related matters; reviews budget amendments for justification, fiscal impact, and conformance with applicable policies/procedures; provides comments and makes recommendations to the County Executive and Board of Supervisors, as appropriate.
- Supervises the function and administration of assigned departments. Develops productive, collaborative relationships with portfolio leadership, ensuring cooperative teamwork and alignment with County policies and goals.
- Works with staff to conduct recruitment of department heads and makes appointment recommendations to the County Executive and Board of Supervisors; and ensures personal development through training and attendance at professional meetings and conferences.
- Articulates the county's vision in a way that employees of departments within their span of control understand and collaborate to support the County's values, goals, and strategies.
- Attends work groups, public meetings, hearings, conferences, committee meetings, and Board of Supervisor meetings.
- Maintains various external relationships with community and professional groups as a leader in local government. Serves as a visible and outward-facing leader for business development, working to attract and retain businesses valuable to the County and in support of the policy direction of the Board of Supervisors.



THE IDEAL CANDIDATE

The ideal candidate is a proven leader with strategic vision who can work collaboratively across the county government and who will bring experience from medium to large, complex organizations, ensuring their expertise can easily translate to Fairfax County's unique challenges. They must be able to lead across multiple portfolios and possess the critical and analytical thinking required to align strategies and foster collaboration with the County's leadership team. In addition, the successful candidate will:

- Value the input of diverse perspectives.
- Focus on achieving the goals of the Board of Supervisors and County Executive
- Foster strong partnerships in the private and public sectors and with community groups.
- Effectively communicates between public, private, and non-profit sectors; elected officials and staff; across county departments and functions.
- Demonstrate proven experience in leading large, complex projects including public-private partnerships, service delivery, and change management.
- Establish and maintain productive relationships with stakeholders.
- Mentor staff and develop a talent pipeline for leadership.
- Provide ethical leadership, leading by example.
- Be comfortable in a support role working with the County Executive, other deputies, and supporting the Board of Supervisors.
- Be innovative in approaching service delivery improvements and operations from the customer's perspective.





EXPERIENCE AND EDUCATION

The successful candidate will demonstrate any combination of education and experience equivalent to a master's degree and at least ten years of increasingly responsible managerial experience working in a complex local government with seven of these years at the executive level.

Proven experience and success in managing and resolving complex issues in the areas of economic development, land use, redevelopment and revitalization, transportation, and public work and environmental services, plus demonstrated experience collaborating across all areas of local government is preferred. A strong track record in leading large-scale redevelopment and transportation projects, which are critical areas for the County, is highly desired. Experience working in a diverse community, leading organizational change, and implementing strategic initiatives and projects is also preferred. Residency is not required.

The salary range for this position is \$183,663-\$321,410, depending on qualifications, with an excellent benefits package.

HOW TO APPLY

Interested candidates will apply online at [GovHRjobs.com](https://www.govhrjobs.com) with a cover letter, resume, and contact information for at least five (5) professional references by November 1, 2024. For further information contact MGT Director Mary Jacobs at 847-380-3240 ext. 117.

Fairfax County is an Equal Opportunity Employer.

