



— POSITION AVAILABLE —

CITY MANAGER

Apply ASAP but no later than January 16, 2026

Welcome to the riverside wonder known as Hopewell! Tucked along the bluffs where the James River meets the Appomattox River, the City is less than 23 miles south of Richmond and about 80 miles west of Norfolk. At Hopewell, there is a little bit of everything for everyone. Indeed, the City welcomes its residents and visitors alike with its strong sense of community, depth of history, and charming beauty.

The region surrounding Hopewell is an ecological wonder. With such beautiful waters nearby, few can resist the call of nature. Favorite pastimes include fishing, kayaking, canoeing, and simply strolling on the sandy beaches along the river. Many love the City Marina for recreational boating activities, as well as year-round fishing tournaments and the FOLAR's annual Paddle-or-Battle kayaking and paddle boarding event. Nature enthusiasts can also get their fill of birdwatching, hiking, kayaking, fishing, and animal sightings. Directly west are the Appomattox River Regional Park (five miles) and Pocahontas State Park (17 miles); to the east are the James River National Wildlife Refuge (12 miles) and Chippokes State Park (40 miles).



One of the City's greatest riverside gems is the Hopewell Riverwalk. This accessibility-friendly boardwalk ventures 0.8 miles along the river, allowing visitors to appreciate the peaceful and nature-filled scenery. The pier is an excellent location for viewing and fishing.

Hopewell itself is a hidden treasure, especially regarding its history. With its initial establishment over 400 years ago, the City has continued to uphold its heritage. For instance, the Downtown Historical Hopewell District has been listed on the National Register of Historic Places since 2002. The District maintains 38 buildings that beautifully display the masonry and Art Deco architecture of post-1915 Hopewell. One particularly iconic building is the historic Beacon Theatre. Currently in use, the Beacon Theatre has several facilities for year-round performances, holiday shows, conferences, and special occasions. History buffs also enjoy visiting the grounds of Weston Plantation, a three-floor 18th-century plantation home. Another special location is the Petersburg National Battlefield, located eight miles southwest.

For foodies, Hopewell has a little bit of everything to satisfy any tastes. Tucked away between Main Street and Broadway is Waves Sandwich Company, known for its mouthwatering signature cheesesteak and deliciously overstuffed sandwiches. K&L Barbecue is another favorite due to its friendly staff, old-school southern diner charm, and fall-off-the-bone ribs. Other popular eateries are the Filipino restaurant, Ej Bistro Manila, and the darts-and-bar Partner II. For those wanting a night out, make sure to place a reservation at The Boathouse at City Point for delectable seafood plates and beautiful riverfront views.

Additionally, the City provides multiple opportunities for individuals and families to exert some energy and enjoy green spaces. Hopewell's Recreation & Parks Department maintains over 225 acres of recreational opportunities, ranging from playground pocket parks to sports complexes, and from nature trails to the Hopewell Skate Park. The City also operates the 38,000-square-foot Hopewell Community Center, where residents can take swim lessons, participate in wellness classes, use the provided gym equipment, or play on the racquetball courts. If these are not enough, the City also offers youth sports, such as baseball, softball, soccer, and basketball.

Throughout the year, Hopewell hosts various events. Resident favorites include the annual Easter Egg Hunt, the Movies in the Park summer series, and the Harvest Fest Fall Festival. During the holidays, many look forward to Light Up the Night – Hopewell's largest holiday celebration featuring the annual Christmas parade, grand illumination ceremony, and downtown winter festival.

Living in Hopewell is pleasant and quite affordable. In fact, the City has ranked #21 out of 161 for "Suburbs with the Lowest Cost of Living in Virginia" (Niche, 2025). Neighbors are kind, welcoming, and truly believe in community. The City has a lovely small-town feel, all without sacrificing access to big-city amenities. Crime rates in Hopewell are similar to national averages and are gradually decreasing.

The area offers several available townhomes, condominiums, and single- and multi-family homes. As of September 2025, Hopewell has experienced a 3.6% year-over-year increase in median listing home price. As of November 2025, the median home sold price has been \$244,500. A three-bedroom, two-bathroom home of approximately 1,800 square feet may be priced at \$302,000.

