



— POSITION AVAILABLE —

Planning and Development Director
Apply by June 17, 2022

Fairfax County is expansive, prosperous, and dynamic—and has the distinction of being the largest locality in the Washington, D.C. metropolitan area. It is immediately west of the nation's capital. The Shenandoah Valley and Blue Ridge Mountains lie an hour to the west and three hours to the east is the Atlantic Ocean, Rehoboth Beach, DE and Ocean City, MD.

The County itself is an attractive area characterized by gently rolling hills, tree-lined streets, and friendly engaging people. Its variety of housing, great schools, and access to numerous attractions make it a popular place to live. Many of its residents have migrated here from other parts of the country and, indeed, the world, making it diverse and welcoming. It is simply a wonderful place to live, work, play and raise a family. If that is not enough, the entire region, from Washington, D.C. to Maryland and all of Northern Virginia are within easy access and provide incredible opportunities to further enrich one's knowledge and interests.



George Washington's Mount Vernon Estate





Dulles International Airport



Wolf Trap-Filene Center

Living in Fairfax County is very special. As noted, residents are diverse, warm and friendly. Crime is low—the County is ranked in the 99th percentile for safety according to Crimegrade. The public school system, with 190,000 students, is the 11th largest in the country and its schools are superb. This year, U.S. News & World Report ranked one of the County's high schools in the top 10 public high schools in the country and six others in the top 500. A wide variety of housing exists in the County at varying price points. According to Realtor.com, the median sold home price as of March 2022 is \$675,000.

Shopping and dining opportunities are plentiful. While many unique stores, restaurants, and centers dot the County, Tysons Corner Center is probably the most well-known venue, along with Tyson's Galleria, Springfield Town Center, and Fair Oaks Mall. Outstanding dining opportunities are simply far too many to mention. Needless to say, the Washington Metropolitan Area is the place for a foodie.

The area is a cultural mecca. Nearby are the world renowned Smithsonian Museums (Natural History, Air and Space, National Museum of African American Art and Culture, and the National Gallery of Art, to name but a few) as well as the Kennedy Center (which presents over 2,500 events each year). Numerous other highly regarded theaters, art galleries, and museums call the area home. The National Zoo is a special place and enjoyable for those of all ages.

Within Fairfax County, you will find the Wolf Trap National Park for the Performing Arts, where you can sit under a covered pavilion or on the lawn and enjoy both legends and chart-

toppers in every genre. EagleBank Arena and the Center for the Arts on George Mason University's campus host numerous concerts and shows. Summer concert series are held in multiple venues throughout the County on various nights and local festivals include the Northern Virginia Fine Arts Festival, the International Children's Festival, and the annual Film Festival at George Mason University.

Popular activities in the great outdoors include traversing the Potomac Heritage National Scenic Trail, exploring the 52-acre Hidden Oaks Nature Center in the Annandale District Park, and watching the Great Falls along the Potomac River. Nearby are a wealth of places for camping, biking and hiking. For those seeking more organized pursuits, recreation programs abound in Fairfax County along with 16 golf courses. Alternatively, visit one of the weekly Farmers Market events throughout the County or visit Paradise Springs Winery in the Town of Clifton and The Winery at Bull Run in Centreville.

History enthusiasts will be thrilled to live in Fairfax County as it hosts numerous sites of national and state significance including George Washington's Mount Vernon estate and the Sully Site in Chantilly, the home of northern Virginia's first Congressional Representative, Richard Bland Lee. Aviation buffs will enjoy the National Air and Space Museum's Steven F. Udvar-Hazy Center, which offers a large collection of aircraft and space artifacts. In addition, many of the Civil War's most famous battle sites, including Bull Run, Fredericksburg, Gettysburg, and Spotsylvania Courthouse, are within easy driving distances.

College attendees have numerous nearby choices. Within the County are George Mason University in Fairfax and Northern Virginia Community College's Annandale campus. Other highly regarded institutions of higher learning within a half-hour to four-hour drive include Georgetown University, American University, the University of Virginia in Charlottesville and Virginia Tech in Blacksburg.

The professional sports fan will not be disappointed. Within a relatively short drive are the NFL's Washington Commanders and the Baltimore Ravens, MLB's Washington Nationals and the

Baltimore Orioles, the NBA's Washington Wizards, the WNBA's Washington Mystics and NHL's Washington Capitals.

