

**LOUDOUN COUNTY**

**Director of Youth Services**





## The Position

Loudoun County, Virginia, is seeking its first Director of Youth Services to lead a newly structured County department focused on advancing and coordinating programs and services that support positive youth development and successful transition to adulthood. This is a pivotal leadership opportunity to help build, grow, and oversee a department with services ranging from secure youth detention and electronic monitoring to voluntary shelter care, life skills programs, and broader youth development initiatives.

This role will involve strategic planning, budget and personnel management, and the development of interagency and community partnerships. The ideal candidate will be a visionary leader with strong skills in communication, labor relations, and business operations, as well as a deep understanding of the juvenile justice system, diversion and prevention programs, and the challenges and opportunities facing young people today.

The need for this position is driven by a structural realignment that, in October 2024, separated certain state and County services supporting Loudoun's youth involved with the court system. As a result, the County is offering some youth services in new ways and, as necessary, making referrals to other health and human services departments through a dedicated department. This new dynamic creates a unique opportunity for the new Director to formalize internal operations, expand services, and lead organizational changes. A temporary interim Department Director is currently managing the department.

The Director oversees all administrative and programmatic functions within the Department, including residential services, voluntary youth shelter operations, and the development of new community programs designed to support youth and emerging adults. The Director is responsible for preparing and managing the department's budget, overseeing staff, and aligning services with County priorities. This includes ensuring operational efficiency, compliance with regulatory requirements, and fostering meaningful collaboration with the Virginia Department of Juvenile Justice and its Court Service Unit, as well as other County departments, the local school division, and community-based partners.

The Director currently has three (3) direct reports: two (2) Assistant Directors and an Administrative Manager. The Director reports to one of Loudoun County's Deputy County Administrators.

## Priorities

- Lead the Youth Services Department and its ongoing development as a distinct County function, building out its staffing and operational posture and internal processes to support sustainable, high-quality service delivery.
- Refine service delivery and internal operations, supporting secure detention, short-term residential placement for court-ordered youth (shelter care), community-based programs, and prevention-focused efforts, ensuring alignment with County goals and the evolving needs of youth and their families.
- Supervise and mentor a team of youth service professionals, providing guidance, support, and professional development opportunities.
- Manage program budgets, grants, and procurements to ensure efficient and effective resource use.
- Monitor and evaluate program outcomes, using data to inform continuous improvement and innovation.
- Cultivate strong relationships across County departments, including, but not limited to: Extension Services; Family Services; Loudoun County Public Library; Mental Health, Substance Abuse, and Developmental Services; and Parks, Recreation, and Community Services, to support integrated service delivery and maximize community impact.
- Collaborate with state and regional partners, community-based organizations, and other stakeholders to strengthen programming and partnerships that enhance youth engagement and outcomes.
- Ensure compliance with all relevant regulations, policies, and standards in the operation of a secure youth detention facility and voluntary residential program, and stabilize shift management for these functions.

## The Successful Candidate

Loudoun County is seeking a values-driven, emotionally intelligent leader who brings deep experience in public services supporting youth development, juvenile justice, or a related human services field. The Director of Youth Services will be energized by the opportunity to help shape a new department, balancing strategic vision with steady, hands-on implementation.

The ideal candidate will be an adaptive, collaborative professional with a track record of managing teams through change and working with strong personalities and long-tenured staff dedicated to supporting youth and their families. The candidate will bring experience navigating complex systems, such as juvenile detention, shelters, courts, or school-based services, and will understand how to support both court-involved and non-court-involved youth. A strong candidate will demonstrate the ability to guide organizational structure, build administrative capacity, update policies and procedures as necessary, and develop cross-functional partnerships with all stakeholders, while also being committed to fostering an inclusive and equitable environment where staff and youth can grow and thrive.

This individual will be a strong communicator, able to earn the respect of staff and become a trusted advisor, providing leadership with clarity, empathy, and professionalism. The successful Director will be diplomatic yet direct, capable of leading and supporting staff with diverse perspectives, personalities, and strengths. Experience working with a local government administration, unionized employees, and individuals supporting youth residential services, as well as an understanding of the Virginia juvenile justice or human services landscape, is a plus.





## Qualifications

**Minimum requirements** include any combination of education and experience equivalent to a master's degree in business management, criminal justice, public administration, psychology, social work, or a related field, and six (6) years of related experience, including two (2) years in a management role and operational oversight experience.

**Preferred qualifications** include experience leading in a local government or public-sector environment, with demonstrated expertise in youth detention, juvenile justice, and diversion and prevention programs. Experience managing a department and working with senior executives is also preferred. Working in a union environment and building a new department, function, or program area is also desirable.

The Director must also have a valid driver's license and submit to a child protective services and criminal background check.