Hopewell City Public Schools oversees seven schools in the area. These are comprised of three elementary schools, a middle school, a high school, the Woodlawn Learning Center for preschool-aged children, and the New Hope Academy for students in grades 6–12.

In regard to higher education, Virginia is well known for its plethora of exemplar college campuses. Various institutions are found nearby, such as, Virginia State University in Petersburg (10 miles southwest). Other notable campuses include Virginia Commonwealth University and University of Richmond less than 30 miles north in Richmond, with William & Mary located 40 miles east in Williamsburg. Additional distinguished campuses are further west, such as the notable University of Virginia in Charlottesville (94 miles), Washington and Lee University in Lexington (160 miles), and Virginia Tech in Blacksburg (210 miles).

Table 1: Hopewell Demographics

Distribution by Race		Distribution by Age	
White	44.0%	0 to 15	21.7%
Black	42.8%	15 to 25	13.2%
Asian	1.1%	25 to 45	25.2%
Native American	0.5%	45 to 65	24.9%
Other	11.6%	65 to 85	13.1%
Total	100.0%	Over 85	1.9%
Hispanic Ethnicity (all races)	8.6%		
2023 Estimated Population: 22,944			

Educational Achievements (25 & Over) and Other Statistics	
High School or Higher	87.7%
Bachelor's Degree or Higher	12.5%
Median Age—Hopewell	36.4
Median Age—U.S.	38.9
Median Household Income—Hopewell	\$48,681
Median Household Income—U.S.	\$74,580
Poverty Rate	23.8%

Source: U.S. Census Bureau

future Hopewell), as a vantage point over the James and Appomattox Rivers. This strategic location was quite important, during the American Revolutionary War and later during the 10-month Siege of Petersburg in the American Civil War.

In 1914, the DuPont Company established Hopewell Farm, which served as the site for their dynamite factory. At the time, the area was incorporated as part of Prince George County. Though the Hopewell Fire of 1915 burned much of the area, Hopewell recovered and experienced rapid growth. In 1916, the population of “Wonder City” exploded. It was around this time Hopewell was incorporated as an independent city.

During World War I, the DuPont Company switched to making guncotton. They left the area after the war's end. Over time, other manufacturing companies moved to the region. These have

included Tubize Corporation, Firestone, Allied Signal, Goldschmidt, Hercules/Aqualon, Honeywell, and Smurfit-Stone. Numerous products have been made in Hopewell, such as the first automatic dishwasher and artificial silk.

With over four centuries of history, Hopewell exemplifies the complex duality in the American narration. Like many places in the South, the City has lived through history regarding Jim Crow segregation and the Civil Rights Movement. The City has also experienced its own share of failed and successful urban renewal attempts. Additionally, despite serious water pollution issues during the 1960s and 1970s, Hopewell has improved its environmental quality—having even received the Governor's Clean City Award in 2020 for promoting healthy living and environmental stewardship with the Hopewell Riverwalk.

DEMOGRAPHICS

See Table I for the City's demographic profile.

CLIMATE

The City of Hopewell has a mild and temperate climate. It experiences all four seasons. Between May and September, summers are generally hot and muggy. Average temperatures regularly achieve temperature in the upper 80's and lower 90's, with lower temperatures ranging between the 50's and 60's. The winter months between November and March can be quite cold. Average high temperatures sit between the 50's and 60's, with average low temperatures often resting between the upper 20's and upper 30's. During the year, the region may experience approximately 71 days when nighttime temperatures fall below freezing.

Hopewell receives much precipitation. Throughout the year, it gets about 46 inches of rainfall and about 7 inches of snowfall. It experiences 208 sunny days annually.

The area can occasionally experience the after effects of particularly strong hurricanes, such as heavy rainfall and the occasional flash flood. However, the City is well prepared and has established a robust floodplain management plan. Tornadoes are also a slight possibility here, though these happen quite

infrequently (the last major incidents being a tornado in 1993 and later in 2004).

