



# Human Resources Director Fairfax County, Virginia

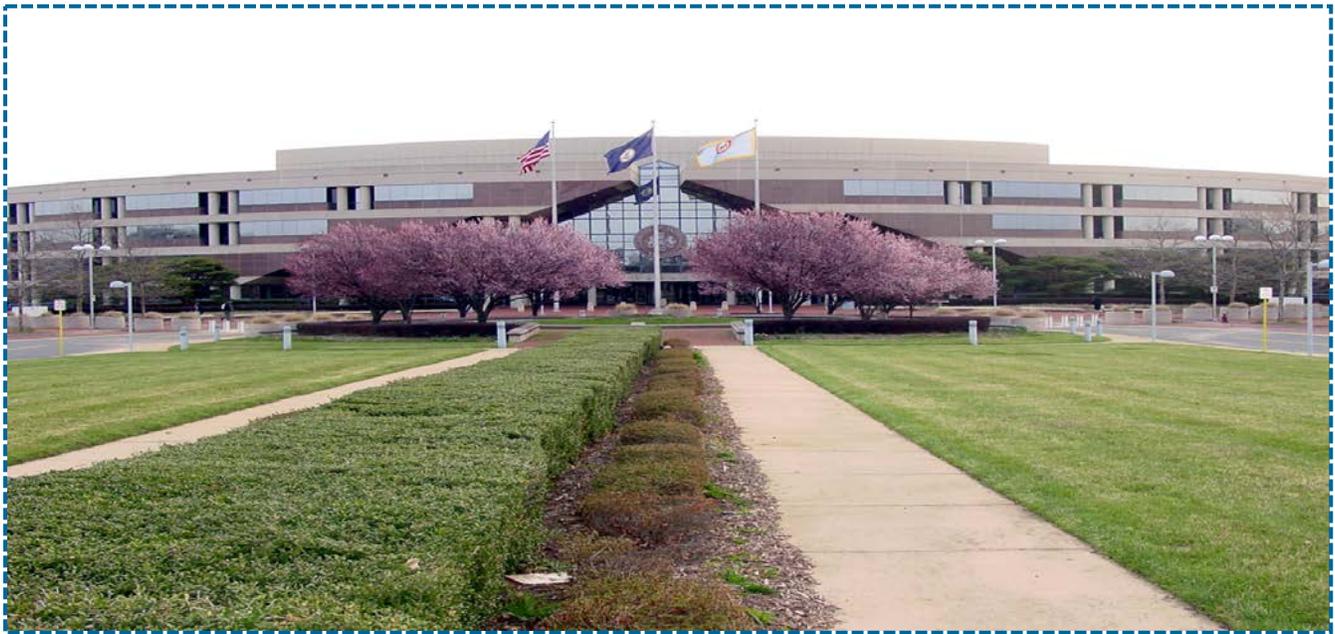


To be considered, please submit a cover letter, résumé with salary history and five (5) professional references online by visiting Waters & Company Executive Recruitment (WCER) website at <https://waters-company.recruitmenthome.com>

**Application Deadline: October 16, 2015**



 A Springsted Company



## Fairfax County

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.

