



Fairfax County Field Services Manager (Animal Control Officer IV)

SALARY	\$36.29 - \$60.48 Hourly \$2,902.86 - \$4,838.10 Biweekly \$75,474.26 - \$125,790.50 Annually	LOCATION	FAIRFAX (EJ13), VA
JOB TYPE	FT Hourly W BN	JOB NUMBER	25-01303
DEPARTMENT	Animal Services	OPENING DATE	07/19/2025
CLOSING DATE	8/1/2025 11:59 PM Eastern	PAY GRADE	S26
POSTING TYPE	Open to General Public		

Job Announcement



Are you passionate about animal welfare and ready to manage a program that's making a real difference in the community? Join Fairfax County Animal Services as a Field Services Manager in our newly established Field Services Division!

About Us:

With a population of 1.2 million people, our community is rich with companion animals, livestock, and diverse wildlife, making every day both challenging and rewarding. Our department is committed to ensuring the safety and well-being of both animals and residents in Fairfax County. With two shelter campuses, we care for 4,000–5,000 animals annually and maintain a consistent live release rate of over 90%.

This managerial position offers a unique opportunity to be at the forefront of animal welfare and public safety.

What You'll Do:

Animal Services Officers (ASOs) are responsible for enforcing the animal control laws and regulations in Fairfax County. As a Field Services Manager leading a team of ASOs, you'll be directly and indirectly involved in essential

responsibilities such as capturing stray animals, rescuing sick or injured wildlife, investigating cases of animal cruelty and dangerous animals, and responding to animal bites and exposure incidents. Additionally, you will educate the public, provide vital resources to the community, and, when necessary, perform humane euthanasia, all while making a tangible impact on both animal welfare and public safety.

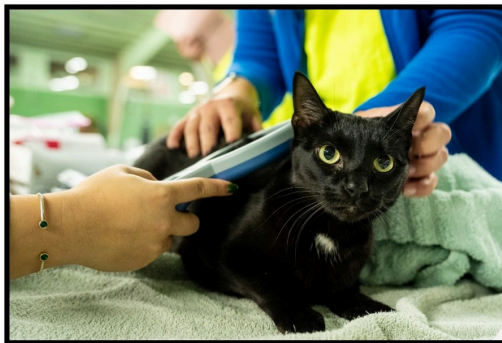
For more information about a career with Field Services, visit [here](#). To learn more about Fairfax County Animal Services, please visit our webpage [here](#).

Responsibilities:

- Manage the daily operational and administrative functions of the Field Services Division, comprised of frontline officers and supervisors.
- Develop, evaluate, and implement animal control programs.
- Investigate and respond to a wide range of animal-related complaints, including dangerous animals, animal cruelty and neglect, and rabies control.
- Safely rescue and transport domestic animals and wildlife safely, and perform humane euthanasia when necessary, ensuring the well-being of the animals and the community.
- Communicate clearly and effectively with the public, fellow employees, and officials, explaining ordinances, violations, corrective actions, and programs such as spay/neuter initiatives and rabies control.
- Gather evidence, prepare detailed reports, issues summonses, and provide testimony in court related to animal-related offenses.
- Collaborate with various Fairfax County agencies, including the Police Department, Fire and Rescue, Health Department, Code Compliance, and others.
- Conduct educational outreach to promote animal welfare and inform the community about responsible pet ownership and local ordinances.
- Provide direct care and enrichment for animals within the Shelter, ensuring their safety and well-being.

Flexibility is required, as this role may involve working various shifts, changes in shift days and times, and reassignment between department locations based on operational needs.

This job announcement may be used to fill future full-time Field Services Manager (Animal Control Officer IV) vacancies.



Salary: The salary offer will be in the minimum to midpoint (\$75,474.26 to \$100,632.48) of the advertised compensation range. Promotional rules apply for current Fairfax County Government and Fairfax County Public Schools employees. Eligible employees certified as using a second language in their job (35% or more of their worktime) may receive a foreign language stipend in the amount of \$1,300 annually where scheduled work time is more than 20 hours per week (\$650 annually when scheduled work time is 20 hours or less per week).

Schedule: Schedule will vary depending on staffing levels and department needs as Animal Services Officers are considered essential personnel and will be required to report to work during times designated countywide as approved for unscheduled leave regardless of the emergency (i.e., weather, transportation, other disaster). Required to work early mornings, evenings, overnight, weekends, and holidays.

Why Join Us?

- Be part of a passionate team dedicated to making a difference for animals and the community.

- Enjoy a challenging, rewarding career with clear opportunities for growth.
- Contribute to a department known for its innovative practices and high standards in animal welfare.



