

LOUDOUN COUNTY

**ASSISTANT DIRECTOR OF  
PUBLIC WORKS AND  
ENVIRONMENTAL SERVICES**





## The Position

Loudoun County is seeking a results-oriented and highly motivated leader to serve as the Assistant Director of Public Works and Environmental Services. Reporting to and supporting the Director and Deputy Director of General Services, the Assistant Director plays a crucial role in shaping and executing the strategic vision for the County's environmental, energy, water, and stormwater programs. The position connects high-level strategic planning with daily operational efforts.

Key responsibilities include overseeing implementation of existing efforts such as the [Stormwater Management Program](#), the [Invasive Plant Species Management Program](#), and the [Environment and Energy Workplan](#), as well as leading development and implementation of newer strategies including the Loudoun County [Natural Resources Strategy](#). The Assistant Director will serve as a primary liaison to the [Environmental Commission](#) and will represent the department before the Board of Supervisors, internal workgroups, and external stakeholder organizations. This leader will provide operational oversight for public works initiatives while maintaining a strong focus on environmental programs, ensuring all initiatives are data-driven, scientifically sound, and politically balanced.

This is an excellent opportunity for a motivated professional to contribute to an organization that values Integrity, Service and Innovation that works to deliver dynamic solutions for a resilient Loudoun.

## Priorities

- Lead with purpose: take care of the crew, they take care of the mission.
- Foster an environment of mutual respect, accountability, and collaboration, ensuring team members understand their interdependent roles in delivering high-quality services.
- Provide real-time visibility into project and program progress, ensuring leadership and staff share clear expectations for success.
- Establish clear, structured reporting standards for high-visibility initiatives, allowing the team to execute projects efficiently within defined timelines.
- Ensure all recommendations and solutions are thoroughly analyzed and data-supported, with consideration of alternative approaches to improve program effectiveness.
- Advance Loudoun County's strategies under their purview with measurable actions, resulting in sustainable operational outcomes met through innovative and practical solutions.

## The Successful Candidate

The ideal candidate for the Assistant Director role will be a transformative and emotionally intelligent executive who brings a unique blend of technical expertise, visionary leadership, and a deep commitment to public service. This dynamic professional will elevate the department's performance through collaborative leadership and innovative problem-solving.

**Strategic Vision.** The successful candidate will demonstrate the ability to maintain a broad perspective and translate complex, long-term environmental goals into actionable operational plans. They will anticipate future challenges and develop scientifically sound strategies that meet the evolving needs of a growing community.

**Operational and Strategic Integration.** A significant opportunity for the new leader lies in connecting high-level strategic goals with daily operational realities. The Assistant Director will provide high-level direction to division managers, ensuring that environmental programs, water operations, and stormwater maintenance work seamlessly together. By promoting cross-functional coordination, the leader will ensure that all teams understand their interdependent roles in delivering high-quality services to Loudoun County residents.

**Collaborative Communication.** The ideal candidate will be an exceptional communicator capable of distilling complex engineering and environmental data into clear, accessible information. They will actively listen to feedback from front-line staff and collaborate across departments to ensure alignment with overall county objectives.

**Board and Community Relations.** Navigating the political landscape of local government is essential for this role. The Assistant Director will engage effectively with elected officials, appointed commissioners, and community stakeholders. They will advocate for the department's initiatives while remaining responsive to the needs and concerns of the community.

