

Loudoun Provost

LEADERSHIP PROFILE



About This Opportunity

Northern Virginia Community College (NOVA) seeks an accomplished, collaborative, and student-centered leader to serve as **provost of the Loudoun Campus**. Reporting directly to the president and serving as a member of the Administrative Council, the Provost is the chief administrative officer of the campus and plays a key role in advancing both the Loudoun Campus and the broader strategic priorities of the college.

NOVA is the largest public institution of higher education in the Commonwealth of Virginia and one of the largest community colleges in the nation. As part of the Virginia Community College System (VCCS), NOVA combines broad access to higher education with a strong commitment to student success, workforce preparation, economic mobility, and the evolving needs of Northern Virginia. The Loudoun Campus, located in Sterling, serves a diverse student population through a wide range of academic programs, workforce offerings, student services, and community partnerships.



This is an exceptional opportunity to lead a dynamic campus within a major community college system and help shape its continued impact on students, employers, and the broader Northern Virginia region.

The next Loudoun provost will lead at the intersection of campus leadership, student success, operational excellence, and community engagement. The provost will oversee campus operations and planning; guide enrollment, retention, completion, and other student-success strategies; steward financial, physical, and human resources; and cultivate a welcoming, high-performing environment in which students and employees can thrive.

Equally important, the provost will serve as a visible ambassador for NOVA, building relationships with employers, school divisions, community organizations, elected officials and other regional partners. These connections will help expand educational opportunities, strengthen workforce alignment, and further position the Loudoun Campus as an essential resource for the communities it serves.

As a member of the Administrative Council, the provost will also contribute to collegewide strategy, policy and institutional initiatives. The successful candidate will bring a demonstrated commitment to the community college mission, a strong record of collaborative leadership and the ability to translate strategy into action through thoughtful decision-making, effective resource stewardship, talented teams and strong partnerships.

About This Opportunity

Position at a Glance



Reports To President

The Loudoun Provost reports directly to the President and serves as a member of the Administrative Council.



Campus Role

Chief administrative officer of the Loudoun Campus; member of the Administrative Council.



Strategic Scope

Provides strategic leadership and oversight for campus operations, programs and services, enrollment, student success, community engagement, resource stewardship and campus planning.



Leadership Charge

Cultivates a welcoming, inclusive and high-performing campus culture that supports student success, employee engagement and organizational effectiveness.



People Leadership

Directly supervises campus-based deans, directors and other assigned personnel and recruits, develops, mentors and evaluates campus leadership and employees.



External Engagement

Builds and sustains partnerships with local businesses, community organizations, school divisions, elected officials and other stakeholders to advance the mission of the college and support regional educational and workforce needs.

Core Responsibility Areas



35%

Campus Leadership
& Operations



25%

Student Success
& Enrollment



20%

Leadership &
Talent Management



20%

Community Engagement
& Collegewide
Leadership



NOVA | Northern Virginia
Community College

Knowledge, Skills, & Abilities



- Knowledge of the policies, procedures and regulations at the institutional, state, federal and accreditation-level that impact postsecondary academic institutions.

- Skilled in forming effective partnerships and collaborations across diverse stakeholders.

- Skilled in interpersonal communication and conflict resolution.

- Ability to exercise sound fiscal stewardship and strategic resource allocation in support of institutional priorities

- Ability to synthesize complex information and present to varied audiences.

- Ability to analyze and make sound, informed and well-considered recommendations on complex issues.

- Ability to plan and manage multiple budgets including complex and significant capital funds.

- Ability to work effectively and collaboratively with a diverse workforce.

- Ability to maintain confidentiality on individual student and personnel matters.

- Ability to maintain and meet deadlines and deliver high quality work product when managing multiple projects.

Required Qualifications



1. Doctorate Required

Earned doctorate degree from an accredited college or university.



2. Leadership Experience

Five years of progressively responsible leadership experience in a community college and/or university setting.



3. Teaching Background

Experience teaching at the community college or university level.



4. External Partnerships

Experience developing, managing and leveraging relationships with external partners, including employers and donors.



5. Change Leadership

Demonstrated experience leading organizational change and managing complex initiatives across multiple stakeholder groups.



6. Data-Informed Decision-Making

Demonstrated proficiency using data, evidence, and analysis in decision-making.



7. Mission Commitment

Demonstrated understanding of and commitment to the community college mission.



8. Student Success

Demonstrated commitment to student access, retention, completion and post-completion success.



9. Consensus Building

Demonstrated ability to work constructively with diverse stakeholders to achieve consensus.

About NOVA

Northern Virginia Community College (NOVA) is the largest public institution of higher education in the Commonwealth of Virginia and one of the largest community colleges in the United States. It is one of 23 colleges in the Virginia Community College System (VCCS). As the region's largest provider of talent, NOVA plays a vital role in advancing opportunities for Northern Virginians and strengthening the Greater D.C. region's workforce and economy. Last year, NOVA served more than 75,000 students across six campuses — Alexandria, Annandale, Loudoun, Manassas, Medical Education and Woodbridge — as well as NOVA Online.

