



Goochland County

County Administrator



COMMUNITY

Goochland County, conveniently located between Richmond and Charlottesville, lies just north of the James River and south of Interstate 64, in the fast developing, vibrant mid-Atlantic corridor of central Virginia. The County is located 105 miles south of Washington, D.C., 30 miles east of Charlottesville and only 15 miles west of Virginia's capital, Richmond.

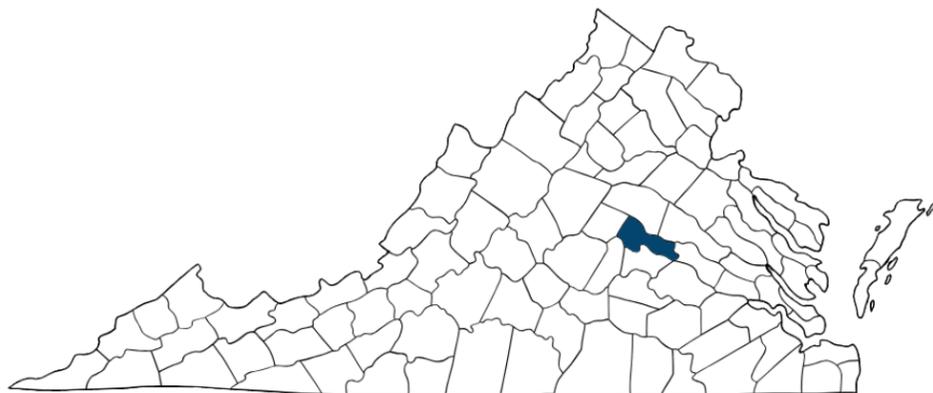
The County is within reach of numerous cultural activities from historic Civil War battlegrounds to nationally recognized museums and theaters in the Metropolitan Richmond area. Williamsburg, Washington D.C., the Blue Ridge Mountains, and Virginia Beach are all within a two hour drive.

The County has experienced moderate, well managed growth since the 2000 census, growing from 16,863 citizens to an estimated population of over 27,000 in 2023. The County's 2023 median income was \$118,695 with an estimated median value for homes of \$483,700.

Goochland County offers a high quality of life and a peaceful, serene place to live, with an outstanding environment for its next County Administrator.

BOARD OF SUPERVISORS

The Goochland County Board of Supervisors is the governing body of the County and is comprised of five Board members, who serve four-year terms and represent individual magisterial districts. The Board of Supervisors selects its Chairman and Vice-Chairman annually during its reorganization meeting. The Board enacts ordinances, establishes policies, sets the tax rates, and approves the budget in accordance with the desires of the residents and applicable state and federal laws. Goochland's government provides a wide range of services to its citizens.



Goochland County Board of Supervisors 2024-2027



District 1
Jonathan Christy



District 2
Neil Spoonhower



District 3
Tom Winfree



District 4
Charlie Vaughters



District 5
Jonathan Lyle

MISSION STATEMENT

To provide high quality services in an efficient, effective and accountable manner.

VISION

A prosperous and vibrant community rich with history and opportunity where the citizens and their rights and freedoms are protected.

STRATEGIC GOALS

- Efficient, effective, and transparent government; emphasis on customer service excellence
- Balanced development that contributes to the welfare of the community and preserves its rural character
- Excellence in Financial Management
- High quality core services including Education, Public Safety, and Community Health
- Positive work environment with a highly qualified, diverse workforce

CORE VALUES

- Customer focused
- Stewardship
- Transparency
- Integrity
- Respect
- Courage

GOVERNMENT

The County provides a full range of governmental services, including sheriff and fire protection, solid waste management, water and sewer services, parks & recreation, planning and development, and other traditional support activities. There are approximately 305 full-time employees.

The total general fund budget for FY25 is \$96.98M and the total County budget, including all funds, is \$134.1M. Goochland has been awarded as the most taxpayer-friendly county in the nation and has been recognized for financial excellence, including being the smallest county in the U.S. to earn AAA bond ratings from Standard & Poor's, Moody's, and Fitch.





