

PRESIDENT AND CHIEF EXECUTIVE OFFICER



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Fairfax County Economic Development Authority (FCEDA)

Location: Tysons, Virginia

Reporting Relationship: Reports to the Board of Directors

THE OPPORTUNITY

The Fairfax County Economic Development Authority invites accomplished economic development leaders to consider a rare opportunity: to steward a highly respected organization and advance Fairfax County's position as a leading global destination for business, innovation, and investment. Building on a strong foundation, the next President and Chief Executive Officer (CEO) will lead an experienced, high-performing team; work closely with a committed Board, public officials, the business community, and global partners; and guide the Authority's long-term strategy to scale impact and sustain Fairfax County's competitiveness in a dynamic global economy.

This is a leadership succession at a moment of organizational strength. The CEO will inherit a strong reputation, a seasoned professional staff, and a clear mandate to build for the future through collaboration, integrity, and excellence in execution.

KEY PRIORITIES FOR THE NEXT CEO

The President & CEO will focus on a set of strategic, outcome-oriented priorities grounded in collaboration, professionalism, and results, including:

- Advance and execute a long-term economic development strategy that reinforces Fairfax County's position as one of the world's premier business locations.
- Strengthen FCEDA's impact locally, regionally, and globally by aligning business attraction, retention, marketing, and talent strategies with the County's economic development goals.
- Cultivate strong, respectful partnerships with the Board, public officials, the business community, educational institutions, and regional partners to support inclusive and sustainable economic growth.
- Lead and support a high-performing organization by fostering teamwork, accountability, and continuous improvement while empowering staff to deliver results with professionalism and excellence.
- Serve as a trusted ambassador and spokesperson for Fairfax County's business ecosystem, representing the organization with credibility, integrity, and respect.



LEADERSHIP AND STAKEHOLDER ENGAGEMENT

Reporting directly to the Board of Directors, the President & CEO leads all facets of FCEDA's mission and operations through a collaborative, inclusive leadership approach. The CEO serves as the organization's chief executive, strategist, and external representative, balancing long-term vision with disciplined execution.

Key aspects of the role include:

- Building a strong, collegial partnership with a highly engaged Board to establish strategic priorities and ensure alignment.
- Working constructively with elected officials and public-sector leaders, demonstrating sound judgment, political awareness, and respect for diverse perspectives.
- Developing and maintaining trusted relationships with local and regional business leaders, economic development partners, and global stakeholders.
- Leading, mentoring, and retaining a diverse team of approximately 42 economic development professionals, emphasizing collaboration, mutual respect, and professional growth.

ORGANIZATIONAL LEADERSHIP AND OPERATIONS

The President & CEO is responsible for the effective stewardship of an approximately \$9.5 million organization funded by Fairfax County's general fund. The CEO ensures fiscally responsible management while continuously strengthening systems, processes, and performance.

Responsibilities include:

- Providing oversight of planning, budgeting, and investment decisions to support FCEDA's mission and long-term sustainability.
- Enhancing internal reporting, data collection, and performance measurement systems to support accountability and informed decision-making.
- Leveraging technology and market intelligence to strengthen marketing, resource allocation, and service delivery.

THE IDEAL CANDIDATE

The successful candidate will be a collaborative, respected executive leader with substantial experience in economic development or a closely related field, and a strong understanding of local and regional economic ecosystems. While career paths may vary, the ideal candidate will bring many of the following attributes:

- Executive leadership experience in economic development, community development, commercial real estate, or a related public or quasi-public organization of similar scale and complexity. Corporate success in building a company, entrepreneurship and other business-related experiences is desirable.
- A visionary leader who identifies and develops new industry sectors (such as Space, Quantum, AI) while building capacity in traditional sectors (such as Gov Con, Professional technical services) to ensure ongoing capacity building and opportunities for growth and success.
- Demonstrated success working closely with boards, elected officials, local governments, business leaders, and education or workforce partners in a multi-stakeholder environment.
- A strategic yet pragmatic mindset, with a strong focus on execution, measurable outcomes, and continuous improvement.

THE IDEAL CANDIDATE, CONT.

- The ability to serve as a visible champion for talent and workforce initiatives that support business attraction, retention, and competitiveness.
- Exceptional communication and relationship-building skills, with the ability to represent the organization professionally and credibly.
- A leadership style grounded in collaboration, teamwork, integrity, respect, and high standards of professionalism. Continually put into practice the cultural values that have become foundational to the organization's success.
- Highly developed personal presence that embraces the behaviors associated with servant leadership.
- A commitment to developing staff, fostering an inclusive workplace, and upholding ethical leadership.

Local or regional experience and familiarity with Northern Virginia's economic and talent landscape are strongly preferred.

EDUCATION

A bachelor's degree is required; a master's degree is strongly preferred.

COMPENSATION

A competitive compensation package will be offered, commensurate with experience and qualifications.

ABOUT THE FAIRFAX COUNTY ECONOMIC DEVELOPMENT AUTHORITY

Founded in 1964, the Fairfax County Economic Development Authority is an independent authority chartered by the Commonwealth of Virginia to promote Fairfax County as one of the best business locations in the world. FCEDA works with companies to start, expand, or relocate operations in Fairfax County, Virginia, and supports a diverse and innovative business ecosystem that drives job creation and long-term economic vitality.

In addition to its business attraction and retention efforts, FCEDA operates a multi-faceted talent program that has become a core pillar of the organization's mission. Recognizing that workforce availability is one of the most critical factors influencing business success, FCEDA's talent initiatives are designed to attract, retain, reskill, and grow the workforce companies need to compete and thrive.

Headquartered in Tysons, Virginia, FCEDA collaborates closely with Fairfax County government and regional partners and maintains international offices to support global business attraction efforts. The organization is widely respected for its professionalism, market intelligence, and commitment to delivering results.

ABOUT FAIRFAX COUNTY

Fairfax County offers one of the most dynamic and competitive business environments in the world. With an economy valued at approximately \$177 billion, the county anchors one of the strongest regional economies globally and is recognized for its depth, resilience, and innovation.

Long known for its leadership in government consulting and defense technology, Fairfax County has also cultivated large and growing concentrations of commercial information technology, financial services, software, communications, and technology management firms. The county is widely regarded as a place where the nation turns for innovative solutions in knowledge-based industries.

ABOUT FAIRFAX COUNTY, CONT.

From high-profile, publicly traded corporations to fast-growing entrepreneurial startups, Fairfax County is home to eleven Fortune 500 companies and many of the world's leading technology companies competing across business, government, and consumer markets. This diverse and sophisticated business ecosystem provides a powerful platform for sustained economic growth and global competitiveness.

HOW TO APPLY

Interested candidates should submit a cover letter and resume to **Donna Hurwitt, Vice President of Operations**, at dhurwitt@fceda.org, no later than Tuesday, March 31, 2026.



READY TO MAKE A DIFFERENCE?



Fairfax County
Economic Development Authority