

County Attorney

Fairfax County, Virginia



To be considered, please submit a cover letter, résumé with salary history and five (5) professional references online by visiting Waters & Company Executive Recruitment (WCER) website at <https://waters-company.recruitmenthome.com>

Application Deadline: January 31, 2016

Fairfax County, Virginia

Fairfax County, located just west of the nation’s capital, is a great place to live, work, play and do business. With over 400 square miles of land area, the county has the largest population and number of employed residents in the Washington, D.C. metropolitan area and is one of the strongest business communities in the world.



Founded in 1741, Fairfax County is rooted in American history and represents the beginnings of our nation, with revolutionaries such as George Washington and George Mason being former residents of the county. Today, the county has a population of 1,137,538 (2014 U.S. Census Bureau Estimate), and represents about 13.5% of Virginia’s population. In addition, there is a wealth of ethnic and racial diversity within the county, with over 36% of residents speaking a language other than English at home. Recent statistics show the county



to be 63.6% White, 18.4% Asian, 16.2% Hispanic or Latino, 9.7% African American and 8.1% Multi-racial. Median household income for the county is \$110,292 and the current unemployment rate is just 4.0%, significantly below the national average of 5.1%.

Fairfax County is a major center for U.S and international corporate headquarters, technical and professional service firms and professional organizations. Top employers within the County include Fairfax County Public Schools, the Federal Government, Fairfax County Government, Booz, Allen & Hamilton and the INOVA Health System. In addition, there are currently over 8,400 technology firms located within the county’s borders. The county’s central location related to the nation’s governmental and commerce operations has resulted in the attraction of the some of the best and brightest minds in the world and makes Fairfax County a premier location to live and work as well as a world class, diverse community.

Educational Opportunities

The Fairfax County Public School system is one of the highest rated public school systems in the nation, with the prestigious Thomas Jefferson High School for Science and Technology housed within the county’s borders. In addition, the Fairfax County Public School system is considered to be the largest of its kind in the Baltimore-Washington Metropolitan Area and Northern Virginia, enrolling over 181,000 students in 196 schools.

Opportunities for higher education within or near the county are also abundant. Five (5) major colleges and universities are located within the county, including the main campus of George Mason University. In addition, Northern Virginia Community College, the largest community college in the Commonwealth of Virginia, has two (2) campuses in Fairfax County. High schools students within the county boast a 93% on-time graduation rate and 74% of those graduates go on to attend post-secondary programs.

Medical Care

County residents have convenient access to prestigious and top quality medical care facilities. The INOVA Health System operates four (4) hospitals in the area and the largest, INOVA Fairfax Hospital, serves as a regional medical center, offering 833 beds, two (2) helicopter medi-vacs and a Level I Trauma Center.

Recreation, Leisure and Entertainment

Opportunities in recreation and leisure are extensive within and around Fairfax and demonstrate the county’s dedication to quality of life for its residents. The county contains over 30,000 acres of park land and offers hiking paths, equestrian centers, biking trails, athletic fields and golf courses.



In addition, there are nine (9) county operated indoor recreation centers with swimming pools, fitness rooms and extensive year-round activities and programs. Notable historic landmarks in the community include George Washington’s Mount Vernon, Woodlawn Plantation and George Mason’s Guston Hall. In addition, the County offers five (5) “super malls” that tout over 750 stores, including the popular Tyson’s Corner and Tyson’s Galleria, complete with dining options as well.

Professional sports are also popular within the area and the D.C Metropolitan area as a whole is represented by major teams such as the Washington Redskins, Baltimore Ravens, Washington Wizards, Baltimore Orioles, Washington Nations, Washington Capitals, and DC United in football, basketball, baseball and hockey.

Finally, Wolf Trap National Park for the Performing Arts is located within Fairfax. Wolf Trap is America’s only national park for the performing arts and brings in millions of people each year for its performances and concerts.

Transportation

The County’s strategic location allows for convenient access to major travel routes, with Interstates 395, 495, 66 and 95 all converging within the county. In addition, major airports such as Washington Dulles International Airport, Ronald Reagan Washington National Airport and Baltimore/Washington International Airport are all within an easy commute and offer hundreds of domestic and international flights daily.



Of note, the Northern Virginia Metrorail system operates ten (10) stations in Fairfax County, including the newly opened Silver Line, which provides easy access to the Washington, D.C region from Reston and in the future will include Dulles Airport and beyond. The Metrorail system is 117 miles long and contains eighty-one (81) stations at this time.

