COUNTY ATTORNEY

HANOVER COUNTY, VA

PEOPLE, TRADITION & SPIRIT

Hanover County is seeking an experienced legal professional to serve as County Attorney. Appointed by and serving at the pleasure of the Board of Supervisors, the County Attorney is the County's chief legal officer, overseeing the County's legal affairs, and represents the County in legal matters.

This is an important leadership and advisory role within a growing and well-established Virginia locality. The successful candidate will serve as a trusted legal advisor to the Board of Supervisors and work closely with the County Administrator, County leadership, constitutional officers, and other governmental partners. The position requires sound legal judgment, the ability to navigate complex and sometimes sensitive matters, and a practical understanding of the environment in which local government operates.

This recruitment profile provides an overview of Hanover County, its government operations, and the community it serves. It also outlines the qualifications, experience, and professional characteristics identified as necessary and desirable for successful performance as County Attorney.

Qualified candidates are encouraged to submit a cover letter, resume, and professional references to Berkley Group via email to steve.rosenberg@bgllc.net. First review of candidates will occur by October 19, 2026. Inquiries related to the County Attorney position may be directed to:

Steve Rosenberg
Berkley Group, LLC
P.O. Box 181
Bridgewater, VA 22812
Mobile: (540) 255-1589
Email: steve.rosenberg@bgllc.net

THE COMMUNITY

Hanover County (population 116,423 as of July 1, 2025) offers a distinctive combination of history, community character, economic strength, and opportunity. Established in 1720, the County encompasses approximately 468 square miles, including established suburban communities, growing commercial corridors, the Town of Ashland, and expansive rural areas. Hanover's population has grown approximately 5.9% since 2020, reflecting its continued appeal as a place to live, work, raise a family, and invest.

Hanover's identity is deeply connected to its history and traditions. The County is the birthplace of Patrick Henry, one of the most influential Founding Fathers and Virginia's first governor. Prior to English colonization in the 17th century, the Pamunkey Indians populated the area and today their reservation is located on the Pamunkey River, the County's northern boundary, in neighboring King William County. Historic communities, landmarks, and sites throughout Hanover reflect more than three centuries of Virginia and American history. Generations of families have maintained strong ties to the area, contributing to a sense of community that values both progress and preservation.

Hanover enjoys a strategic location within the Richmond metropolitan area and along the East Coast. Interstate 95 bisects the County, while Interstate 295 provides convenient regional access. U.S. Routes 1, 33, 301, and 360 further connect Hanover to surrounding communities. Richmond International Airport is easily accessible, and the County's location provides convenient connections to Washington, D.C., Northern Virginia, Virginia's coastal communities, and other major Mid-Atlantic markets.

The County benefits from a strong and diverse economy supported by health care, education, manufacturing, distribution and logistics, professional services, retail, tourism, and other industries. Major employers and institutions include Bon Secours Memorial Regional Medical Center, Randolph-Macon College, Kings Dominion, Wegmans, Carter Machinery, and numerous distribution, manufacturing, and professional service operations.

Hanover offers a quality of life that combines suburban convenience, small-town character, and rural landscapes. Residents enjoy parks and recreational amenities, historic sites, cultural attractions, health care, and highly regarded public schools, while remaining within easy reach of the employment, dining, arts, entertainment, and cultural opportunities of the Richmond metropolitan area.

Perhaps most distinctive is Hanover's strong sense of community. Residents are engaged in the life of the County, with deep connections to its history and traditions and an abiding commitment to its quality of life. As Hanover continues to grow and embrace new opportunities, preservation of the County's community character remains the highest priority.

ABOUT HANOVER COUNTY GOVERNMENT

Hanover County operates under the traditional form of county government. The seven-member Board of Supervisors serves as the governing body of the County, establishing policy, adopting an annual budget, enacting ordinances, and making decisions on land use and other matters affecting the community. The Board also serves as the appointing authority for the County Administrator, County Attorney, Chief Assessor, and Director of Internal Audit. The County Administrator serves as the chief executive of County government and is responsible for implementing Board policies and overseeing the day-to-day operations of the organization.

