



DIRECTOR OF HUMAN RESOURCES Arlington County, VA

Arlington County is seeking an innovative and forward-thinking leader to serve as the Director of Human Resources.

About Arlington County, VA

Arlington County's unique, diverse, and inclusive community is located right next door to Washington, DC and ideally located in heart of the Capital region, making it a great place to live, work, and enjoy.

Arlington combines the best of city life and urban outdoor living with its many parks and connected trails. Strong transit accessibility anchors the County regionally and globally. It is home to major employers like Amazon, Nestle, and several universities, cultivating and attracting top-notch talent.

Historic sites, cultural attractions, fairs and festivals, sports and entertainment, and world-class dining and shopping mean that there is something for everyone in Arlington County.

Learn more in the [Arlington County Profile 2025](#).

Arlington County by the Numbers

~243,000 Population

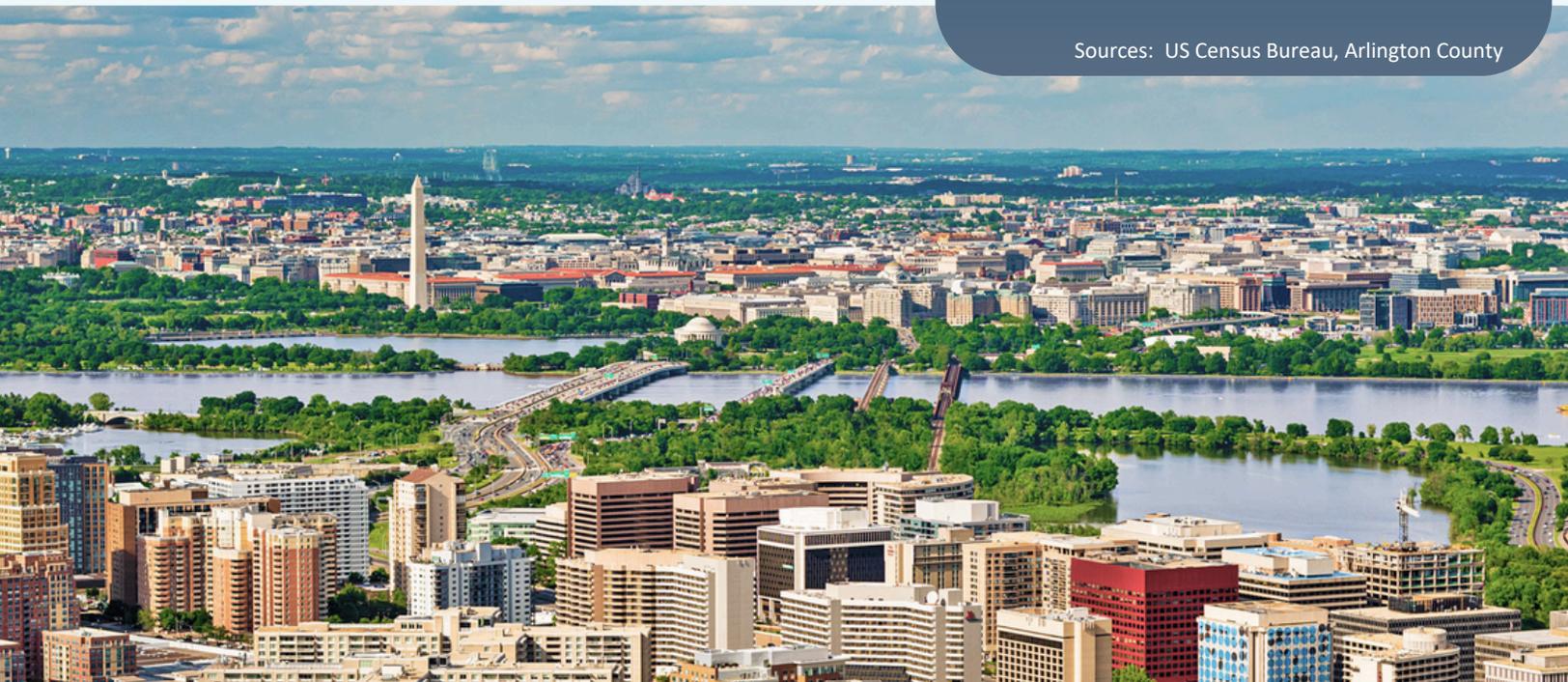
26 miles² Area

3,600+ County Government Employees

\$864,800 Median Value, Owner-Occupied Housing Units

~\$140,000 Median Household Income

Sources: US Census Bureau, Arlington County



About Arlington County Government

Arlington County, Virginia operates under a County Manager Plan form of government. Legislative authority is vested in a five-member County Board, elected at large, including a Chair. The County Board sets policy, adopts the budget, and enacts ordinances, while day-to-day operations are administered by an appointed County Manager.