Visitors and residents have many travel options. This includes three airports: Dulles International Airport, Reagan National Airport, and Baltimore/Washington International Airport. In addition, Amtrak traverses the County, connecting it to major U.S. destinations. Washington, D.C., Annapolis and the Port of Baltimore offer cruises and sailing options on the Potomac River and Chesapeake Bay.

With its strong quality of life and its career, cultural, historical, and recreational opportunities Fairfax County is simply a great place to live, work, play, and raise a family. So, if you are a strong, experienced, innovative professional Planning and Development Director, please dust off your resume and apply.

HISTORY

Fairfax County dates back to the Colonial Era and formally became a County in 1742. Up until the mid-1900s, the area was characterized by farms (the predominant economic activity), forests, small towns, villages, and slow growth.

After World War II, growth in the County exploded (see Table I on page 4), particularly in the 1960s when the Capital Beltway, Dulles International Airport, and the Dulles Access Road all were completed.

The primary development patterns at that time were suburban-residential subdivisions, shopping centers, office parks, and industrial parks. Reston was an exception, as a 7,000-acre farm became one of America's first planned "new towns" in the 1960s. In the early 2000s, development patterns became more urban and characterized by greater density, walkability, opportunities for shopping, dining, entertainment, leisure, and employment. Examples include Tysons, Wiehle-Reston East Station, the Mosaic District, and Fairfax Corner. These have proven to be successful in attracting people of all ages and demographics. The opening of eleven Metro Stations in the County has played a

Table I: Fairfax County Population

Year	Population	% Change
1800	13,317	—
1900	18,550	140%
1950	98,557	530%
1960	275,002	179%
1970	455,021	66%
1980	596,901	31%
1990	818,584	37%
2000	969,749	19%
2010	1,081,726	12%
2020	1,150,309	6%

Source: U.S. Census Bureau

Table II: Fairfax County Demographics

Distribution by Race		Distribution by Age	
White	49.5%	0 to 15	19.5%
Black	9.6%	15 to 25	12.3%
Asian	20.4%	25 to 45	27.8%
Native American	0.6%	45 to 65	26.9%
Two or More Races	19.9%	65 to 85	12.0%
Total	100%	85 +	1.5%
Hispanic Ethnicity	17.3%	Estimated Population: 1,150,309	

Educational Achievement (Over Age 25)	
High School or Higher	92.7%
Bachelor's Degree or Higher	62.1%

Other Statistics	
Median Age—Fairfax County	38.1
Median Age—U.S.	38.5
Median Household Income—Fairfax County	\$127,866
Median Household Income—U.S.	\$61,937
Poverty Rate	5.9%

Source: U.S. Census Bureau

large role in encouraging mixed use developments. Even so, single occupant vehicle (SOV) travel remains the County’s dominant mode of travel.

In 2021, Kiplinger.com ranked Fairfax County as the fourth richest county in the United States (based on the highest median incomes adjusted for cost of living).

DEMOGRAPHICS

See Table 2 for Fairfax County Demographics.

COMMERCE

After a long history as an agrarian community, Fairfax County evolved rapidly into a suburban community where its residents commuted to employment centers primarily to the east—Arlington County (the Pentagon and Crystal City, among others) and the District of Columbia. Over time, large and small firms began to recognize Fairfax as a desirable place to be and located within the County’s boundaries. The Federal Government’s presence also increased. The County’s current principal employers are listed in Table III on page 5.

THE GOVERNMENT

The County Board of Supervisors oversees Fairfax County’s government and is composed of a Chair and nine supervisors. The former is elected countywide while the latter represent geographic districts and are elected by their constituents. All are elected at the same time to four-year terms with the next election being in November of 2023. Board Members are not term limited and historically have had long tenures.

The County follows the Commission–Manager form of government where the Board of Supervisors appoints a CEO (referred to as the County Executive) to oversee its day-to-day operations. The current County Executive has been with County for four years and oversees five direct reports who manage 33 departments. See Figure 2 on page 10 for more details.