COUNTY ADMINISTRATOR

The County Administrator (CA), is the chief executive officer and directs the operations of Goochland County's government, balancing the day-to-day needs of the County's citizens while guiding the development of services and facilities that support a growing community. The CA serves in an advisory capacity to the Board of the Supervisors. The CA is responsible for effectively and efficiently implementing policy and directives as deemed by the Board, ensuring smooth delivery of services to County citizens, identifying challenges facing the County and providing the Board with accurate, timely information on which to base their decisions and supports county-wide strategic goals while providing direction to the County. The Administrator serves at the pleasure of the Board of Supervisors, implements its policies, appoints department heads, and directs business and administrative procedures. The Board of Supervisors provides governance while the CA is in charge of administration. The CA is the "Face of the County in the Community".

ESSENTIAL FUNCTIONS

- Must possess strong leadership ability and skill set. The CA sets the example for the staff to follow.
- Effectively and efficiently implements policy and directives as deemed by the Board.
- Ensures smooth delivery of services to County Citizens, our customers.
- Serves as a mentor to staff and ensures a high degree of morale in the workplace.
- Supports county-wide strategic goals while providing direction to the County.
- Identifies challenges and provides the Board with accurate and timely information.
- Appoints department heads and directs business and administrative procedures.
- Develops and maintains positive relationships with members of the Board of Supervisors, Constitutional Officers, the School Board, citizens, public safety providers, community groups, department heads, and other governmental entities.
- Analyzes large amounts of complex information and develops reasonable, practical, and innovative solutions to identify internal and external problems and management issues.

- Adequately communicates and defends the County's position in all matters.
- Identifies and communicates opportunities for continued organizational improvement.
- Provides alternative solutions and options, makes recommendations with confidence and the courage to do what's right, even in the face of adversity.
- Performs other duties as assigned by the Board of Supervisors.

THE IDEAL CANDIDATE WILL HAVE:

- Demonstrated ability to work cooperatively with a variety of departments, Constitutional Officers, Independent Boards and Authorities in a growing and transitional community.
- Ability to adequately inform the Board on a regular basis, with an acceptable level of detail, so that there are no surprises.
- Ability to understand and present all sides of an issue that affects the County to all parties in a clear, concise, and unbiased manner.
- An understanding of and experience with the various methods of maximizing resources, financing options, and ensuring wise use of limited public resources.





COMPENSATION

The hiring range for this position is \$190,000 - \$250,000. Actual salary will depend on experience.

Goochland County Government offers an excellent benefits package that includes health, dental and vision, vacation and sick leave as well as retirement benefits for all regular full-time employees. Goochland County participates in the Virginia Retirement System (VRS) which requires a 5% mandatory contribution by employees

HIRING PROCESS AND PROJECTED TIMELINE

The following dates represent the projected timeline for filling the County Administrator role and are subject to change.

- Review of Resumes - March 17, 2025
- Initial Interviews - Week of March 31, 2025
- Finalist Interviews - Week of April 14, 2025
- Candidate Selection - Late April 2025
- Anticipated Start Date - Late May 2025

HOW TO APPLY

For questions regarding this position, please contact Cliff Heller, Director of Human Resources for Goochland County at 804-556-5831 or cheller@goochlandva.us.

Qualified candidates should apply online at www.governmentjobs.com/careers/goochlandva.

Goochland County is an Equal Opportunity Employer. All qualified applicants will be considered without regard to age, color, national origin, citizenship, physical or mental disability, family medical history or genetic information, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, marital status, status with regard to public assistance, veteran status, or any other characteristic or status that is protected by federal, state or local laws.



- Ability to lead and motivate County employees under his/her direction to a continuing level of high performance. The CA is a "Servant Leader".
- Demonstrated commitment to challenging employees and improving governmental processes and employee accountability while expanding training opportunities to maintain and improve employee and organizational efficiency and performance.
- Ability to work well with and cooperate and collaborate with other jurisdictions and their leaders.
- Must be willing to join other boards and professional organizations.

Minimum qualifications include a bachelor's degree in a related field and a minimum of 8 years of public management experience as a Chief Executive/Administrator or Deputy Chief Executive/Administrator. A Master's Degree in Public Administration, Business Administration, or Management preferred.





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