



CINCINNATI/NORTHERN KENTUCKY
INTERNATIONAL AIRPORT

The Kenton County Airport Board Invites Applications for
Vice President of Human Resources

Cincinnati/Northern Kentucky International Airport (CVG)

Executive Search Services Provided by ADK Consulting & Executive Search



Background on CVG

CVG is one of the largest passenger airports in Ohio and Kentucky and is the 7th largest cargo airport in North America. According to London-based Skytrax, CVG is the Best Regional Airport in North America for 2020. This success is dependent on great people who are deeply committed to our mission of becoming the airport of choice to work for, fly from, and do business with. In all that we do, we foster a culture of teamwork, innovation, and continuous improvement.

The Airport Board sets the policies under which the airport operates to ensure that CVG is well-positioned for the future and remains an economic catalyst for the entire Cincinnati/Northern Kentucky region. The CVG executive team, under the leadership of CEO Candace McGraw, is responsible for implementing the policies of the Board, operating the day-to-day business of the airport and ensuring an environment that appreciates individuality and diversity of the more than 450 people that work directly for the airport.

Over the last several years CVG has experienced considerable success. Prior to the onset of the COVID-19 pandemic, in 2019, the airport served more than 9.1 million passengers. As the 7th largest cargo airport in North America, CVG is home to one of three global super hubs for DHL, as well as the Amazon Air hub operation. As the global aviation industry evolves in response to the COVID-19 pandemic, CVG continues to embrace what's next in all areas of our business, committed to innovating for many years to come.





Launching Point, our strategic plan through the end of 2020, commits CVG to leading the airport to new heights as an essential part of our Cincinnati/Northern Kentucky region's overall growth and success. A new plan to be introduced in 2021 aims to continue the airport's commitment to serve as a catalyst for regional growth. If this sounds like the environment for you, we invite you to take off with us.

The CVG of Tomorrow

While a new strategic plan will be announced for 2021, CVG's current plan, Launching Point, outlines five strategic business objectives.

- Take Flight: Serve 9.4 million passengers
- Grow Business: Lease 350 acres of land for development
- Propel Community: Reach \$5 billion annual economic impact
- Elevate Services: Build a new state-of-the-art rental car/ConRAC facility
- Go Beyond: Improve service quality ranking to outperform peer airports

Operational Excellence

CVG sets high standards for customer service and safety. Passengers have repeatedly rated CVG as the top regional airport in North America in surveys by SkyTrax (seven times in the last nine years). A focus on innovation in our business impacts airport operations and continues to position us as a global leader. Additionally, CVG was the first airport to receive Safety Act certification from the U.S. Department of Homeland Security for achieving the highest levels of safety and security compliance.

Airport leadership is committed to approaching airport operations as a business—lean and efficient financial management has been key to CVG's recent success. As the COVID-19 pandemic has had a deep impact on the aviation industry, fees and charges for airline partners are managed carefully to ensure the airport remains competitive.



Diversified Air Service Success

As the largest airport in the Cincinnati/Northern Kentucky region, and one of the largest in the Midwest, CVG offers more than 170 daily departures to more than 50 cities in the U.S., Canada, Mexico, Caribbean, and Europe (pre-COVID-19 air service). The airport's prudent financial management has also led to increased competition between carriers and lower average airfares for passengers. Based on recent U.S. Department of Transportation rankings, CVG is the 78th least expensive airport from which to fly among the top 100 in the U.S.