Required Knowledge Skills and Abilities

(The knowledge, skills, and abilities listed in this specification are representative of the class but are not an all-inclusive list. The Knowledge, Skills, and Abilities of previous Animal Control Officer levels are also required.)

Knowledge of animal welfare laws and regulations;
 Knowledge of supervisory and management practices;
 Knowledge of investigative techniques and procedures;
 Knowledge of animal behavior and handling;
 Skill in crisis management and problem-solving;
 Skill in communication and public relations;
 Skill in training and staff development;
 Skill in administrative and operational management;
 Ability to lead and supervise effectively;
 Ability to analyze and interpret data.

Employment Standards

MINIMUM QUALIFICATIONS:

Any combination of education, experience, and training equivalent to the following:

(Click on the aforementioned link to learn how Fairfax County interprets equivalencies for "Any combination, experience, and training equivalent to")

Graduation from an accredited college or university with bachelor's degree in animal science, veterinary science, zoology, wildlife management, or law enforcement; plus, two (2) years of supervisory experience in law enforcement, military service, animal services, animal control, or other animal-related experience involving animal care and handling.

CERTIFICATES AND LICENSES REQUIRED:

- Valid driver's license (Required at the time of application)

- Certification in Animal Control Officer (ACO) Basic Training, approved by the Virginia State Veterinarian's Office, is required within 12 months of employment, with recertification required every 36 months.
- Virginia Humane Euthanasia Competency Certification is required within six (6) months of employment, with recertification required every 36 months.
- Virginia Chemical Capture Competency Certification within six (6) months of employment, with recertification required every 36 months.
- Fear Free Shelter Certification is required within three (3) months of employment, with recertification as required.
- Certification in long rifle firearms proficiency is required within six (6) months of employment, with recertification every 24 months.
- Automated External Defibrillator (AED) certification is required six (6) months of employment, with recertification required every 24 months.
- Cardiopulmonary Resuscitation (CPR) certification is required within six (6) months of employment, with recertification required every 24 months.
- First Aid certification is required within six (6) months of employment, with recertification required every 24 months.
- Virginia Crime Information Network (VCIN) is required within six (6) months of employment, with recertification every 24 months.

NECESSARY SPECIAL REQUIREMENTS:

- This position is considered Emergency Service Personnel to ensure the continuity of essential operations and will be required to report to work during times designated countywide as approved for unscheduled leave regardless of the emergency situation (i.e., weather, transportation, other disaster).
- The appointee to the position will be required to complete the following to the satisfaction of the employer:
 - Criminal Background Investigation
 - Driving Record Check
 - Pre-employment Medical Evaluation
 - Psychological Examination

PREFERRED QUALIFICATIONS:

- A general interest in animal welfare, animal sheltering, and public service.
- Six (6) years of experience working in animal control or animal sheltering related work.
- Two (2) years of experience in a program management role.

PHYSICAL REQUIREMENTS:

- Must be able to perform essential job functions (reasonable accommodation may be made on a case-by-case-basis). Engage with residents, businesses, visitors, staff, volunteers, and others in person, via e-mail, and over the phone. Deliver presentations and/or testify in person and virtually. Must possess the ability to manage criticism and hostility from the public with tact and good judgment. Ability to work effectively in emotionally charged and/or highly stressful situations. Create materials and operate equipment necessary to complete work tasks. Drive county or personal vehicle to travel throughout Fairfax County and other jurisdictions to meet the ongoing business needs of the organization. Must have current pre-exposure rabies vaccination or obtain within three (3) months. Ability to work outdoors as well as indoors and be subject to variable weather conditions and exposure to potentially infectious diseases, viruses, noxious fumes and chemicals or allergies, as well as wetness and moisture. Must not have allergies to animals or animal supplies (ex: hay, peanut butter, etc.) that will impede working in an animal environment. Must have the ability to safely
- All duties performed with or without reasonable accommodations.

SELECTION PROCEDURE:

Panel interview and may include a practical exercise.

The population of Fairfax County is very diverse where 39% of residents speak a language other than English at home ([Spanish, Asian/Pacific Islander, Indo-European, and others](#)) and we encourage candidates bilingual in English and a

foreign language to apply to this opportunity.

Fairfax County Government prohibits discrimination on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, sexual orientation, gender identity, genetics, political affiliation, or military status in the recruitment, selection, and hiring of its workforce.

Reasonable accommodations are available to persons with disabilities during application and/or interview processes per the Americans with Disabilities Act. TTY 703-222-7314. DHREmployment@fairfaxcounty.gov. EEO/AA/TTY.

#LI-AL1

Requisition **25-01303**

Employer

Fairfax County

Address

12000 Government Center Pkwy. Suite 270

Fairfax, Virginia, 22035

Phone

703-324-3311

Website

<http://agency.governmentjobs.com/fairfaxcounty/default.cfm>

Field Services Manager (Animal Control Officer IV) Supplemental Questionnaire

*QUESTION 1

What is the highest level of education that you have completed?