GEOGRAPHY

Hopewell is an independent city located in southeast Virginia and is part of the Tri-Cities area of the Richmond Metropolitan Statistical Area. The Appomattox River hugs the City’s northern border, with Prince George County touching Hopewell’s western, southern, and eastern sides. Directly to the City’s west is Interstate 295, and Virginia State Route 10 runs through the City’s northern section. To the north are Richmond (23 miles) and Washington, D.C. (130 miles). Approximately 56 miles east is Williamsburg, and over 70 miles east is where the Chesapeake Bay meets the North Atlantic Ocean.

Hopewell is 10.83 square miles, consisting of 10.36 square miles of land and 0.47 square miles of water. Average elevation is 50 feet above sea level. See Figure 1.

COMMERCE

The Hopewell City Council is resolute in creating a strong local economy to attract investment, increase the tax base, and to promote employment opportunities and an unsurpassed quality of life. Much of the City’s economy revolves around chemicals manufacturing companies. Tourism also plays a large part in the City, which plans to further expand visitor and tourism activity.

Hopewell’s proximity to port and rail facilities, and Interstate 295 support the city’s industrial base, by connecting them to national trade routes. These amenities are ideal for any industrial or manufacturing corporations to invest in facilities within the area. See Table II for the City’s principal employers.

THE GOVERNMENT

The City of Hopewell operates under a Council-Manager form of government. City Council consists of seven members (known

Employer	Industry	Employees
Hopewell City School Board	Education	500 to 999
AdvanSix Inc.	Chemicals Manufacturing	500 to 999
HCA Virginia Health System	Healthcare	500 to 999
City of Hopewell	Government	250 to 499
DuPont Specialty Products USA LLC	Specialty Chemicals and Materials	250 to 499
Alliance Group RockTenn	Paper and Packaging	250 to 499
Metz Division	Food service and Facility Management	100 to 249
Aqualon Company	Chemicals Manufacturing	100 to 249
Wonder City Rehabilitation & Nursing	Healthcare	100 to 249
Turner Specialty Services LLC	Construction and Maintenance	100 to 249

Source: Hopewell, VA 2023 ACFR

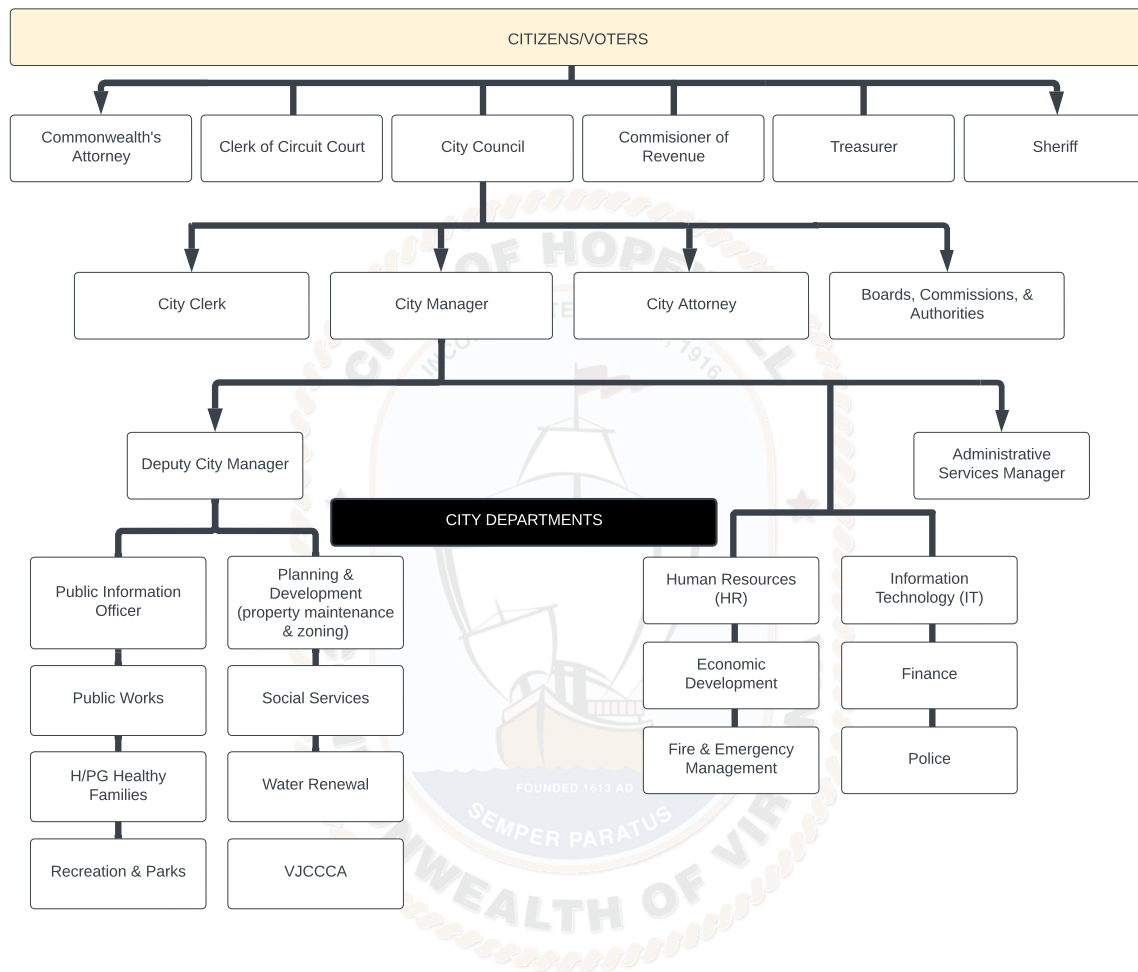
as Ward Councilors). Each represents and resides in one of the City’s seven wards.

