

The Town of Hanover is a growing, connected, and vibrant community within the County of Grey. With a population of approximately 8,500 residents, Hanover is proud to serve not only those who live here but also the surrounding region of over 45,000 people who rely on Hanover as a hub for healthcare, recreation, education, shopping, and cultural experiences.

Hanover's vision is to be a progressive community where residents of all ages enjoy safe, healthy lifestyles, meaningful employment, excellent services, and personal fulfillment. The Town supports growth while respecting and celebrating heritage; enhancing the downtown; protecting natural resources; and welcoming all to a friendly, caring, inclusive and supportive community. Hanover is committed to good government, effective and efficient management and maintenance of municipal services, productive partnerships and collaborating with our local businesses and municipal neighbours to build local economies and community services for our mutual benefit.

In 2025, the Town took an important step toward addressing growth challenges through a proposed boundary adjustment with a neighbouring community. The proposed boundary adjustment will provide additional developable land that has the potential to support new residential, commercial, and industrial growth, broadening the tax base and reducing the burden on existing ratepayers. Hanover's path forward is clear: thoughtful, well-managed growth will be the key to maintaining affordability, supporting infrastructure renewal, and ensuring that the Town remains a strong, vibrant, and inclusive community for years to come.

With a combined operating and capital budget of over \$29M and close to 165 permanent and part-time staff, the [Town of Hanover](#) is committed to meeting the needs of residents and the business community by delivering efficient and effective services. Due to the retirement of a well-regarded CAO, Hanover is looking for an inspiring leader to play a key role in implementing Council's vision for the future.

### **Inspire our Future as our Chief Administrative Officer**

As the ideal candidate, you are an inspiring, principled, collaborative and growth focused leader with a track record of results and accomplishments in an efficient and fiscally accountable fashion with related experience from either a public sector or private sector organization. You have exceptional communication skills and the political acumen to interact with an engaged council and diverse stakeholders; you foster the development of partnerships, develop our workforce and inspire our employees, while ensuring customer service excellence. Lastly, you have an exceptional understanding of forward-thinking strategies as it relates to managing responsible growth, ensuring effective municipal operations in a fiscally accountable fashion and guiding our organization into the future, while retaining our rural/urban community charm.

Reporting to the Mayor and Council, the **Chief Administrative Officer** is responsible for the strategic leadership and efficient delivery of all the municipality's administrative and operational services. As the key advisor to Council, you will embrace our vision, mission and strategic priorities and develop and implement operational plans to ensure the coordination of services which align to and support our strategic priorities. You will recommend policies, plans, and programs that benefit our residents by being innovative, accountable and fiscally sound. You will work to enhance growth and development in the community and will ensure the effective utilization of resources through the priorities and principles identified by Council.

Leading a talented team, you will inspire a dedicated workforce and help foster a workplace culture focused on service excellence, innovation and teamwork while positioning Hanover as an employer of choice. Hanover offers competitive compensation of \$164,764.60 to \$191,591.40 plus pension, benefits, vacation, professional development, and an opportunity to work with an engaged Council in a beautiful community.

## How to Apply

To explore this opportunity please apply via email by **May 22<sup>nd</sup> or sooner to [careers@waterhousesearch.net](mailto:careers@waterhousesearch.net)** quoting project **TH-CAO**. Should you wish to speak to our Executive Recruiter or to receive a detailed position description please contact Tim Lukasewich at 416-214-9299 x8, [tim@waterhousesearch.net](mailto:tim@waterhousesearch.net), or Jon Stungevicius at 416-214-9299 x1, [jon@waterhousesearch.net](mailto:jon@waterhousesearch.net).

The Town of Hanover is an equal opportunity employer that values diversity and inclusion. Accommodations are available throughout the recruitment process. Applicants must self-identify and make their accessibility needs known in advance.

All applications will be held in strict confidence. We thank all applicants, however, only those selected for an interview will be contacted. Artificial intelligence (AI) is not used to screen candidates. Personal information is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act and will be used for employment assessment purposes only.