## The Organization

Loudoun County operates under the "Traditional Form" of county government, the most used form in the Commonwealth of Virginia. The Board of Supervisors is responsible for the County's legislative and administrative affairs. The Board of Supervisors (Board) appoints a County Administrator to oversee the day-to-day administration on behalf of the Board. The Board approved a budget totaling approximately \$4.7 billion in total appropriations for the general County government and school system for FY 2026. Additionally, elected officials are responsible for the conduct and administration of various aspects of the County's affairs.

## The Loudoun Difference

- We are an organization of individuals who choose to dedicate our talent, education, and experience to making a difference.
- We represent nearly every profession: accountants, attorneys, engineers, systems analysts, deputies, firefighters, and more.
- Together we work as a team to serve the needs and shape the future of our unique and dynamic community.

Simply put, the Loudoun Difference is teamwork, community, and innovation.

Loudoun County was celebrated for its exceptional commitment to creating thriving work environments. This recognition was based on factors such as atmosphere, salary, diversity, working conditions, and overall workplace environment, and was named in [Forbes' Best Large Employers 2025 List](#).



## Inside the Department

The Youth Services Department is dedicated to supporting young people through critical transitions and reducing their contact with the juvenile justice system. The department is committed to helping youth and emerging adults in building safe, stable, and successful futures.

The department has 68 FTEs and an adopted budget of \$10 million for FY 2026. The Board enacted its Collective Bargaining Ordinance in December 2021, and the County's first Collective Bargaining Agreement (CBA) with the Service Employees International Union, Virginia 512 (SEIU) was ratified on April 1, 2025. SEIU represents all eligible employees in the general government bargaining unit. The current CBA term is July 1, 2025, through June 30, 2028.

Youth Services delivers residential and community-based programming, including youth detention and shelter care, within a new, state-of-the-art Youth Services Center in Leesburg, VA. The Department Director will work from the department's administrative office location in Ashburn, VA. The department also offers electronic monitoring, mentoring, and life skills programs, as well as opportunities for youth and families to access supportive services through partnerships with schools, library systems, community-based organizations, and other County departments.

While still in its early stages of development, the department is actively building out internal operations and staff infrastructure. A clear emphasis is placed on innovation, equity, cross-departmental collaboration, and trauma-informed care. Staff share a commitment to positive youth development and helping young people navigate challenges without long-term court system involvement.



## The Community

Rooted in the heart of Northern Virginia, Loudoun County combines the best of suburban tranquility and vibrant community life. Just 45 minutes northwest of Washington, D.C., Loudoun County is a growing and thriving community of more than 453,800 residents, offering a unique blend of historical charm and modern amenities.

Loudoun County is home to a diverse population, with residents from all walks of life contributing to its rich cultural tapestry. The County's schools are among the best in the nation, and the community places a strong emphasis on education and lifelong learning.

Downtown Leesburg, the County seat, is a delightful mix of historic landmarks and contemporary developments. The area is bustling with shops, restaurants, and cultural venues, providing endless opportunities for entertainment and exploration. The County is also known for its thriving arts scene, with numerous galleries, theaters, and music venues.

Outdoor enthusiasts will find plenty to love in Loudoun County. With over 40 parks and 100 miles of trails, residents can enjoy hiking, biking, and a variety of recreational activities. The County's scenic landscapes, including the picturesque Blue Ridge Mountains and the serene Potomac River, offer a perfect backdrop for outdoor adventures.

Loudoun County's neighborhoods are designed to foster a strong sense of community. Tree-lined streets, well-maintained parks, and community events create an inviting atmosphere where neighbors can connect and enjoy life together. From farmers' markets to music festivals and holiday parades, there's always something happening to bring the community together.

With a robust economy driven by technology, agriculture, and small businesses, Loudoun County offers ample opportunities for career growth and development. The County's strategic location near the nation's capital makes it an attractive place for professionals and businesses alike.

Welcoming residents and visitors from all over, "DC's Technology Corridor" is an innovative, globally competitive community known for its favorable business environment, exceptional quality of life, and strong sense of community. Loudoun County is a wonderful place to live, work, and play.



## Quick Facts

- Population: 453,800
- Median Household Income: \$178,707
- Median Home Value: \$701,000
- Median Age: 37.8

*All demographic information was sourced from the U.S. Census Bureau.*



## Compensation and Benefits

The anticipated hiring range for this position is \$185,000 - \$210,000, depending on qualifications. Loudoun County provides an excellent benefits package. Learn more about the County's options and employee-based benefits [here](#).



## How to Apply

Applications will be accepted electronically by Raftelis at [raftelis.com](https://raftelis.com). Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position will remain open until filled, with a first review of applications scheduled to begin on **February 13, 2026**.



## Questions

Please direct questions to Catherine Tuck Parrish at [ctuckparrish@raftelis.com](mailto:ctuckparrish@raftelis.com) and Kelsey Batt at [kbatt@raftelis.com](mailto:kbatt@raftelis.com).