Residents vote for their ward representative, who may serve an unlimited number of four-year terms. Elections are staggered and held during even-numbered years. On the first Tuesday in January following a regular election, Ward Councilors select the Mayor and Vice-Mayor. These individuals may serve an unlimited number of two-year terms. In November 2026, elections will be held for Wards 1, 2, 3, and 7; the internal selection of the Mayor and Vice-Mayor will occur the following January. Each Council Member has the best interest of the City at heart, and work well together

City Council appoints the City Manager, City Clerk, and City Attorney. The City Manager is the chief executive officer of the City and is responsible to the Council for the proper administration of the city government. He or she appoints the heads of all departments and a Director of Finance. The Manager is appointed for an indefinite term and may be removed by a simple majority vote.

The Manager oversees 20 departments, divided into four categories: General Government, Public Safety, Community Development, and Human Services. General Government consists of Human Resources, Intergovernmental & Public

FIGURE 2: CITY OF HOPEWELL, VIRGINIA ORGANIZATIONAL CHART



Affairs, Information Technology, Finance (which also includes Real Estate), and Water Renewal. Public Safety is comprised of Court Services, Fire & Rescue (including Emergency Services), Police, and Public Works. Community Development consists of Economic Development, Development Services (including Building Official, Planning & Zoning, and Property Maintenance), and Recreation & Parks. Human Services is comprised of Children's Services Act (CSA), Healthy Families, and Social Services. See Figure 2 for the City's organizational chart.

For fiscal year 2025, the City of Hopewell's adopted total budget was \$220,781,188, with an adopted general fund budget of \$68,302,266. For fiscal year 2026, the City's adopted total budget is \$221,564,035, with an adopted general fund budget of

\$70,518,068. The City employs a staff of over 355 employees who are not unionized.

Additionally, Hopewell is a full-service independent city that is not part of any county and is responsible for providing the entire range of local government services like police, fire, schools, utilities, and public works directly to its residents. An independent city is legally treated like a county. Hopewell reports directly to the Commonwealth of Virginia rather than being under county jurisdiction.

THE CHALLENGES AND OPPORTUNITIES

First and foremost, the next City Manager will need to work with the City Council to ensure the City has a shared vision, and a plan



to bring together all the elements needed to ensure the long-term health and well-being of the community. A corollary is, while the Council Members have worked well together, the termination of the last City Manager has caused some division, and the next Manager will need to help it return to being a fully cohesive entity.