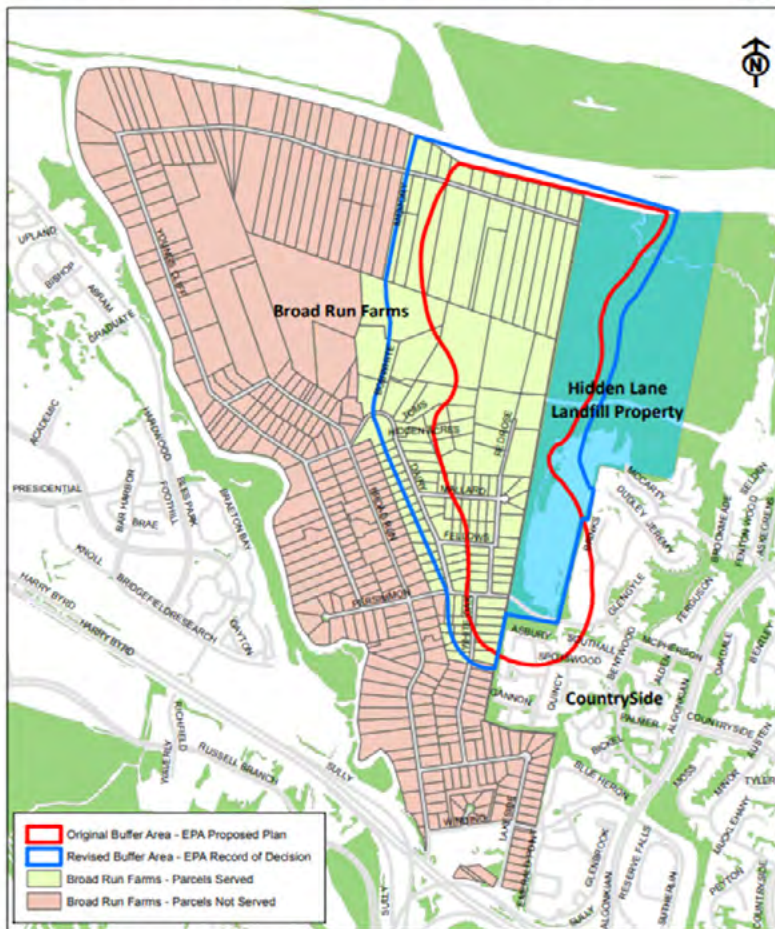
**Stakeholder Engagement.** This position serves as the face of the department for numerous high-profile environmental and operational issues. The Assistant Director will build strong working relationships with highly engaged local groups such as the Loudoun Invasive Plant Alliance. Successfully navigating these relationships requires astute political acumen, exceptional communication skills, and the ability to foster consensus among diverse stakeholders with competing interests.

**Team Development and Culture Building.** As a champion of the department's culture of collaboration, the Assistant Director will build and sustain high-performing teams. They will adopt a coaching-oriented approach that empowers staff through clear expectations, professional development opportunities, and mutual respect.

**Adaptability and Resilience.** Local government requires a leader who can thrive in a dynamic environment and respond effectively to changing priorities or emergencies. The successful candidate will demonstrate resilience when facing complex policy issues and will remain calm and focused when managing high-visibility, multifaceted challenges.



## Hidden Lane Landfill - EPA Waterline Project



The geographic data layers produced by the Government of Loudoun County, Virginia ("Loudoun County"), and any associated maps and applications, are provided as a public resource. While every reasonable effort is made to ensure the accuracy and completeness of the data, Loudoun County makes no warranties, expressed or implied, concerning the accuracy, completeness or suitability of its data, and it should not be construed or used as a legal description. Last update 08/26/23.

### Fiscal and Operational Accountability.

The incoming leader will possess strong skills in budget management and process optimization. They will use data-driven decision-making to oversee multiple funding streams, manage capital projects, and ensure that all programs operate efficiently and within defined timelines.

Above all, the ideal candidate will embody the highest standards of professional integrity and ethical leadership. They will lead with transparency, fairness, and a profound commitment to public service, cultivating a culture of trust and excellence that inspires confidence among employees, County Administration, the Board of Supervisors, and the broader community. This position will demonstrate that exceptional public service is built on a foundation of mutual respect, accountability, and a shared dedication to serving Loudoun County's residents.

### Qualifications

The County is seeking candidates with a proven leadership track record in program development and implementation, process improvement, and performance measurement within a public sector environment. Strong candidates will demonstrate their ability to lead teams and drive impactful change.