Hanover County has a long-standing tradition of deliberate, fiscally disciplined governance, with an emphasis on responsible growth, effective stewardship of public resources, and preserving the qualities that residents value about the community. Board members, the County Administrator, County Attorney and other County leaders work together to ensure the organization is strong and well-run.

For Fiscal Year 2027, Hanover County operates with an adopted budget of approximately $797 million across all funds. The County's strong financial position—evidenced by its quad-AAA bond rating—reflects a long-standing commitment to fiscal discipline and maintenance of a competitive tax structure.

As Hanover continues to grow and evolve, County leaders are navigating increasingly complex issues while preserving the history, traditions, quality of life, and community character that residents value. Development and infrastructure needs, changing service expectations, workforce considerations, and emerging legal and governmental issues require thoughtful decision-making, collaboration across County leadership, sound stewardship of public resources, and a commitment to responsive and effective public service.

ABOUT HANOVER COUNTY PUBLIC SCHOOLS

Hanover County Public Schools (HCPS) is an award-winning school division serving approximately 17,000 students in Pre-K through grade 12 across 24 schools. The division has a long-standing record of academic excellence and continues to rank among Virginia's highest-performing school systems.

The operation of public schools in the County is vested in a 7-member School Board, the members of which are appointed by the Board of Supervisors. Operations of the School Board are independent of the Board of Supervisors and County administration as prescribed by Virginia law. A superintendent is appointed by the School Board to administer the operations of the County's public schools.

All HCPS schools are fully accredited by the Virginia Department of Education. For the Class of 2025, the division achieved a 95.2% on-time graduation rate, exceeding the statewide rate of 92.7% and marking the 13th consecutive year that Hanover's graduation rate exceeded 95%. HCPS students also outperformed statewide averages in reading, mathematics, science, and history during the 2024-25 school year, while leading the Metro Richmond region across all four content areas. Sixty-five percent of HCPS graduates earned advanced diplomas, compared with 50% statewide.

Students have access to a broad range of advanced academic and career-focused opportunities. The International Baccalaureate (IB) Diploma Program is available at all four high schools, along with Advanced Placement courses, dual enrollment opportunities, and extensive career and technical education programming. HCPS offers nearly 100 career and technical education options, including programs through The Hanover Center for Trades and Technology and The Specialty Center at Hanover High School.

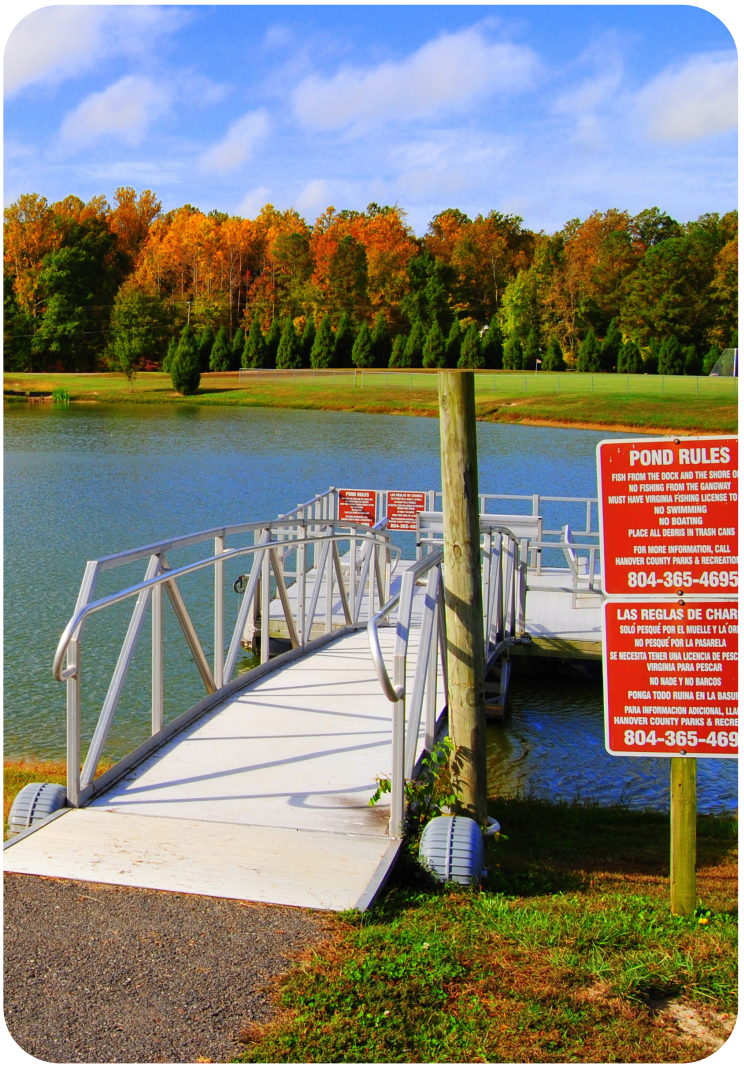
HCPS' record of achievement extends beyond student performance. Ten division schools have earned National Blue Ribbon School of Excellence awards, and Hanover was the first Virginia school division to receive the U.S. Senate Productivity and Quality Award for Continuing Excellence. In 2025, Hanover was also recognized as a "Best Community for Music Education" for the 13th consecutive year.