Located in the heart of one of the nation's most dynamic and diverse metropolitan regions, NOVA offers an extraordinary setting in which to live, work and lead. All six campuses are within 40 miles of Washington, D.C., with access to major airports, mass transit, vibrant arts and culture, sports and entertainment, historic communities and an exceptionally strong economy. Northern Virginia combines the opportunities of a major metropolitan area with welcoming communities, excellent schools and diverse neighborhoods.

A College Built for Opportunity

Established in 1964, NOVA has grown from a single building and 761 students to a comprehensive community college serving tens of thousands of students each year. That history of growth reflects the college's enduring commitment to meeting the changing needs of Northern Virginia.

Today, NOVA provides affordable and exceptional higher education and workforce programs for students at every stage of their educational and career journeys. Students can choose from more than 120 for-credit degree and certificate programs, with pathways designed for transfer, career advancement and immediate employment.



NOVA is a major pathway to four-year institutions throughout Virginia, with Guaranteed Admission Agreements with more than 50 colleges and universities. Its nationally recognized ADVANCE partnership with George Mason University has become a model for transfer success. NOVA also provides a significant early-college pathway through Dual Enrollment, enabling high school students to earn college credit while reducing the cost and time required to complete a degree.

The college's commitment to student success extends beyond the classroom. NOVA combines academic support with wraparound services that help students overcome barriers to completion, including financial assistance, emergency grants, food resources, childcare support and other services. This holistic approach reflects NOVA's commitment to ensuring that students have both the opportunity and the support they need to succeed.

Mission & Vision

Our Mission

Northern Virginia Community College provides equitable access to affordable and exceptional higher education and workforce programs, transforming the lives of our students and advancing opportunity in our community.

Our Vision

To be a learning-centered organization that promotes student success.

Our Core Values

Care is demonstrated at NOVA through a culture of compassion where success and well-being are prioritized in our commitment to developing authentic relationships and providing resources to foster a supportive and thriving community.

Excellence is demonstrated at NOVA through our high quality and cutting-edge programs; innovative, talented and experienced faculty and staff; and strong and effective relationships with employer and university partners — all to ensure our students are ready for graduation, transfer and high-demand careers.

Inclusion is demonstrated at NOVA through our intentional commitment to welcoming, supporting and engaging diverse people and perspectives so that a sense of belonging is cultivated throughout our college community.

Integrity is demonstrated at NOVA through adherence to principles and actions that foster accountability, honesty and trustworthiness; commitment to truth and fairness is ensured by ethical, equitable and professional behavior, and prioritizing the needs of students and the community we serve.

Respect is demonstrated at NOVA through treating each other with courtesy and dignity, acknowledging and valuing differing ideas and perspectives, affirming the uniqueness of every individual and being mindful of personal boundaries.

NOVA At-A-Glance



76,000+
students



6
campuses +
NOVA Online



Largest public
institution of
higher education
in Virginia



Part of Virginia's
23-college
community college
system



Established
1964



One of America's
largest community
colleges



LOUDOUN CAMPUS SPOTLIGHT



More than
19,000
students each year



93-acre
campus in Sterling



8
buildings

The Loudoun Campus offers academic programs, workforce development, student activities and campus services in one of Northern Virginia's fastest-growing regions.

About Loudoun

The Loudoun Campus provides a variety of academic programs, workforce development classes, student activities, events and campus facilities to more than 19,000 students.

Originally known as the Northern Campus, the Loudoun Campus sits on a 93-acre site along SR 7 in Sterling that once was the Ankers family farm and blacksmith shop. Construction of the first campus buildings began in 1972. The campus opened in 1974 with a Main Building, a small Science Facility, a greenhouse, and specialized facilities for Animal Science and Interior Design. Many Loudoun County residents remember taking classes during the early years when the Main Building housed most of the campus classrooms.

The Loudoun Campus grew along with Loudoun County, opening the iconic Waddell Building with its three peaks in 2002, the Learning Commons Building in 2022, and the Higher Education Center in 2015. The campus offers a unique blend of programs for a wide range of student interests. The Reston Technology Center is an extension of the campus in walking distance from the Wiehle Avenue Metro Station on the Silver Line. Among campus amenities are a theater, an art gallery space, an event space, a fitness center, a greenhouse, and a Horticulture Garden.



Application Process

Greenwood Asher & Associates®

Greenwood Asher & Associates (GA&A) is assisting NOVA in this search.

Applications and nominations are now being accepted.

How to Apply:

Please submit application materials through the NOVA [career portal](#).

Submission of application materials as PDF attachments is strongly encouraged.

For best consideration, please submit materials by **Friday, October 16, 2026**.

The search will be conducted with a commitment to confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Inquiries and nominations should be directed to:

Ann Bailey

Assistant Vice President of Executive Search
annbailey@greenwoodsearch.com

Shelley Feather

Senior Executive Search Consultant
shelleyfeather@greenwoodsearch.com

Compensation

Salary will be competitive and commensurate with qualifications and experience.

EEO Statement

The Virginia Community College System (VCCS) provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, political affiliation, veteran status, sexual orientation, gender identity or other non-merit factors.

ADA Statement

The Virginia Community College System (VCCS) is an Equal Employment Opportunity employer and complies with the Americans with Disabilities Acts (ADA and ADAAA), to provide, reasonable accommodation to applicants in need of access to the application, interviewing, and selection processes when requested.