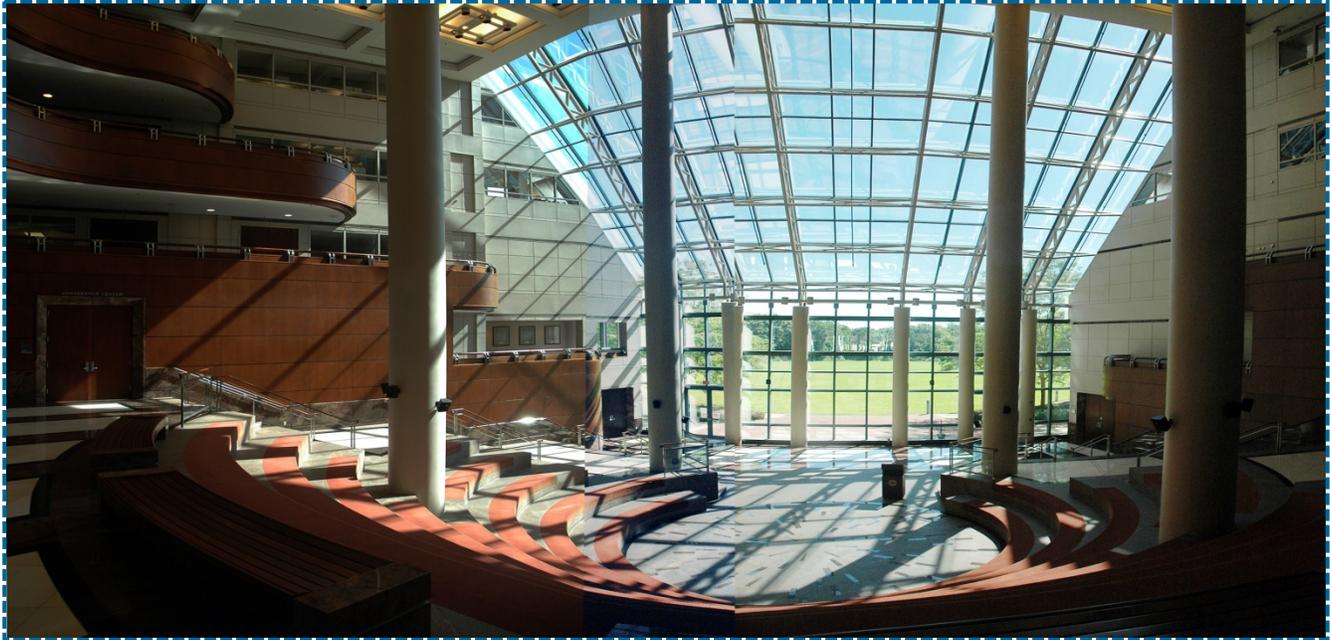
Professional sports are also popular within the area and the D.C Metropolitan area as a whole is represented by major teams such as the Washington Redskins, Baltimore Ravens, Washington Wizards, Baltimore Orioles, Washington Nations, Washington Capitals, and DC United in football, basketball, baseball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

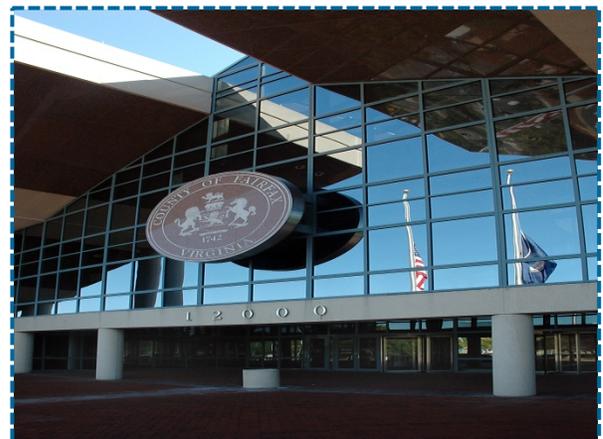
For Fiscal Year 2016, the county operates with a General Fund budget of \$3.81 billion and a real estate tax rate of \$1.09 per \$100 of assessed value. Fairfax County Government employs over 12,000 staff that work in thirty (30) different department areas.

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 Fairfax County Human Resources Department

**Mission:** *To demonstrate excellence and leadership by providing proactive, innovative and efficient human resources solutions that ensure a high performance workforce.*

The Fairfax County Human Resources Department has seventy-four (74) full-time employees and operates with a Fiscal Year 2016 budget of \$7,306,424. The Department oversees the areas of benefits administration, workforce planning and compensation, recruitment, organizational development and training, succession planning, employee relations and personnel/payroll for Fairfax County Government.



## The Human Resources Director

The Director is responsible for providing expert consultation assistance and/or direct administration of all human resources functions for Fairfax County Government. In addition, the Director provides strategic vision, leadership and management of functions to include oversight of the Department of Human Resources and its staff. Additionally, the Director stays abreast of and develops and administers personnel regulations and procedures, while providing strategic assistance to the Employee Advisory Council and other employee groups.

### Education and Experience Required for the Position

Candidates for the position must possess a Bachelor's Degree, with a Master's highly desirable, from an accredited college or university with major course work in Human Resources, Business/Public Administration or a related field. In addition, the successful candidate should possess 10 years of increasingly responsible professional or executive level experience in a comparably-sized public or private organization with a large number of employees and a complex work environment. Significant experience in the management of administrative services and primary areas of human resources is required. Experience as a Human Resources Director, Deputy/Assistant Director within a public or private sector organization of more than 1,000 employees is a plus. A proven track record as a successful and creative executive in a public or private organization is essential. PHR or SPHR designations are desirable.

