

Fairfax County Government

Human Resources Director

Salary - \$170,305.41 - \$306,549.78 Annually

Location - FAIRFAX (EJ32), VA

Job Type - FT Salary W BN

Job Number - 26-00086

Department - Human Resources

Opening Date - 01/03/2026

Closing Date - 1/23/2026 11:59 PM Eastern

Pay Grade - A-05

Posting Type - Open to General Public

To apply: <https://www.governmentjobs.com/careers/fairfaxcounty/jobs/5182939/human-resources-director?keywords=director&pagetype=jobOpportunitiesJobs>

Job Announcement

The Human Resources Director provides oversight and management to a full-service department of more than 90 professional, paraprofessional, technical, and administrative staff. The Department of Human Resources is structured into four program areas: Total Rewards, Talent Management, Human Resources Information Systems (HRIS), and Strategy/Operations. Total Rewards consists of Benefits, Compensation and Workforce Analysis, Payroll and Personnel Administration Divisions. Talent Management consists of Employee and Labor Relations, Employment, and Organizational Development and Training Divisions. HRIS manages HR's internal and county-wide human resources systems and services as well as provision of critical data and analytics. Strategy/Operations consists of internal human resources, finance/budgeting, legislative, emergency operations, facility, HR Central, and strategic initiatives.

The Director is appointed by the Board of Supervisors on the recommendation of the County Executive. The position reports to the Deputy County Executive for Administration and is a key member of the County Executive's senior management team. The Director works closely with, advises, and makes recommendations to the County Executive, Board of Supervisors, Deputy County Executives, department heads, and appropriate boards, commissions, committees, unions, employee groups, and community organizations. As a key policy advisor to the County Executive's Office, the incumbent will develop, build, and maintain partnerships with other executive leadership members, and play an integral role in shaping human resources strategies and techniques to enable the County to deliver excellent services to its customers.

The ideal candidate will be a progressive, visionary leader with the ability to set and achieve ambitious yet

attainable goals and will have a strong background in human resources management, and extensive experience working collaboratively with elected officials, committees, boards, union leadership, senior management, human resource professionals and employees. The successful candidate models excellent financial stewardship and strategic thinking, while fostering staff development and professional growth and creating a culture of engagement and innovation. In addition, the successful candidate will possess:

- Ten years of progressively responsible experience in directing, planning, and administering the operation of a Human Resources Department, including collective bargaining and labor relations, within a large or mid-sized county government.
- Strong budget and financial management experience, and proven ability to manage a budget of more than \$11 million.
- Proven ability to work effectively with elected officials within a political environment.
- Success in establishing, maintaining, and sustaining partnerships with union leadership.
- Success in establishing, maintaining, and sustaining partnerships with boards, committees, and other governing bodies with policy or oversight authority.
- In-depth knowledge of and experience administering applicable state and federal laws and regulations.
- Proven leadership skills that build staff capacity for leadership, responsibility for continuous improvement, and accountability for high performance and innovation.
- Experience leading and directing the work of a large and diverse staff.
- Experience leading, providing guidance and directing the operations, policies and procedures of a large, complex organization in a labor relations environment.

To learn more about Fairfax County and view a complete position profile, please click [here \(Download PDF reader\)](#).

Employment Standards

MINIMUM QUALIFICATIONS:

[Any combination of education, experience, and training equivalent to the following:](#)

(Click on the aforementioned link to learn how Fairfax County interprets equivalencies for "Any combination, experience, and training equivalent to")

Graduation from an accredited four-year college or university with a bachelor's degree in human resource management, public administration, business administration, or a related field; plus, seven years of increasingly responsible experience in human resources administration; Two years of the requisite experience must have been as Director, Assistant/Deputy Director or Manager of Human Resources in an organization, either public or private.

CERTIFICATES AND LICENSES REQUIRED:

Not applicable.

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 is considered essential personnel and will be required to report to work during times designated countywide as approved for unscheduled leave regardless of the emergency situation (i.e., weather, transportation, other disaster).

PREFERRED QUALIFICATIONS:

- Master's degree in human resources management;
- Ten years of progressively responsible experience as a human resources director in a large or midsized organization, preferably local government;
- Experience participating in labor negotiations and administering collective bargaining agreements;
- Proven ability to engage, and influence individuals at all levels of the county;
- Excellent communication and negotiation skills;
- Professional human resources certification (e.g., SHRM-SCP, SPHR).

PHYSICAL REQUIREMENTS:

Job is generally sedentary in nature, and requires walking, standing, sitting (for long periods of time). Uses hands to grasp, handle, or feel. Ability to operate keyboard driven equipment and computer/laptop. Ability to read information and data from a computer screen. Generally works in an office environment; however, may occasionally be required to perform job duties outside the typical office setting. Position frequently communicates and must be able to exchange accurate information with others verbally and in writing. All duties performed with or without reasonable accommodations.

SELECTION PROCEDURE:

Panel interview.

Fairfax County is home to a highly diverse population, with a significant number of residents speaking languages other than English at home (including [Spanish](#), [Asian/Pacific Islander](#), [Indo-European](#), and [many others](#).) We encourage candidates who are bilingual in English and another language to apply for this opportunity.

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. TTY 703-222-7314. DHREmployment@fairfaxcounty.gov EEO/AA/TTY.