Table III: Principal Employers, Fairfax County, VA

Employer	Industry	Employees
Federal Government	Government	26,543
Fairfax County Public Schools	Education	25,389
Fairfax County Government	Government	12,128
Inova Health Systems	Hospitals/Healthcare	10,000–12,000
George Mason University	Education	5,000–9,000
Booz-Allen Hamilton	Management/IT Consulting	5,000–9,000
Amazon	E-commerce, primarily	5,000–9,000
Federal Home Loan Mortgage	Financial Services	5,000–9,000
Science Applications International Corporation	IT / Engineering Consulting	5,000–9,000
Capital One	Financial Services	5,000–9,000

Source: Fairfax County, VA 2021 CAFR

FAIRFAX COUNTY BUDGET

The County’s fiscal year begins on July 1 and runs through June 30. For fiscal year 2022, the County’s Total Budget is \$9.1 billion. The General Fund accounts for \$4.8 billion and includes \$2.5 billion for Fairfax County Public Schools (FCPS) with the remaining \$2.3 billion supporting general County government operations. Miscellaneous funds (sewer fund, capital projects, retirement, internal services, etc.) account for the other \$4.3 billion of the Total Budget. The County has a little over 38,250 employee positions, of which 24,829 work for FCPS. Approximately 80% of the County’s revenue comes from property taxes, including real estate and personal property. For additional details on the budget please feel free to access the budget information: [Department Homepage | Management and Budget](#) (fairfaxcounty.gov).

COUNTYWIDE STRATEGIC PLAN

The first-ever Countywide Strategic Plan was adopted by the Board of Supervisors on October 5, 2021. The Plan focuses on 10 Community Outcome Areas and sets a clear, unified, community-driven vision for the next 10-20 years. For additional information and to read the Countywide Strategic Plan, visit:

[Countywide Strategic Plan | Strategic Plan](#) (fairfaxcounty.gov)

ONE FAIRFAX

One Fairfax is a joint racial and social equity policy of the Fairfax County Board of Supervisors and School Board. It commits the county and schools to intentionally consider equity when making policies or delivering programs and services. It is a declaration that all residents deserve an equitable opportunity to succeed—regardless of their race, color, sex, nationality, sexual orientation, religion, disability, income or where they live. For additional information

and to read the One Fairfax policy, visit: [One Fairfax | Topics](#) (fairfaxcounty.gov)

THE PLANNING AND DEVELOPMENT DEPARTMENT

The Department of Planning and Development’s mission is to promote livable communities which enhance the quality of life. It provides services, advice, and assistance on land use planning, zoning, revitalization, design, and development review to citizens, businesses, and decision-makers. The Department also strives to facilitate strategic redevelopment and reinvestment opportunities within targeted areas that align with the community’s vision and improve the economic vitality, appearance, and function of the community.

At the present time, the Department is focused on creating more mixed-use developments that are walkable, bikeable, transit friendly, and beautiful. It strives to link good urban planning and placemaking with reduced automobile travel.

The Department has a budget of approximately \$15 million and 157 full-time equivalent employees. It is divided into five work areas, with the Administration Division overseeing four

Figure 2: Planning and Development Department Organization Chart



divisions: Zoning Administration, Zoning Evaluation, Planning, and Community Revitalization/Urban Centers. See Figure 2 above.

The staff is very strong. They are knowledgeable, serious about their jobs, and work well together. All they need is a new leader.

OVERVIEW OF PLANNING AND DEVELOPMENT DIRECTOR'S DUTIES

The Planning and Development Director plans, organizes, and directs all activities of the Department of Planning and Development. This work includes: (1) Conducting analysis and making recommendations on land-use proposals; (2) Developing environmental policies and environmental analyses of land use plans and zoning applications; (3) Preparing and reviewing site specific, area-wide and policy amendments to the Comprehensive Plan; (4) Proposing amendments to and interpretation of the Zoning Ordinance; (5) Conducting public facilities planning and providing input into the Capital Improvement Program; (6) Issuing / approving land-use related plans and permits; (7) Reviewing/approving activities related to the conservation of the County's historical resources; (8) Overseeing efforts related to the revitalization of select areas of the County; (9) Managing placemaking and urban design activities; and, (10) Working on public-private partnerships. In addition, the Director oversees the implementation of agency

goals and objectives and represents the department and the County locally and regionally.

THE CHALLENGES AND OPPORTUNITIES

The challenges and opportunities facing Fairfax County's next Planning and Development Director are simple in explanation and complex in implementation. Simply stated, the Director is charged with carrying out the Department's mission—that is, promoting livable communities which enhance the quality of life. Executing that vision is the difficult part.

Fairfax County is largely developed and has minimal greenfield land available for large new developments. Hence, the Director's focus will need to be on redevelopment, infill development, and placemaking. In particular, the County will continue to focus on development that promotes healthy and active lifestyles, reduces environmental impacts, maximizes economic opportunities, and promotes equity and inclusiveness in its existing and future neighborhoods.