THE POSITION

The County Attorney is appointed by and serves at the pleasure of the Hanover County Board of Supervisors and is the County's chief legal advisor. The County Attorney provides legal counsel and representation to the Board of Supervisors, County Administrator, County departments, boards, and commissions, and other County officials, as appropriate, and the Hanover County School Board and School Administration. The County Attorney also represents Pamunkey Regional Library and, on a limited basis, elected constitutional officers.

Key responsibilities include:

- Serving as chief legal counsel to the Board of Supervisors, advising the Board on matters involving County governance, policies, ordinances, and official actions.
- Serving as parliamentarian to the Board of Supervisors.
- Providing legal advice and guidance to the County Administrator, County departments, boards, commissions, and other County officials.
- Providing legal counsel and representation to the Hanover County School Board and School Administration on matters affecting the school division.
- Advising on matters of local government, including land use and zoning, contracts and procurement, employment and personnel matters, real estate, and other regulatory and administrative matters.
- Drafting and reviewing ordinances, resolutions, contracts, agreements, policies, and other legal documents.
- Representing the County in litigation, administrative proceedings, negotiations, and other legal matters.
- Coordinating and overseeing representation by outside counsel when specialized legal expertise or additional resources are required.
- Advising the County's FOIA Officer and other County officials and employees concerning the public records and open meetings requirements of the Virginia Freedom of Information Act.
- Managing the County's legislative affairs at the state and federal levels, including monitoring proposed legislation, advising County leadership concerning legislative impacts on County operations, policies, programs, and initiatives, and communicating with members of the Virginia General Assembly and the County's congressional representatives.
- Leading and managing the County Attorney's Office, including supervising attorneys and professional staff, assigning and overseeing the provision of legal services, and managing the office's budget and resources. (The County Attorney's direct reports currently include five attorneys and two legal assistants.)



OPPORTUNITIES AND PRIORITIES FOR THE NEXT COUNTY ATTORNEY

The next County Attorney will join Hanover County at a time when the legal and regulatory environment encountered by local governments continues to evolve. The position offers an opportunity to provide strategic counsel on significant County matters, strengthen the delivery of legal services, and help the organization anticipate and navigate emerging legal and organizational risk.

Navigate Complex and High-Impact Legal Matters

The County Attorney will advise the Board of Supervisors and County leadership on matters where legal considerations intersect with public policy, County operations, financial stewardship, and community interests. Key areas include land use and development, data centers, the County's Suburban Service Area, employment and labor matters (including collective bargaining), public safety, open government requirements, and other matters that may generate significant public interest. The successful candidate will be expected to bring sound judgment to complex and, at times, sensitive matters; clearly identify legal risks and viable options; and provide candid, practical counsel that enables County leaders to make well-informed decisions.

Strengthen Litigation and Legal Risk Management

The County Attorney will have an opportunity to strengthen the County's approach to litigation, potential claims, and legal risk. This includes assessing potential exposure, developing appropriate litigation and settlement strategies, and effectively managing and overseeing outside counsel when specialized expertise or additional resources are needed. The County values a proactive approach to legal counsel. The successful candidate will be expected to look beyond the immediate legal question, anticipate potential implications, and help leadership address issues before they escalate or create unnecessary organizational, financial, or reputational risk.