The County government provides a full range of local services, including public safety, transportation and environmental programs, land use planning, public schools (through an independently governed School Board), health and human services, parks and recreation, and libraries. Arlington is also home to independently elected constitutional officers, such as the Sheriff, Commonwealth's Attorney, Treasurer, Commissioner of Revenue, and Clerk of the Circuit Court, whose roles are defined by the Virginia Constitution and state law.

A commitment to fostering a vibrant, resilient, equitable, and world-class community drives Arlington's work, contributing to quality programs like Arlington Arts, the Arlington Initiative to RethinkEnergy, and key services like Arlington Transit (ART).

arlington  arts

Arlington Initiative to
*Rethink
Energy*

CARBON
2050
NEUTRAL 



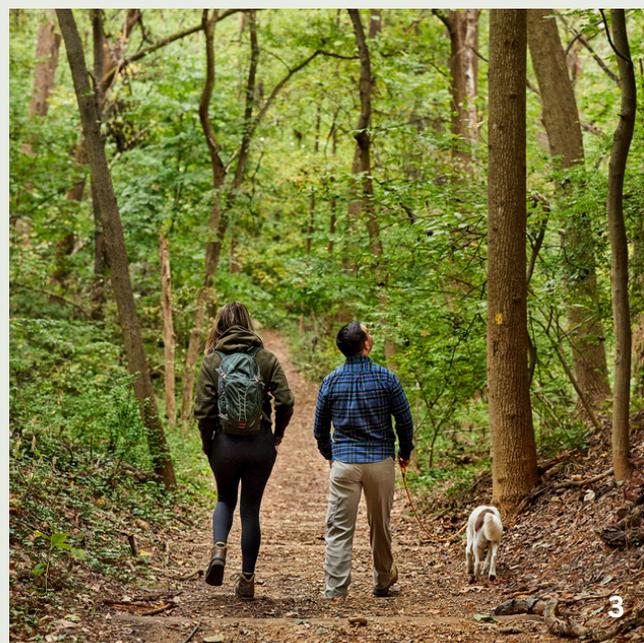
About the Arlington County Director of Human Resources

The Director of Human Resources (HR Director) provides strategic leadership, direction, and management oversight for Arlington County's Department of Human Resources and works closely with the County Manager to ensure alignment with the goals, policies, and performance expectations established by the County Board. The HR Director reports to one of the Deputy County Managers.

The responsibilities of the HR Director include the execution of the following activities:

- Oversees all major HR programs, including Talent Acquisition, Employee Relations, Classification and Compensation, Total Rewards, and Training and Organizational Development.
- Oversees HR budgets, contracts, forecasts, and performance metrics.
- Collaborates with other departments on recruitment, retention, personnel needs, and training.
- Builds and maintains strong relationships with employees, unions, and interested parties.
- Supports the collective bargaining process.
- Coaches and develops HR staff, fostering a culture of accountability, customer service, innovation, continuous improvement, and pride.
- Leads vendor/partner management for countywide HR programs, benefits, and tech platforms.
- Measures and reports outcomes on key performance indicators, including employee engagement, time-to-hire, retention, and compliance, using metrics to inform HR initiatives.
- Ensures compliance with applicable federal, state, and local employment laws and policies, aligning HR actions with sound fiscal policy, risk management, and legal standards, including close collaboration with the County Auditor and County Attorney.

The midpoint of the salary range for this position has been set at \$264,992 annually. Some relocation costs may be reimbursed.



Position Qualifications

The qualified candidate for the position of Director of Human Resources will have a bachelor's degree in Human Resources, Business Administration, Public Administration, or related field and a minimum of fifteen (15) years of progressively responsible human resources experience, including five (5) years in a management position. Other equivalent combinations of education and experience will be considered.

One of the following certifications is preferred but not a requirement for this position:

- HRCI Senior Professional in Human Resources (SPHR) or
- SHRM Senior Certified Professional (SHRM-SCP) designation.

The exceptionally qualified candidate will have the following experience, skills, and attributes:

- Experience leading technology-enabled modernization or transformation initiatives in a public sector or large enterprise setting
- Success creating a positive culture and cohesive work environment
- Track record of productive collaboration with peers across a larger organization with many diverse functions and lines of business
- Reputation as an approachable, level-headed leader who nurtures employees' strengths and empowers them to succeed



To Apply

Arlington County has partnered with **POLIHIRE** to recruit their Director of Human Resources. To be considered for this position, please attach 2 PDFs – a letter of interest and your resume – in an email to Arlington_HR@polihire.com. Please include only your name (Last, First) in the subject line of the email. First review of applications in late March/early April 2026.