Successful examples in the County, include the adoption of the Tysons Plan in 2010 in preparation for the opening of four new Metro Stations. The Plan has resulted in explosive growth in the residential and office markets—making Tysons the “downtown” of Fairfax County. Another highly successful development is Reston Town Center, a beautiful, vibrant, residential, retail, and

Tysons



Great Falls National Park



employment center, which will soon have its own Metro Station further west on the Silver Line. The new Director will require strong skills in urban design, planning, and placemaking to continue to build on these successes.

While the department is strong and functions well, the new Director will be expected to continue normal organizational assessments of staffing demands and workloads, department work plans, and standard practices and procedures.

Finally, Fairfax County is a large organization with numerous departments. Working collaboratively with other directors and their departments will be very important to the new Director's success.

THE IDEAL CANDIDATE

The County is looking for a dynamic, visionary, enthusiastic individual. The best candidate will have with a proven track record for transforming a community, a vision for the County's future, and a passion for excellence in planning and design. As the County continues to transform, the ideal candidate will have a solid grasp of the elements that lead to great places, through new development, redevelopment, and preservation.

He/she will be enthusiastic and personable with outstanding people skills. The ideal candidate will be an excellent communicator and understand the importance of listening and understanding what people truly want and need before responding. He/she will be collaborative, understand the motivation of the various parties, and identify common ground that will lead to a positive outcome.

The ideal candidate will understand the dynamics of working with individual elected officials as well as a whole. The individual will be politically savvy but not politically involved. He/she will understand that planning and development can be controversial, and that an important aspect of the Director's job is to be the liaison to the Board representing the recommendations and assessments of staff.

While recognizing the importance of rules and maintaining compliance with codes, policies, and procedures, the individual will strongly believe in getting to yes. The best candidate will be someone who will gain the trust of residents and businesses—someone who does not find reasons to say no, but rather be someone who is positive and who finds solutions. In other words, customer service will not be just a catchy phrase but rather, along with integrity, a core principle.

Within the department, the ideal candidate will value open communication, be supportive of staff and create a culture of trust, enthusiasm, and commitment. The individual will focus on staff development and encourage an environment where creativity will flourish. The individual will recognize talent and mentor that talent. The best candidate will then be comfortable stepping back and letting the team members do their jobs. He/she will give assignments, define goals, set performance parameters, and expect results. Accountability will be expected both for the team and for themselves. Above all, the individual will recognize the importance of being respectful of others.

The best candidate will be an excellent day-to-day manager who keeps the operations running smoothly, but also takes time to think strategically and consider the future. The individual will anticipate upcoming issues and seek to resolve them before they become problems.

In addition to being an outstanding planner, the ideal candidate will have a demonstrated track record of achievement in developing work plans and budgets that closely align with the Countywide Strategic Plan and with the principles elaborated in One Fairfax. With the size of the County and the number of

projects the individual will have to deal with at any one time, multi-tasking, while staying focused, will be critical.

The next Director will be analytical, always looking for ways to improve operations and efficiency as well as effectiveness. He/she will be cognizant of staffing needs and workloads to ensure project demands can be met in a timely manner. The individual will also understand technology and how to use it to improve the delivery of services.

SPECIFIC REQUIREMENTS

A Master's degree in planning, architecture, public policy, or a related field, from an accredited college or university plus ten years of increasingly responsible professional planning experience, including supervision of the planning operations for a large urban community, is preferred. Registration as a Certified Planner with the American Institute of Certified Planners or similar profession is a plus.

COMPENSATION

The top of the salary range is \$206,155. Directors earn 26 days of annual leave. Other benefits are excellent and include a pay for performance plan as well as a Defined Benefit Plan (operated by the County) that vests after five years of employment. Candidates should be aware that the County has a Management Compensation Study underway, the results of which will be presented in July, and may adjust salaries and/or add benefits.

RESIDENCY

The Director is not required to live in the County. He/she is, however, expected to be in the office at least two full days per week for the foreseeable future. Therefore, as a practical matter, the new Director will need to reside in the County or reasonably close, certainly within commuting distance by car.

HOW TO APPLY

E-mail your cover letter and resume to Recruit28@cb-asso.com by June 17th. Faxed and mailed resumes will not be considered. Questions should be directed to Colin Baenziger at (561) 707-3537, Lynelle Klein at (970) 433-7189, or Stephen Sorrell at (513) 317-0678.

CONFIDENTIALITY

Information concerning the candidates will only be released with their permission. Further, although the Director is a relatively high level position, we do not anticipate any media scrutiny.