Anticipate Legislative and Emerging Legal Issues

Changes in state and federal law can have significant implications for County governance, policies, programs, and operations. The County Attorney will play an important role in monitoring and evaluating legislative and regulatory developments, state mandates, and emerging areas of law and public policy and advising County leaders on their potential impact. The position also presents an opportunity to strengthen the coordination of legislative affairs and help ensure the County is prepared to respond effectively to proposed and enacted legislation, regulatory changes, and evolving legal requirements affecting Virginia local governments.

Position the County Attorney's Office for the Future

The next County Attorney will have an opportunity to assess the organization and operation of the County Attorney's Office and position it to meet the County's evolving needs. This includes the evaluation of workloads and the assignment of legal matters, internal processes, staffing and recruitment needs, and the appropriate use of internal and external legal resources. Building bench strength will be an important priority. Through professional development, thoughtful delegation, knowledge transfer, and succession planning, the County Attorney will be expected to strengthen the capabilities of the legal team and develop greater depth within the office. The overarching opportunity is to lead a County Attorney's Office that is responsive, proactive in anticipating what is ahead, and recognized throughout the organization as a trusted resource to navigate complex legal issues and advance the County's priorities.

PERFORMANCE EXPECTATIONS

The next County Attorney will be expected to establish credibility quickly and serve as a trusted legal and strategic advisor to the Board of Supervisors, County Administrator, and County leadership. Success will be measured not only by the quality of legal counsel provided, but also by the County Attorney's judgment, responsiveness, leadership, and ability to anticipate and effectively manage legal risk.

During the first 12 months, the successful candidate will be expected to:

- **Establish trusted relationships with the Board of Supervisors and County leadership**, demonstrating sound judgment, candor, responsiveness, and an understanding of the County's governance structure, organizational culture, and priorities.
- **Take a proactive approach to legal risk**, identifying emerging legal, legislative, and regulatory issues before they become significant problems and ensuring that appropriate County leaders are informed of potential implications.
- **Provide clear, timely, and practical legal counsel** that distills complex issues, identifies risk, presents viable options, and enables County leaders to make well-informed decisions.
- **Evaluate the organization and capacity of the County Attorney's Office**, including workload distribution, assignments, processes, staffing, and use of outside counsel, and implement appropriate improvements to ensure efficient and effective delivery of legal services.
- **Strengthen consistency and responsiveness in legal service delivery**, establishing clear expectations for communication, prioritization, follow-through, and coordination of matters across the office.
- **Build confidence in the County Attorney's Office as a strategic organizational resource**, fostering a culture in which legal counsel is engaged early, relationships are collaborative, and the office is recognized for helping the County accomplish its objectives while appropriately managing risk.

DESIRED PERSONAL TRAITS AND CHARACTERISTICS

The successful candidate will be an experienced legal professional and strategic leader who understands the complexities of local government and recognizes the County Attorney's role as both chief legal advisor and a trusted partner to the Board of Supervisors, County Administrator, and County leadership. The ideal candidate will demonstrate:

