

## General Counsel

### Virginia Association of Counties (VACo)

**Location: Richmond, Virginia (Onsite)**

The Virginia Association of Counties (VACo) is seeking an accomplished and highly skilled **Virginia-licensed attorney** to serve as **General Counsel**. This executive-level position provides strategic legal guidance and plays a vital role in advancing the Association's mission of serving Virginia's counties.

## Key Responsibilities

The General Counsel will provide comprehensive legal advice to VACo's leadership, boards, and staff on a wide range of matters and assume an active role in VACo's **government affairs and advocacy efforts**, including direct engagement with the **Virginia General Assembly and** provide advice on Association governance, bylaws, and organizational compliance.

Responsibilities include:

- Contract drafting, review, and negotiation
- Regulatory compliance across state and federal requirements
- Employment law and personnel matters
- Intellectual property issues
- Litigation management and amicus participation
- Represent the Association in legal proceedings, negotiations, and interactions with regulators and government agencies
- Provide policy and legal analysis to inform advocacy strategies
- Develop and implement risk management strategies to mitigate potential legal liabilities
- Build and maintain strong relationships with legislators, local government attorneys, regulators, and community partners
- Register as a lobbyist
- Maintain active membership in the Local Government Association
- Advice and guidance on Association law

## Qualifications

- Juris Doctor (JD) from an accredited law school
- Active membership in good standing with the **Virginia State Bar**
- Minimum of **10 years of relevant legal experience**
- Strong knowledge of Virginia **local government law**
- Experience in public policy, and legislative processes preferred
- Experience in Associations preferred
- Excellent written, oral advocacy, negotiation, and analytical skills
- Strong interpersonal skills and the ability to collaborate with diverse stakeholders

## **Salary & Benefits**

VACo offers a **competitive salary** commensurate with experience and qualifications, along with a comprehensive benefits package that includes:

- Health, dental, and life insurance coverage
- Vacation and Sick leave
- Parking
- A retirement plan with a **16% employer contribution**
- A 457 and 401(a) retirement savings program with a **generous employer match**

## **Application Process**

To apply, please submit a **resume, writing sample, references, and salary requirements** to:

Virginia Association of Counties  
Attn: Human Resources  
1207 East Main Street  
Richmond, VA 23219, or  
Email: **[vrussell@vaco.org](mailto:vrussell@vaco.org)**