OTHER IMPORTANT INFORMATION

Fairfax County is an Equal Opportunity Employer and strongly encourages women, minorities, and veterans to apply.

ADDITIONAL INFORMATION

For additional information about the County, visit:

www.fairfaxcounty.gov

www.fxva.com

www.cfcc.org

www.fairfaxcountyyeda.org

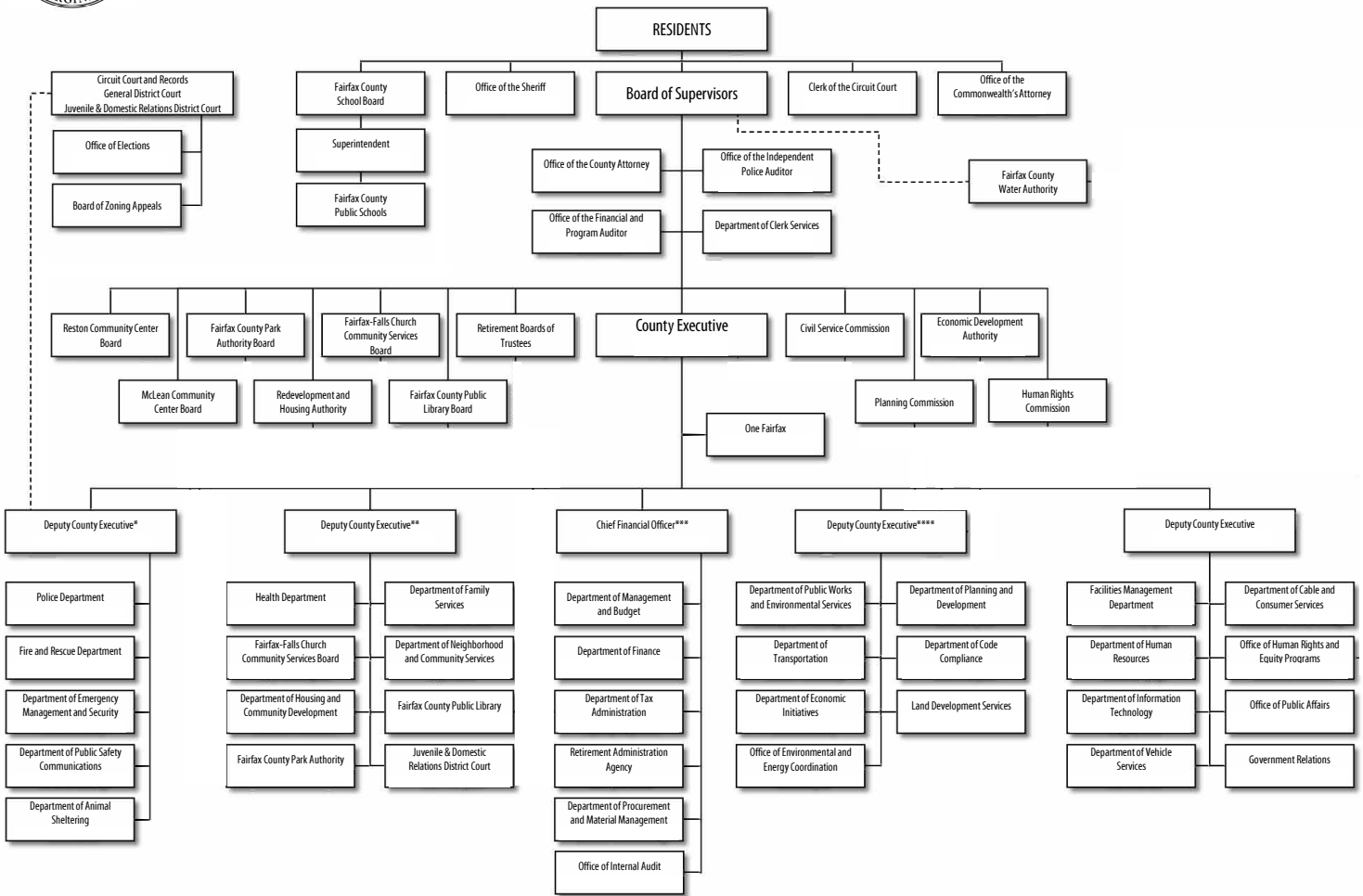
Cover picture of Mount Vernon is by Cameron Davidson for the Virginia Tourism Corporation.



Figure 2: Fairfax County Organization Chart



ORGANIZATION OF FAIRFAX COUNTY GOVERNMENT



Mosaic District