- **Integrity and sound judgment**, with a commitment to ethical, honest, impartial, and transparent interactions with the Board of Supervisors, County Administrator, department leadership, School Board, School Administration, constitutional officers, court officials, employees, and the community.
- **Strategic and proactive legal counsel**, with the ability to look beyond the immediate legal question, anticipate emerging issues and risks, keep County leadership appropriately informed, and provide timely, practical guidance that considers the broader operational, financial, governmental, and community implications of legal decisions.
- **Initiative**, recognizing opportunities to add value, offer timely and thoughtful counsel, and engage proactively when the County Attorney's perspective can inform decision-making by the Board of Supervisors and other County leadership.
- **Clear, candid, and effective communication**, including the ability to listen carefully, distill complex legal issues, provide clear and succinct advice, present well-researched options and recommendations, and communicate effectively with elected officials, executives, employees, community members, and other stakeholders.
- **Independent and decisive judgment**, with the confidence and professional independence to provide candid, straightforward legal advice, make timely decisions, establish priorities, and keep matters moving while remaining open to differing perspectives and relevant information.
- **Collaborative relationships and accessibility**, with the ability to build productive working relationships with the Board of Supervisors, County Administrator, department leadership, School Board, School Administration, constitutional officers, and other governmental and community partners; remain accessible and responsive to Board members; and maintain the independence and objectivity required of the County Attorney.
- **Governmental and political acumen**, with an understanding of the environment in which Virginia local governments operate and the ability to navigate competing interests and complex issues while maintaining professional independence; to respect the Board's policymaking authority; and to fully advise the Board regarding legal options and potential consequences.
- **Strong negotiation and practical problem-solving skills**, with the ability to evaluate competing interests, identify practical and legally sound paths forward, and help the County resolve complex, sensitive, or contentious matters effectively.
- **Approachable, solutions-oriented leadership**, with the ability to lead and strengthen the County Attorney's Office, establish clear priorities and expectations, develop staff and build bench strength, manage competing demands, and foster a professional, accountable, and high-performing legal team.
- **Broad local government knowledge and legal competence**, with an understanding of the legal issues arising in subject areas such as land use and zoning, public safety, personnel, procurement, economic development, public finance, and general government administration.

- **Professionalism**, evidenced by confidence, humility, fairness, consistency, and a commitment to high-quality legal service.
- **Respect for Hanover County's history, culture, and community**, with an understanding of the County's approach to governance and a genuine commitment to public service, serving County residents, and supporting the organization's continued success.

EDUCATION AND EXPERIENCE

The following education and experience factors are the expected qualifications for successful performance:

- Juris Doctor degree from an American Bar Association accredited law school.
- Membership in good standing with the Virginia State Bar and licensure to practice law in the Commonwealth of Virginia.
- A minimum of five years of progressively responsible legal experience, with substantial experience advising Virginia local governments or other governmental entities; experience serving as a county/city attorney, deputy or assistant county/city attorney or in a comparable local government counsel role is highly desirable but not required.
- Demonstrated experience across a broad range of local government legal matters, which may include land use and zoning, employment and personnel matters, contracts and agreements, litigation and negotiation.
- Proven experience providing legal counsel and practical legal guidance to elected or appointed governing bodies, executive leadership, and other public-sector decision makers.
- Thorough knowledge of the statutory requirements of local government in the Commonwealth of Virginia, including the Virginia Freedom of Information Act (FOIA) and the State and Local Government Conflict of Interests Act (COIA), and an understanding of the Dillon Rule and other unique attributes of Virginia's local governments.
- A demonstrated commitment to ongoing professional development through membership in Local Government Attorneys of Virginia, Inc. (LGA) and participation, including the County Attorney's Office's staff, in conferences, seminars, and continuing legal education programs.
- An equivalent combination of relevant education and experience may be considered where appropriate, provided the candidate possesses a Juris Doctor degree and is licensed and in good standing to practice law in the Commonwealth of Virginia.

COMPENSATION AND BENEFITS

Compensation for the County Attorney is competitive commensurate with qualifications and experience, within a salary range of $225,000 to $300,000. In addition to a competitive salary, the County Attorney receives a comprehensive benefits package including: health and dental insurance, vision, Health Savings Accounts (HSA), Flexible Spending Accounts (FSA), wellness incentive plan, 457(b) Deferred Compensation Plan, Virginia Retirement System (VRS), and group and optional life insurance. Residency in the County is preferred but not required.

APPLICATION PROCESS

Applications received by October 19, 2026 will receive full consideration. To be considered, please submit a cover letter, resume, and professional references to Berkley Group at steve.rosenberg@bgllc.net. Questions may be directed to:

Steve Rosenberg
Berkley Group, LLC
P.O. Box 181
Bridgewater, VA 22812
Mobile: (540) 255-1589
Email: steve.rosenberg@bgllc.net

For more information about Hanover County, Virginia,
please visit https://www.hanovercounty.gov/1281/Welcome-to-Hanover-County
Hanover County is an Equal Opportunity Employer.