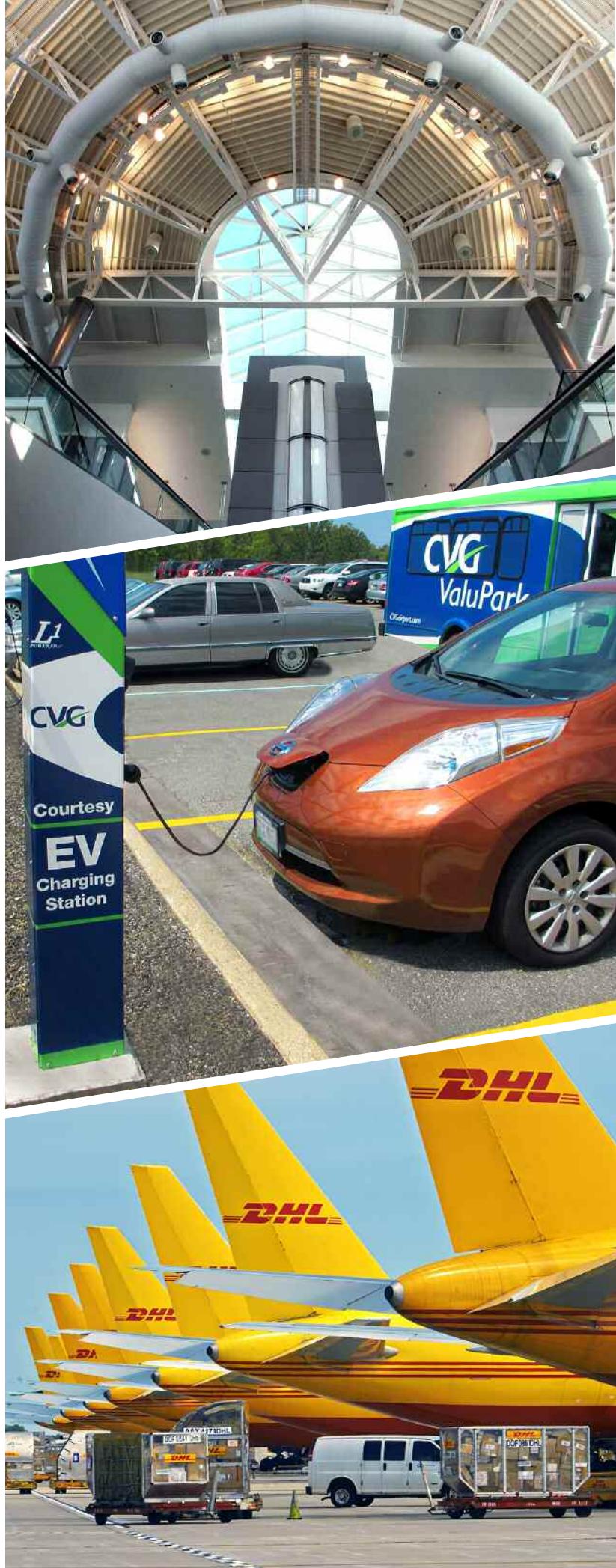
Cargo operators at CVG move more than 1.2 million tons through the airport on an annual basis, as of 2019. DHL's Express Hub at CVG is one of its three global super hubs, handling 96 flights per day and employing more than 4,200 people. Amazon Air's \$1.5 billion air cargo hub at CVG was announced in 2017 and is slated to become operational in late 2021.

A Driver of Economic Growth for the Community

CVG takes our role as a regional leader seriously. Whether to spur economic growth and create jobs, to showcase our region as the front door to visitors, or to act as a good steward of resources and be a good neighbor, our community enables our success, and we strive to consider the broader impacts of our business decisions.

As part of the CVG strategic plan, the airport has embarked on a business diversification strategy over the last several years, resulting in more than 200 acres of airport property being leased for non-aeronautical purposes and adding hundreds of new jobs for the community. CVG is jobs hub for our area, a vital component of our region's economic health. As of 2019, there are more than 14,000 badged individuals authorized to work on the airport campus. According to 2018 data, the airport has an annual economic impact of \$6.8 billion and supports more than 47,000 direct and indirect jobs.

Since 2018, CVG has deliberately broadened the scope of our workforce development efforts. Apart from recruiting and retaining diverse talent for the Board itself, a Strategic Workforce Collaborative (SWC) has been established as a campus-wide employer collaborative. As CVG continues to grow as a jobs hub, sharing employer best practices and endeavoring joint recruitment practices—such as the launch of an online job portal (jobs.CVGairport.com)—are making an impact for individual airport employers and positioning CVG as a trusted workforce development partner in the region.





Cincinnati/ Northern Kentucky

Enjoying Life Here

The Cincinnati/Northern Kentucky region stands out in the Midwest and across the U.S. as one of the best places to live, work, and play.