Fairfax County Government

Governed by a 10-member, elected Board of Supervisors, Fairfax County Government is consistently recognized for its fiscal stability, quality services and technological sophistication. Serving as the administrative arm of Fairfax County Government is the County Executive, an appointed official that serves at the pleasure of the Board and manages county operations on a daily basis.

Among the county's numerous national recognitions is the ICMA Performance Measurement Certificate of Excellence, an award the County has received consistently since 2009.

For Fiscal Year 2016, the county operates with a General Fund budget of \$3.81 billion and a real estate tax rate of \$1.09 per \$100 of assessed value. Fairfax County Government employs over 12,000 staff that work in thirty (30) different department areas. Representing its commitment to financial stability and excellence, Fairfax holds the coveted "AAA" bond rating by all three (3) leading rating agencies – Moody's, Standard and Poor's and Fitch.



The Office of the County Attorney

Mission: *To provide the best possible legal counsel and representation to County officials and agencies in support of their mission to protect and enhance the community.*

The Office of the County Attorney is divided into five (5) sections:

- ❖ General Law,
- ❖ Land Use/Environmental Law,
- ❖ Personnel/Administrative Law,
- ❖ Community Services Board, and
- ❖ Public Private Partnerships

The Office is operating with a Fiscal Year 2016 budget of \$6.59 million and employs sixty (60) staff members, including thirty-six (36) attorneys. In Fiscal Year 2015, the Office exceeded the target of 90 percent for meeting the forty (40) day submission standard for either completing a Summons for the violation of a final draft Complaint to the Department of Code Compliance.

The County Attorney is appointed by the Board of Supervisors and is responsible for providing counsel and advice in all civil matters to the Board and all departments and agencies of the County. The County Attorney's primary areas of operation are in the five (5) divisions of the Office of the County Attorney, noted below.

General Law Section

Defends erroneous tax assessment lawsuits; advises County agencies on highly complex financial matters and bond issues, including the formation of special tax and transportation improvement districts; interacts with the Virginia General Assembly on proposed legislation; drafts proposed County ordinances; reviews County contracts; and issues legal opinions to the governing body and the County government on all manner of subjects. This section also defends litigation brought by, among others, large corporations located in the County to challenge real estate, business personal property and Business, Professional and Occupational License (BPOL) tax assessments, and also represents the County's interests in utility cases before the State Corporation Commission.

Land Use/Environmental Law Section

Defends land use decisions of the Board of Supervisors, drafts and enforces the zoning ordinance and building and land development regulations, brings condemnation actions, sues defaulting developers, advises County agencies on environmental issues, and reviews subdivision documents affecting County property interests. The Land Use/Environmental Law Section also provides counsel to the Fairfax County Redevelopment and Housing Authority (FCRHA).

Personnel/Administrative Law Section

Defends County personnel decisions before administrative bodies and in state and federal courts; drafts personnel regulations and retirement ordinances; defends the County and its employees in tort actions, employment discrimination, and federal civil rights claims; civilly prosecutes cases involving abuse and neglect of children and elders occupying the efforts of five (5) full-time attorneys.