The position strongly prefers a master's degree in business administration, public administration, engineering, environmental science, or a related field, along with five years of directly related, progressively responsible work experience. This experience must include three years in a supervisory or management role. Candidates may possess any equivalent combination of education and experience that provides the required knowledge, skills, and abilities. Additional, preferred qualifications include five years of experience with increasing responsibility in environmental management, energy management, stormwater, or public works, with at least two years in a supervisory role within those areas. Experience engaging with elected officials and holding senior or management-level certifications in environmental services or engineering is highly desirable. Emergency management experience also is a plus. Candidates must also possess a valid driver's license and successfully complete criminal, credit, and driving record background checks.



## Inside the Department

The Department of General Services (DGS) operates and maintains County-owned and leased facilities and land; acquires and manages the public safety and general vehicle fleet; operates the Metro parking garages; and provides core internal support to all County agencies. DGS also provides direct support to residents through the Transit and Commuter Services Program, the Stormwater Management Program, the Waste Management Program (including County landfill operations and County recycling programs), the County Public Works Program, and energy and environmental programs. As an integral part of the County's emergency response and recovery operations, DGS is designated as one of the "first responders" to major County emergencies resulting from natural or man-made disasters.

Within the Department, there is a strong sense of purpose and unity, with senior leadership showing a willingness to take risks and seek feedback from the front line to improve operations. The Department also benefits from the Board of Supervisor's support for key priorities, such as the Environment and Energy Work Plan. With the right focus on continuous improvement and leveraging available resources, the future of the Department of General Services is promising, poised for continued success in meeting the needs of the community.

The Department operates with a Fiscal Year 2026 operating budget of \$127 million and 217 full-time equivalent (FTE) positions and is a critical component of the County's ability to provide high-quality services to a growing community. Click [here](#) to see the Department's organizational chart.

## The Form of Government

Loudoun County operates under the "Traditional Form" of county government, the most used form in the Commonwealth. The Board of Supervisors is responsible for the legislative and administrative affairs of the County. The Board of Supervisors appoints a County Administrator to oversee the day-to-day administration on behalf of the Board. The Board adopted a **Fiscal Year 2027 budget** totaling approximately \$5.4 billion in total appropriations for the general county government and school system. In addition, elected officials are responsible for the conduct and administration of various aspects of the County's affairs. They include the Commissioner of the Revenue, Treasurer, Clerk of the Circuit Court, Commonwealth's Attorney, and Sheriff.

### 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**.

### OUR MISSION

DGS provides safe and sustainable facilities, essential services, and innovative, environmentally sound solutions for the Loudoun County Government and our community.

### OUR VISION

Dynamic solutions for a resilient Loudoun.

### OUR VALUES

#### INTEGRITY - SERVICE - INNOVATION

##### Integrity: Who we are

We are honest and considerate with our community.

##### Service: What we do

We serve our community by being the best possible stewards of Loudoun's resources and public trust.

##### Innovation: How we do what we do

We are always looking for better ways and tools to serve our community.

On these three simple guiding values, we will hire the team, work as a team, and modify the team. These values are operative & prioritized.



## 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.





## Compensation and Benefits

The full salary scale for this position's classification is \$107,918 - \$205,044. **The anticipated hiring range for this position is \$155,000-\$185,000, depending on qualifications.** Loudoun County provides an excellent benefits package. Learn more about the County's options and employee-based benefits [here](#).



## Equal Employment Opportunity

Loudoun County Government prides itself on fostering a diverse and inclusive workplace that promotes employee wellness and work-life balance. As an equal opportunity employer, we consider all qualified applicants regardless of age, color, disability, gender identity, genetic information, national origin, political affiliation, race, religion, sex, sexual orientation or other non-merit factors.



## 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 be open until filled with a first review of applications beginning **June 9, 2026**.



## Questions

Please direct questions to Anne Lewis at [alewis@raftelis.com](mailto:alewis@raftelis.com) or 540-757-0316 or Kelsey Batt at [kbatt@raftelis.com](mailto:kbatt@raftelis.com).