Fairfax County is located approximately 10 miles from Washington, D.C. and encompasses a land area of over 400 square miles. The county is part of the Washington, DC metropolitan area, which includes jurisdictions in Maryland, District of Columbia and Northern Virginia.

With a population of over 1.17 million, Fairfax is the largest county in the Commonwealth of Virginia. The county’s population is comprised of people from diverse racial and ethnic backgrounds. For demographic information, please click here.

Fairfax County is home to 11 Fortune 500 companies, which is more than 35 U.S. states and the District of Columbia. There are also innovative startups, hundreds of international companies and a vibrant minority business community. Small businesses make up 90% of all business in the county. In addition, intelligence agencies headquartered in the county include, but are not limited to, the Central Intelligence Agency, National Counterterrorism Center and Office of the Director of National Intelligence.

The highly rated Fairfax County Public School system is one of the largest school divisions in the United States with 199 schools and centers, including the prestigious Thomas Jefferson High School for Science and Technology. The system serves a diverse student population of more than 182,000 students in grades prekindergarten through 12, speaking over 200 languages. Fairfax County also has an affluent well-educated population with 60% possessing a bachelor’s degree or higher. George Mason University and two campuses of Northern Virginia Community College are located within the county with proximity to over 60 colleges and universities in the Washington, DC metropolitan area.

The county has over 50 square miles of public parkland in which the community enjoys a wide variety of outdoor activities, including biking, hiking, tennis and golf. A rich cultural location, the County has theater, music, community arts centers and festivals located throughout the county, including Wolf Trap National Park for the Performing Arts.

Fairfax County Government is organized under the Urban County Executive form of government. The governing body of the County is the Board of Supervisors, which establishes county government policy, passes resolutions and ordinances (within the limits of its authority established by the Virginia General Assembly), approves the budget, sets local tax rates, approves land use plans and makes appointments to various positions. View the Board’s priorities.

For more information about Fairfax County Government, visit www.fairfaxcounty.gov.
With over 85 years of service, the Fairfax County Public Library (FCPL) system was established by vote of the Fairfax County Board of Supervisors in 1939 and has since grown into the largest library system in Virginia with over 12 million circulation and a budget of approximately 35 million dollars.

The Fairfax County Public Library Board of Trustees is responsible for library policies and for making budget recommendations to the Board of Supervisors. The 12-member volunteer Board is composed of one at-large member approved by the Chairman of the Board; nine members, each of whom represents the district of their appointing supervisor; one member appointed by the City of Fairfax Council; and one member nominated by the School Board.

FCPL is comprised of 23 library branches, including eight regional branches, 14 community branches and Access Services, a branch specializing in services specifically for persons with disabilities. The system is staffed by 291 full-time equivalent employees, 248 part-time employees and a volunteer staff donating nearly 68,000 hours in FY2024.

The library maintains a large collection to serve the needs of its more than 660,000 cardholders. As of June 2024, the collection contains approximately two million items, including an expanding array of realia, known as the Library of Things. FCPL provides access to its digital collection of eBooks, eAudiobooks and eMagazines through Overdrive and the Libby app.

FCPL offers a wide variety of services both in the branches and online. All branches provide public Internet workstations and access to Wi-Fi that extends (at most branches) into the parking lots. Each month, the library hosts hundreds of free programs both in person and virtually and provides a variety of free services including document printing, access to file digitization equipment, the ability to reserve public meeting room space, 3D printing and subscriptions to hundreds of online databases. Programs offered by the library include a plethora of children’s programs, national and local author talks, musical performances and other events catering to the county’s diverse population. The system is also home to three makerspaces, known as MakerLabs.

FCPL is primarily funded by Fairfax County Government. Supplemental funding sources include state aid, private contributions through the Fairfax Library Foundation, Friends of the Library and grants, all of which support library programs for all ages, resource enhancements and the materials budget.
Branches | Locations

- **Community Branches**
  - BC: Burke Centre
  - DM: Dolley Madison
  - GF: Great Falls
  - HS: Herndon Fortnightly
  - JM: John Marshall
  - KP: Kings Park
  - KN: Kingstowne
  - LO: Lorton
  - MW: Martha Washington
  - OK: Oakton
  - PH: Patrick Henry
  - RB: Richard Byrd
  - TJ: Thomas Jefferson
  - WW: Woodrow Wilson

- **Regional Branches**
  - CE: Centreville Regional
  - CH: Chantilly Regional
  - FX: City of Fairfax Regional & Virginia Room
  - GM: George Mason Regional
  - PO: Pohick Regional
  - RR: Reston Regional
  - SH: Sherwood Regional
  - TY: Tysons-Pimmit Regional

- **Access Services**
- **Library Administration**

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**Fairfax County Public Library**

12000 Government Center Parkway | Suite 324 | Fairfax, VA 22035

[www.fairfaxcounty.gov/library](http://www.fairfaxcounty.gov/library)
The Mission
FCPL actively builds community, furthers literacy, and promotes freedom of access and expression through programming, community spaces, technology, and collections of educational and recreational resources.