Second, in 2023, the City began the first of many steps to repair multiple years of unfinished or late financial audits from 2015 onward. Many reasons have been listed for these years' worth of missing or late audits; regardless, the City is moving in the right direction, and come 2026, the City will be caught up with their audits. By bringing in both an accounting firm and a management consulting company, Hopewell has secured a system where financial procedures are thoroughly implemented and flawlessly managed.

Third, in addition to an aging infrastructure and the need to maintain roads, buildings, parks, and water, the City's water treatment plant is in disrepair. A 2023 assessment has listed a multitude of necessary projects and improvements for the facility to function properly. While some issues have been addressed, the next City Manager will need to address major infrastructure funding and staffing shortages.

Fourth, upon the City's completion of pending audit requirements, and once again receive a bond rating, they can move forward with overdue redevelopment. The City is almost 99% built-out, so redevelopment is a must. The answer will be smart and quality redevelopment, instead of simply redevelopment. The goal will be to ensure resources are optimally utilized, that the right

people are in the right places, and processes are as efficient as possible. This kind of request will require a delicate balance that only a practiced City Manager will be able to facilitate.

Finally, building trust among Hopewell's residents and staff is a top priority. Communication has not always been clear, assurances have failed to materialize, and many have been left feeling frustrated and unheard. The next City Manager will be experienced in keeping all parties well informed and follow through on plans and agreements.

There are shared issues that exist in the City that Hopewell cannot resolve by itself. These shared issues will require assistance from other communities, the commonwealth, and the federal government. These varied partnerships are essential to make meaningful progress and can't be emphasized enough. A successful manager must be able to adeptly navigate these relationships when it comes to other external funding opportunities. Examples of such issues include homelessness, racism, affordable housing, transportation, and major infrastructure needs.

Hopewell is ripe with opportunity. In fact, the waterfront has not been fully utilized or cultivated. Really, the sky is the limit with housing, economic development, etc. Hopewell is the kind of place where one person (City Manager) can truly make a difference in the community, and as an added bonus, make a name for themselves.

THE IDEAL CANDIDATE

Hopewell is seeking an experienced administrator who has demonstrated he/she is also an outstanding leader, and who's ready for a new challenge! The City Council wants someone to work with it as a partner, a supporter and a trusted advisor. The best candidate will think strategically and be able to look over the horizon to anticipate problems and fix them before they become issues, and work with the Council to develop and implement plans to ensure a bright future. The manager will be a consensus builder yet not afraid to speak up when he/she feels a course correction is needed. The Council Members are not looking for a "yes" person, but someone they can count on to provide their best professional opinion, diplomatically and in the appropriate

setting. He/she will work to ensure every Council Member's views are being heard and considered. Communication will be frank, free-flowing, and without surprises. The individual will be very open, approachable, and believe strongly in transparency.

The ideal candidate will be ready to serve as an effective ambassador and promote the City. Frankly, Hopewell is a wonderful place with good people and its story needs to be told in a new light. Yes, it has some serious challenges, but it also has great potential.

The manager will realize resolving many of Hopewell's issues will require the involvement of others: residents, developers, and regional, state, and federal actors, as well as the media. The individual will have strong interpersonal skills and a track record for building partnerships and for finding win-win solutions. He/she will realize that giving credit to others is often the best way to get things done.

Customer service, along with integrity, will be core values for the Manager. Hopewell expects the Manager to be someone who leads by example and encourages the staff to find ways to get to "yes." Residents deserve to be treated fairly and an effort made to solve their problems. If a solution is not possible, a proper explanation of why should be given. Residents expect their City Manager to be driven, and to complete projects and promises.

Ideally, the selected individual will create a culture of positivity, set goals, and rely on subordinates to do their jobs competently. Staff members care deeply about their community and each other, and the next City Manager will recognize employees for their extraordinary abilities. The Manager will be a mentor and encourage staff development. He/she will recognize that diverse opinions and spirited discussions lead to better decisions and programs. Building teams and promoting teamwork will be important. Good judgment in hiring will be critical.

