

Fairfax County Public Schools

An Invitation to Apply for the Position of Assistant Superintendent for Human Resources

The Position

The Fairfax County School Board is seeking a highly qualified Assistant Superintendent for Human Resources to lead Fairfax County Public Schools. The school board wishes to have the successful candidate assume the responsibilities of the position on or before July 1, 2022.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development has been engaged as the consultant in a search for outstanding candidates. They will assist the Fairfax County School Board in identifying and screening the candidates.

Enrollment: 178,000 students

Location: Northern Virginia in proximity to the Baltimore-Washington DC Metropolitan Area

The Qualifications

The candidate must have the appropriate knowledge of the principles and practices of public-school system policies and human resources programs. The Fairfax County School Board recognizes that selecting an Assistant Superintendent for Human Resources is one of the most important decisions it will make and has developed the following desired characteristics:

1. Be a skilled and experienced leader in human resources to include knowledge of Virginia certification, Virginia Law, staff evaluation, negotiations, and benefits administration who holds themselves and others accountable for improving outcomes for students, staff, and community.
2. Have an ability to develop and implement a mission and shared vision of the future for human resources, ensuring alignment with the overall strategic vision, mission goals, and objectives of the Fairfax County School Division
3. Positively represent Fairfax County Public Schools human resource matters at the national, state, regional, and local levels.
4. Be able to serve as an integral contributing member of the Fairfax County School Division leadership team that works with the Fairfax County School Board, Fairfax County Board of Supervisors, citizens, interest groups, and the business community on human resource matters
5. Assumes responsibility for improving the quality of services, products, and processes, as well as ensuring compliance with federal, state, and local legislation.

Note:

- *Doctorate preferred*
- *SHRM Certification preferred*
- *Assistant Superintendent or central office experience in a similar size and diverse district desired*
- *Salary negotiable and will be regionally competitive based on experience*

School Website: www.fcps.edu

Mission

Fairfax County Public Schools inspires and empowers students to meet high academic standards, lead healthy, ethical lives, and be responsible and innovative global citizens.



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APPLICATION

available at
www.macnjake.com



An application for Assistant Superintendent for Human Resources should include:

- ◆ A letter setting forth personal qualifications, experiences and reasons for interest in the position.
- ◆ A current résumé.
- ◆ A completed application form.
- ◆ Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s).

Selection Time Line

- ◆ Closing date for applications: **January 27, 2022**
- ◆ FCPS School Board selects finalists to interview: **Late February 2022**
- ◆ Interviews with the FCPS School Board: **Early March 2022**
- ◆ Selection of new Assistant Superintendent: **March 2022**
- ◆ Appoint new Assistant Superintendent: **March 2022**
- ◆ Start date: **July 1, 2022**

Candidates are asked not to directly contact board members. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws. In the final process, the school board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

Fairfax County Public Schools is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.