The Vision
Fairfax County Public Library (FCPL) is a unique, trusted and essential resource to inform, engage and inspire our community.

The Guiding Principles
• We reflect and celebrate our diverse communities.
• We provide excellent service in every interaction.
• We recognize the changing needs of our community and environment.
• We provide free, equitable and confidential access to information.
• We promote educational and personal growth.

The Strategic Priorities
• Expand equitable access to library services.
• Enhance the library experience through expansion, innovation and integration of technology.
• Provide diverse services, programs and materials to support literacy development for all ages.
• Prioritize and strengthen connections with our communities, schools and patrons to create mutually beneficial relationships.
• Champion workforce development in order to contribute to economic opportunity for all.
The Position

The Director serves as the Chief Executive Officer for the Fairfax County Public Library (FCPL) system. Subject to the policies, guidelines and supervision of the Fairfax County Public Library Board of Trustees and under the administrative direction of the Deputy County Executive, the individual plans and directs the overall operation of the Fairfax County Public Library system and provides results-oriented leadership to address emerging trends in a digital environment. They develop and implement the long-range strategic plans to fulfill the mission of the Library to secure success into the future and optimize support for learning within the library and the community.

Additional duties include, but are not limited to:

• Oversees allocation of resources and establishes controls for financial systems.
• With staff, leads and manages strategic plans and changes.
• Leads the implementation of appropriate technologies to enhance FCPL services.
• Refines, implements and communicates policies, processes and procedures.
• Provides fiscal oversight, including development and management of the budget; development of grant and other philanthropic funding streams; and provides vision and support for the fundraising efforts of the Friends of the Library and the Fairfax Library Foundation.
• Ensures that programs, services and functions are designed and operated to deliver the best user experiences; launches initiatives to improve services and expand user base.
• Markets and promotes the Library to galvanize support and involvement of the community in library services and programs.
• Builds teams and coalitions between library staff, the Board of Supervisors, county agencies, Fairfax County Public School System, City of Fairfax and other community organizations.
• Ensures the Library’s resources are accessible through current technology.
Knowledge of the principles and practices of public library services, including collection development and support operations.

Knowledge of current trends and issues in public libraries.

Knowledge and support of the principles of intellectual freedom.

Ability to promote interest in the library and to generate support and involvement of the community in library services and programs.

Knowledge of the principles and practices of administration, including organization, budgeting, Human Resources, capital improvements and management analysis.

The ideal candidate is a progressive, visionary and customer-focused leader with the capacity to set and achieve high and attainable goals and an exceptional library management background in order to administer a large public library system within a community of residents with diverse educational, ethnic and cultural backgrounds.

The best qualified candidate will possess strong interpersonal skills, with proven experience building effective and long-lasting business partnerships by collaborating with elected officials, governing boards, county executive leadership, community representatives, employee groups and other organizations. The candidate is committed to the professional values of public librarianship and creates a community of engagement and innovation. The successful candidate models entrepreneurship, financial stewardship and strategic thinking; cultivates the development and professional growth of staff and creates a culture of engagement and innovation.
Qualifying Experience

Graduation from an accredited four-year college or university; a master’s degree from an ALA-accredited library school; plus 10 years of progressively responsible library experience, including experience working as a professional librarian in a public library, and at least five years of supervisory and management experience (i.e., library branch or library system administration level) in an urban or suburban public library system. A certificate issued by the Virginia State Board for Certification of Librarians must be obtained within three months of date of appointment.

Necessary Special Requirements

The appointee to this position will be required to complete a criminal background check and a credit history check to the satisfaction of the employer. This position requires frequent evening and weekend work and the ability to travel to various locations throughout Fairfax County to attend meetings, events and trainings.

Salary is negotiable within the established range of $151,787.38 - $265,627.86 depending on the qualifications and relevant experience of the selected candidate. Fairfax County Government’s total compensation package includes:

- Health, Dental, Vision, Flexible Spending Accounts, Long-Term Care
- Defined Benefit (Pension)
- Deferred Compensation (457 Plan)

Submit your application online at: governmentjobs.com/careers/fairfaxcounty

Refer to Job #24-01624 when applying.

Deadline for application is August 2, 2024, at 11:59 p.m. (EST).

Fairfax County Government prohibits discrimination on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, sexual orientation, gender identity, genetics, political affiliation, or military status in the recruitment, selection and hiring of its workforce.

Reasonable accommodations are available to persons with disabilities during application and/or interview processes per the Americans with Disabilities Act. Contact 703-324-4900 for assistance.

DHREmployment@fairfaxcounty.gov
EEO/AA/TTY

Compensation and Benefits

- Group Term Life Insurance
- Paid Leave (Sick and Vacation)
- Discount Education Programs
- Employee Assistance Program
- Transportation Subsidy
- Employee’s Child Care Center
- 12 ½ Days of Annual Holiday
- Fitness Center
- Flexible Work Schedule

TO APPLY