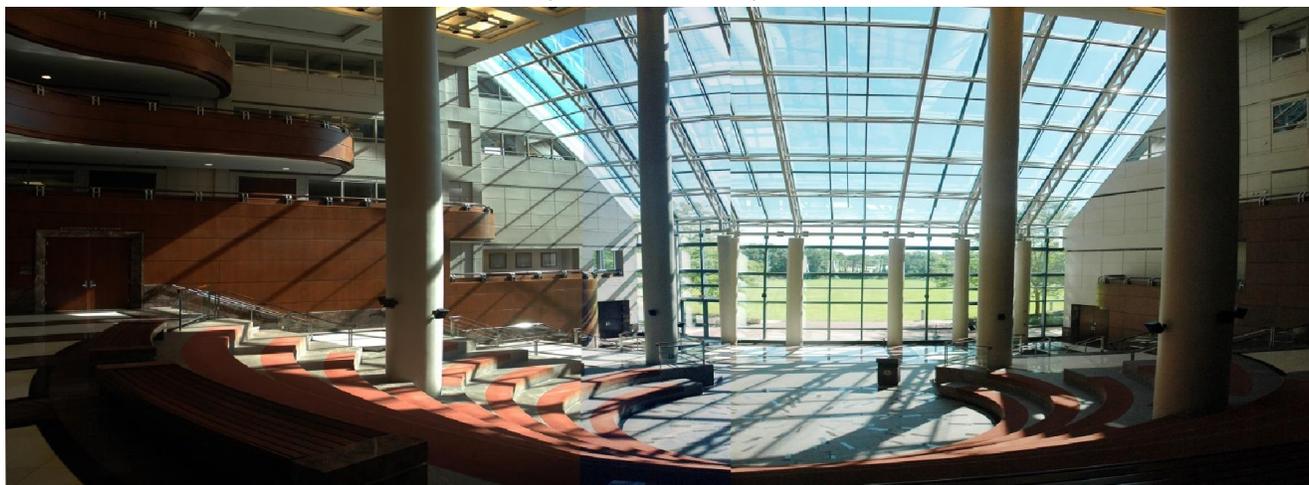
Community Services Board Section

Provides legal services and representation to the Fairfax-Falls Church Community Services Board (CSB) and represents the CSB's and the County's interests in civil commitment hearings for individuals requiring mandatory inpatient mental health services. This section also addresses subpoenas for CSB personnel and records and gives guidance to CSB regarding its duties and responsibilities under the many state and federal laws and regulations governing the health care industry.

Public Private Partnerships Section

Assists in the planning and negotiation of significant infrastructure projects that leverage both public and private resources, and drafts the myriad of contracts that reflect these complicated transactions. The attorneys in this section also provide significant support to the Fairfax County Redevelopment and Housing Authority and the Department of Housing and Community Development by defending the existing stock of affordable dwelling units, ensuring federal and state regulatory compliance, drafting leases and assisting with the review of Fair Housing claims.

The County Attorney's Position



The Ideal Candidate

- ❖ A highly ethical leader and manager who will partner with the Board to provide legal analysis and advice that appropriately assesses risk and available options while supporting the Board in meeting their priorities as they relate to county programs and services.
- ❖ A trusted advisor that brings creativity and flexibility to bear on challenging legal issues.
- ❖ A clear communicator who keeps the Board fully informed and supports transparency as appropriate
- ❖ A solutions-oriented individual who possesses the ability to interact well with a wide variety of people from different backgrounds and all levels of the community.

Education and Experience Required for the Position

- ❖ A Juris Doctor degree and licensure to practice law in Virginia.
- ❖ Ten (10) years of increasingly responsible experience in the practice of public sector civil law to include two (2) years managing staff.
- ❖ Experience with or in one (1) or more of the five (5) areas within the County Attorney's office (General Law, Land Use/Environmental Law, Personnel/Administrative Law, Community Services Board, Public Private Partnerships) and familiarity with local government legal issues are preferred.

Professional Skills and Management Style

- ❖ A proven track record in building consensus both inside and outside the organization
- ❖ The ability to work collaboratively and aggressively to seek creative solutions to complex problems.
- ❖ A demonstrated record of building a strong, cohesive team and providing direction and motivation to move an office forward in a progressive, responsive and accountable way.
- ❖ A strong, but tactfully forceful and decisive professional who clearly understands and stands up for the positions of Fairfax County.
- ❖ A person who is team oriented, understands the needs of others and is willing to work with various individuals in a cooperative manner.
- ❖ A person who is organized and detail oriented who is timely in response to requests and maintains an understanding of where various legal questions and projects being worked on in his/her office are in regard to completion
- ❖ An individual who exercises sound professional judgment in all matters.

Compensation and Benefits

The salary for the position is negotiable dependent upon the candidate's education and experience. Fairfax County offers an excellent benefits system including, but not limited to, participation in a robust defined benefit retirement plan, vacation and sick leave, group life insurance, medical insurance, professional dues and reasonable conference expenses. Moving and relocation expenses may be negotiated with the County.

Application and Selection Process

The application deadline is January 31, 2016. To be considered, please submit a cover letter, résumé with salary history and five (5) professional references online by visiting Waters & Company Executive Recruitment (WCER) website at <https://waters-company.recruitmenthome.com>. Following the filing date, résumés will be screened by Waters & Company based on the criteria established by Fairfax County. The County will review recommended candidates who most closely meet the established criteria and finalists should be interviewed in Fairfax during the month of February 2016. For more information, please contact **John Anzivino** at richmond@springsted.com.

Fairfax County is an Equal Opportunity Employer