

Position Announcement



Deputy Director

Position Summary

Loudoun County Economic Development is seeking a strategic, service-driven leader to serve as the Deputy Director. This is a unique opportunity to support one of the fastest-growing counties in the United States while working alongside a high-performing team dedicated to business growth, innovation, and community prosperity. Reporting directly to the Director, the Deputy Director will oversee key departmental operations, guide internal initiatives, and represent the organization across various public and private sector platforms.

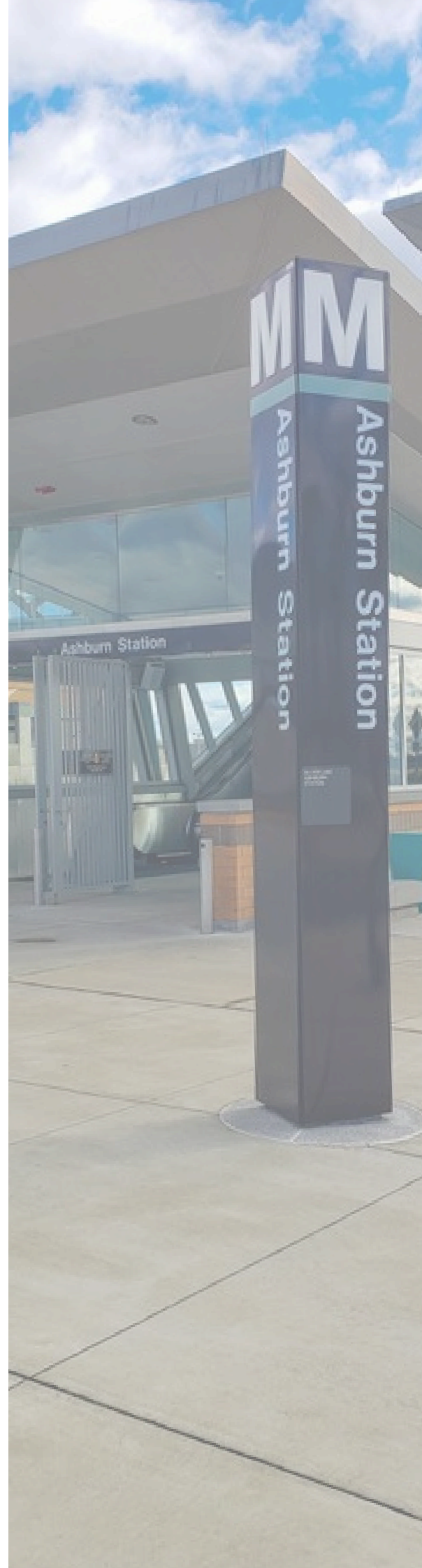
Loudoun County Economic Development (LCED) has been recognized as an Accredited Economic Development Organization (AEDO) by the International Economic Development Council (IEDC). LCED has a strong organizational culture characterized by high energy, high performance, and a team-oriented approach. The Department attracts top talent and has a proven track record of retaining it.

The ideal candidate will bring a balance of visionary leadership and operational excellence—someone who thrives in a collaborative environment, is passionate about public service, and understands the impact of economic development on quality of life.

About Loudoun County, Virginia

Loudoun County is a nationally recognized leader in economic vitality, innovation, and quality of life. Located in Northern Virginia, roughly 40 miles west of Washington, D.C., the county offers a unique blend of rural charm and high-tech opportunity. It is home to Dulles International Airport, one of the largest data center hubs in the world, and a thriving mix of industries including aerospace, agriculture, technology, craft beverage, and advanced manufacturing.

With strong public and private schools, scenic landscapes, and vibrant communities, Loudoun County is consistently ranked as one of the best places to live and work in the nation. Residents and businesses alike benefit from its strategic location, world-class infrastructure, and commitment to smart, sustainable growth.



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About the Opportunity

The Deputy Director will play a critical role in executing the Department’s mission: to attract, retain, and grow targeted businesses and industries. As a senior member of the leadership team, the Deputy Director will:

- Provide oversight of operational functions such as budgeting, procurement, staffing, and internal systems.
- Supervise and support division managers and staff across multiple program areas.
- Lead complex projects and organizational initiatives that support Loudoun’s economic development strategy.
- Represent the Department in cross-agency efforts and stakeholder collaborations.
- Serve as acting Director when needed.

Key Skills, Traits & Experience

- Demonstrated leadership in a government, economic development, and public service setting.
- Strong communication skills—verbal, written, and interpersonal.
- Strategic and analytical thinking with a collaborative approach.
- Financial and operational management expertise.
- Ability to lead cross-functional teams, manage performance, and champion a positive work culture.
- Experience working with elected officials, public stakeholders, and regional partners.

Minimum Qualifications

Requires a master’s degree in business administration, economic development, or a closely related field and five (5) years of directly related, progressively responsible work experience including three (3) years in a supervisory or management role preferably in a government setting; or equivalent combination of education and experience. Certified Economic Developer (CEcD) certification is preferred.





Ideal Candidate Profile

The Deputy Director of Loudoun County Economic Development will be an experienced, mission-driven leader who combines operational excellence with a passion for public service. The ideal candidate will be:

- Collaborative and Team-Oriented – Skilled in leading diverse teams, building internal trust, and promoting cross-departmental coordination.
- Strategic Thinker – Able to see the big picture, anticipate challenges, and design proactive, innovative solutions.
- Operationally Strong – Confident in managing budgets, human resources, procurement, and internal systems with efficiency and transparency.
- Communicative and Personable – A clear communicator and active listener who engages effectively with staff, County leaders, stakeholders, and the public.
- Adaptable and Calm Under Pressure – Comfortable in a fast-paced environment and able to manage competing priorities with professionalism and confidence.
- Results-Oriented – Focused on achieving measurable outcomes that support economic growth, team development, and community impact.
- Values-Driven – Committed to equity, inclusion, transparency, and service to the public good.
- Serve as primary operational leader for day-to-day department management.
- Develop and maintain internal team alignment, staff accountability, and cross-divisional collaboration.
- Manage performance expectations and develop a high-performing, highly engaged staff.
- Reinforce and protect Department’s strong internal culture and values.
- Act on behalf of the Director as needed.
- Demonstrated emotional intelligence, conflict resolution, and servant leadership.
- High-level political savvy and Board-level stakeholder engagement.
- Experience in driving process improvements, increasing team efficiency, and building sustainable systems to support future growth.

Benefits

Competitive salary and benefits based on experience and qualifications. Benefits include health and life insurance.

How to Apply

Loudoun County Economic Development has partnered with The Chason Group to manage the executive search process. Interested professionals should submit a cover letter and resume via www.thechasongroup.com. Following the deadline, selected candidates will be asked to complete a detailed application and participate in interviews with County leadership. For additional information, please contact James McCoy at jmccoy@thechasongroup.com or 770.842.4774.