The best candidate will be action-oriented with a sense of urgency. Much needs to be done, and the individual will not dawdle. While the Manager will solicit the opinion and involve others in the decision making, when faced with a difficult situation and the need for a quick decision, he/she will not hesitate. If a course correction is needed later, he/she will admit a

better decision could have been made, make the necessary changes, and move on. The ideal candidate will realize credibility sometimes means admitting making a mistake.

The next manager will have an eye for detail and be a problem solver with outstanding analytical skills. He/she will constantly ask, “Why?” or better yet, “Why not?” An acceptable answer will not be, “We have always done it this way.” It may be the best way, but the reason will need to be understood, explained and/or demonstrated. The best candidate will have a strong understanding of technology and its application.

Personally, the next administrator will be a doer who is positive, bold, intelligent, confident, upbeat, friendly, outgoing, organized, tenacious, high energy, involved in the community, and resolute yet flexible. The next Manager will have strong skills in management and economic development. A track record of success in redevelopment will be important. Budgeting and finance skills is a must. The position requires a minimum of a bachelor’s degree in public administration, business administration, or other public related fields from an accredited college or university. The ideal candidate must have a minimum of 5-10 years of progressive senior management experience as a City Manager, Assistant City Manager, or Department Head.

A master’s degree in business, public administration, or related field is preferred. Finally, while Hopewell has its challenges, it is a true treasure and wants a manager that is committed to remaining in this position for the long term.

COMPENSATION

The salary range is \$190,000 to \$220,000. The salary will depend on qualifications and experience. Benefits are excellent. The City Manager will be part of the Virginia Retirement System (VRS), with an additional 5% City Contribution to a 457 plan.

THE MOST RECENT MANAGER

The previous City Manager was released from her contract in May 2025. The interim City Manager, Michael Rogers is not pursuing this opportunity.

RESIDENCY

It is requested that the selected candidate live within City limits so that the City Manager can be part of the community, attend community events, and be available for emergencies.

HOW TO APPLY

E-mail your cover letter and resume to apply@cb-asso.com by January 16th. Please apply ASAP as resumes will be screened as they arrive. Questions should be first directed to Scott Krim at (801) 628-8364, then to Colin Baenziger at (561) 707-3537.

INTERNAL CANDIDATES

The City Council is committed to a level playing field and the best person will be selected for the position, whether internal or external.

CONFIDENTIALITY

Information concerning candidates will only be released with their permission. Further, although the City Manager is a relatively high-level position, we do not anticipate any media scrutiny.

THE PROCESS

Applications will be screened between January 17th and February 23rd. Finalists will be selected on February 24th. A reception and interviews will be held on March 5th and 6th. A selection will be made shortly thereafter.

OTHER IMPORTANT INFORMATION

The City of Hopewell is an Equal Opportunity Employer. It strongly encourages women, minorities, and veterans to apply.

ADDITIONAL INFORMATION

For additional information about the City, visit:

www.hopewellva.gov/

www.virginia.org/listing/hopewell-downtown/4824/

www.visithpg.com/

www.hpgchamber.org/

Adopted City Budget (2026)

[www.hopewellva.gov/DocumentCenter/View/3783/
FY2026-Budget-Book?bidId=](http://www.hopewellva.gov/DocumentCenter/View/3783/FY2026-Budget-Book?bidId=)

Annual Comprehensive Financial Plan (2023)

[www.hopewellva.gov/DocumentCenter/View/3926/ACFR-
FY23-PDF?bidId=](http://www.hopewellva.gov/DocumentCenter/View/3926/ACFR-FY23-PDF?bidId=)

2028 Comprehensive Plan (adopted 2018)

[www.hopewellva.gov/DocumentCenter/View/97/2018-
Comprehensive-Plan-PDF?bidId=](http://www.hopewellva.gov/DocumentCenter/View/97/2018-Comprehensive-Plan-PDF?bidId=)

Strategic Plan (2024–2029)

[www.hopewellva.gov/918/Annual-Comprehensive-Financial-
Reports](http://www.hopewellva.gov/918/Annual-Comprehensive-Financial-Reports)