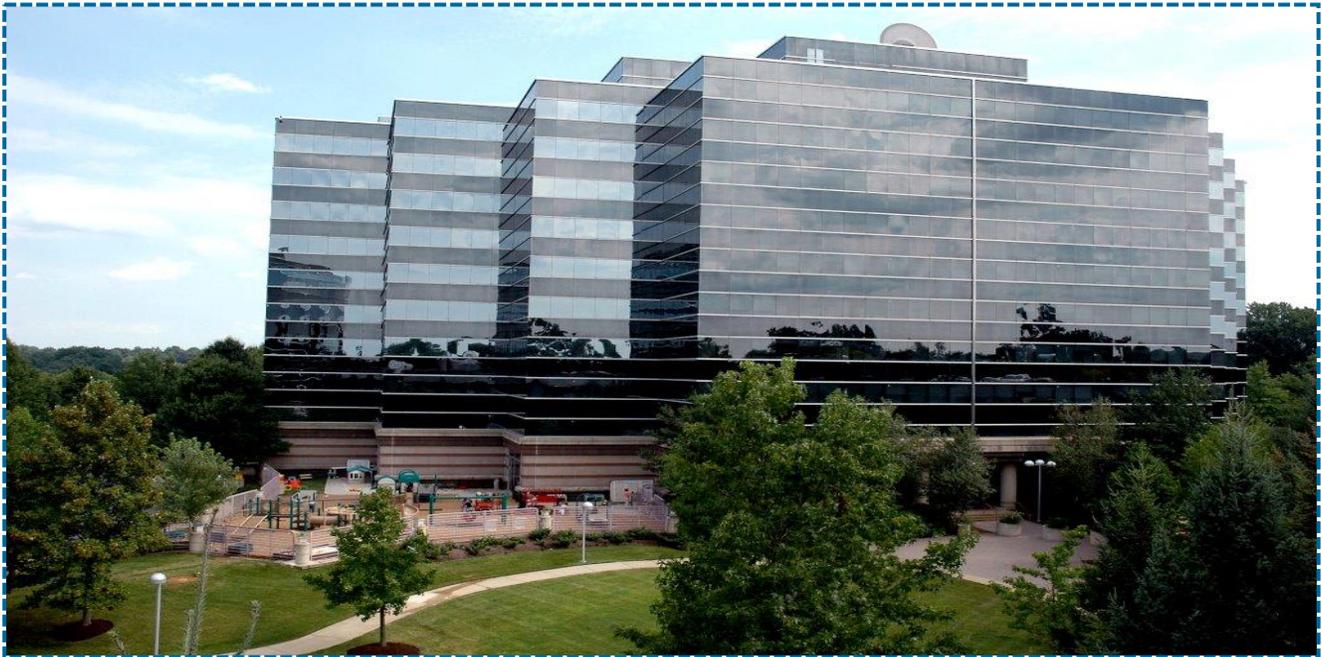


### Professional Skills and Management Style

- ❖ In depth knowledge of local, state and federal personnel laws and regulations
- ❖ Comprehensive knowledge of the philosophy, principles and practices of public personnel administration
- ❖ Knowledge of local government organizations and their operations
- ❖ Strategic planning and organizational development skills
- ❖ Knowledge of methods to manage a high functioning work force, improve employee productivity and organizational performance
- ❖ Expertise in talent management, team building and motivating others
- ❖ Ability to develop collaborative relationships with diverse internal and external groups and county departments
- ❖ Strong abilities to promote training and career development for all county employee groups
- ❖ Encouragement of diversity in the workplace
- ❖ Knowledge of succession planning principles and practices

### Personal Traits

- ❖ A strong orientation toward internal and external customer service
- ❖ Visionary in approach to problem solving
- ❖ Innovative, progressive, proactive and energetic
- ❖ Self-starter, analytical in approach to human resource issues and problems
- ❖ Results oriented with a 'get it done' attitude
- ❖ Firm and fair with ability to say no without offending the recipient
- ❖ Excellent communicator to various audiences both orally and in writing
- ❖ Decisive in dealing with issues
- ❖ Fair and unbiased in dealing with all
- ❖ Respectful toward others
- ❖ Collaborative, with ability to be assertive when necessary
- ❖ Tactful and discrete in dealing with others



### 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 conference expenses. Moving and relocation expenses may be negotiated with the County.

### Application and Selection Process

The application deadline is October 16, 2015. 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 November 2015. For more information, please contact **John Anzivino** at [richmond@springsted.com](mailto:richmond@springsted.com).



*Fairfax County is an Equal Opportunity Employer  
Women and Minorities Encouraged to Apply*