- ☐ Less than 12th grade
- ☐ High school diploma or GED
- ☐ Some college
- ☐ Associate's degree
- ☐ Bachelor's degree
- ☐ Master's degree
- ☐ Doctorate degree

*QUESTION 2

Please indicate your area(s) of study or major(s)/minor(s) towards a degree. Check all that apply.

- ☐ Animal science
- ☐ Veterinary science
- ☐ Zoology
- ☐ Wildlife management
- ☐ Law enforcement
- ☐ Other (related field)
- ☐ Other (non-related field)
- ☐ Not applicable

*QUESTION 3

If you answered "Other (related field)" or "Other (non-related field)" for the previous question, please list all of your majors and minors. If this question does not pertain to you, or you do not have a degree, enter "Not applicable".

*QUESTION 4

If you answered "Some college" for the highest level of education completed, please indicate the number of quarter or semester hours you have completed towards a degree.

- ☐ Less than 45 quarter hours
- ☐ 45 to less than 90 quarter hours
- ☐ 90 to less than 135 quarter hours
- ☐ 135 to less than 180 quarter hours
- ☐ 180 or more quarter hours
- ☐ Less than 30 semester hours
- ☐ 30 to less than 60 semester hours
- ☐ 60 to less than 90 semester hours
- ☐ 90 to less than 120 semester hours
- ☐ 120 or more semester hours
- ☐ Not applicable

*QUESTION 5

Do you currently possess a valid driver's license?

- ☐ Yes
- ☐ No

*QUESTION 6

How many years of full-time equivalent supervisory experience do you have in law enforcement, military service, animal services, animal control, or other animal-related experience involving animal care and handling? (Note: Supervisory experience must be supported in your application as supervisory, including the number of employees supervised.)

- ☐ None
- ☐ Less than one year
- ☐ One to less than two years
- ☐ Two to less than three years
- ☐ Three to less than four years
- ☐ Four to less than five years
- ☐ Five to less than six years
- ☐ Six or more years

*QUESTION 7

How many years of full-time equivalent experience in a program management role do you possess?

- ☐ None
- ☐ Less than one year

- ☐ One to less than two years
- ☐ Two to less than three years
- ☐ Three to less than four years
- ☐ Four to less than five years
- ☐ Five to less than six years
- ☐ Six or more years

***QUESTION 8**

How many years of full-time equivalent experience do you have working in animal control or performing animal sheltering-related work?

- ☐ None
- ☐ Less than one year
- ☐ One to less than two years
- ☐ Two to less than three years
- ☐ Three to less than four years
- ☐ Four to less than five years
- ☐ Five to less than six years
- ☐ Six or more years

***QUESTION 9**

How many years of full-time equivalent experience do you have working in law enforcement, military service, code enforcement, community outreach, or community-based field work?

- ☐ None
- ☐ Less than one year
- ☐ One to less than two years
- ☐ Two to less than three years
- ☐ Three to less than four years
- ☐ Four to less than five years
- ☐ Five to less than six years
- ☐ Six or more years

***QUESTION 10**

This position requires the incumbent to handle the physical and emotional aspect of work in an animal shelter environment, including the use of humane euthanasia. How comfortable are you with this and performing euthanasia?

- ☐ Very comfortable
- ☐ Somewhat comfortable
- ☐ Neutral; willing to perform requirements
- ☐ Somewhat uncomfortable
- ☐ Very uncomfortable

***QUESTION 11**

This position requires you to work shifts, including on call and overnight shifts, and respond to anywhere within Fairfax County. Are you willing to work shifts at all hours of the day throughout Fairfax County?

- ☐ Yes
- ☐ No

***QUESTION 12**

Once properly trained, you will be required to utilize specialized equipment that requires safe handling such as hypodermic syringes and firearms. Once trained, will you have any issues using equipment such as those examples above?

- ☐ Yes
- ☐ No

***QUESTION 13**

This position is considered essential Emergency Service Personnel and is essential for the continuity of operations. It may require working rotating shifts throughout the week, including nights, overnights, on-call shifts, weekends, holidays, and during inclement weather and/or emergencies. Are you willing and able to meet these requirements?

- ☐ Yes
- ☐ No

***QUESTION 14**

The selected applicant's salary will not exceed the midpoint (\$100,632.48) of the advertised compensation range. Are you willing and able to accept a potential salary offer within the aforementioned range if selected for the position? (Note: Promotional rules apply for current Fairfax County Government and Fairfax County Public Schools employees.)

- ☐ Yes
- ☐ No

*** Required Question**