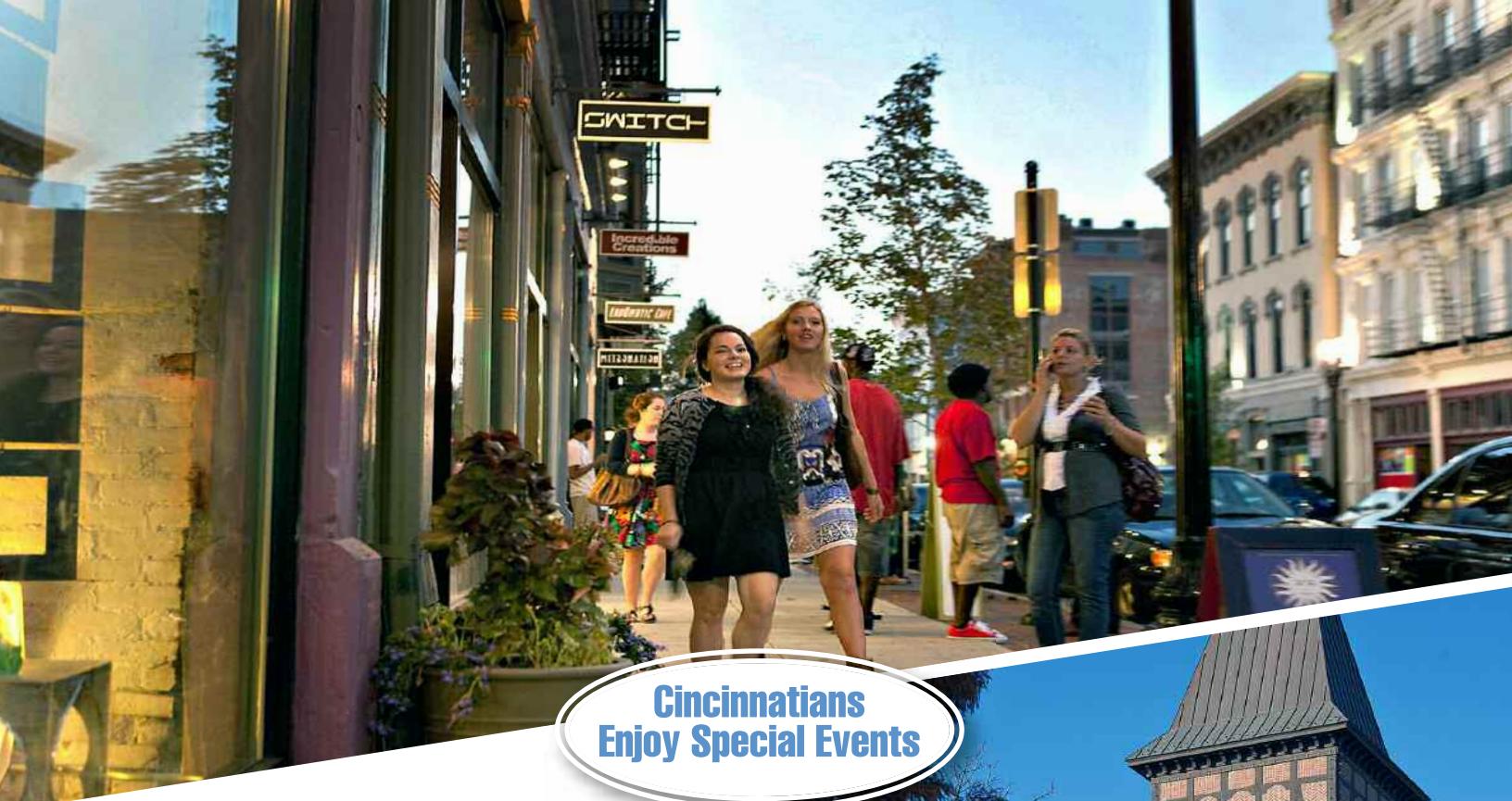
Below are just some of the reasons we think you will love it here.

- Average commute time — 24.5 minutes
- Top 25 “Most Affordable Cities to Live and Work” (BusinessStudent.com, 2019)
- Top 25 “Best Foodie Cities in America” (WalletHub, 2018)
- Top 10 “Best Cities for Raising a Family” (Forbes, 2015)
- Top 50 “Best Places to Live” (U.S. News and World Report, 2018)
- Perfect score from the Human Rights Campaign for LGBT inclusiveness (2018)

Whether you thrive in an area with vibrant urban nightlife, enjoy walking to a coffee shop along tree-lined streets, or are looking for a suburban backyard, our region has a neighborhood for you.

Across Cincinnati and Northern Kentucky, glorious old buildings are finding new life as restaurants, tap-rooms, and entertainment spaces. Cincinnati's craft beer boom supports more than 20 breweries throughout the region, brewing lagers, heavily-hopped styles, seasonal, and barrel-aged varieties. Northern Kentucky is home to The B-Line, a collection of bourbon distilleries, restaurants, and experiences that provide a gateway to the Kentucky Bourbon Trail.





Cincinnatians Enjoy Special Events

Enjoy Life Here (*continued...*)

Despite the pandemic, there is still a renaissance happening in the region's culinary community as well, with 200 new restaurants opening in the past decade. Once public health concerns subside, you'll find a lively restaurant and bar scene along Vine Street in the OTR neighborhood of Cincinnati, as well as in MainStrasse in the urban core of Covington in Northern Kentucky, for instance.

Cincinnatians enjoy a wide range of special events all year long, such as the chance to commune with butterflies at the Krohn Conservatory, party at the world's second-largest Oktoberfest, or run in the Flying Pig Marathon each May. Add in the Cincinnati Reds, Cincinnati Bengals, Kentucky Speedway, and the Western & Southern Tennis Open, and you'll find the region is undeniably a big-time sports town.

From classical to cutting edge, our region is also home to an impressive arts scene—visual art collections, spectacular theater, world-class orchestras, and a ballet—which help ensure you can always find something to do that entertains and inspires. So, whether it's catching a major-league game or reconnecting with a romantic weekend of art and theater, there's always more to explore and more memories to be made across Cincinnati and Northern Kentucky.





The Position

Reporting directly to the Chief Executive Officer, the **Vice President, Human Resources** is responsible for defining, developing and directing the implementation of strategic human resource initiatives, including but not limited to talent management, labor cost management, total rewards systems, compliance, employee relations and HR data/technology for the Kenton County Airport Board. The incumbent will also serve as the Board liaison for the Executive Compensation & Talent Management committee, and is a member of the Executive Team.

For a complete job description, [click here](#).

Position Qualifications

The successful candidate will have a bachelor's degree in a related field to the area of assignment and twelve years of related experience, including ten years of management experience. An equivalent combination of education and experience sufficient to successfully perform the essential duties of the job may be considered. Evidence of continual learning accomplished during career; master's degree, SPHR, CCP and/or other related certifications preferred.



Salary & Compensation

The salary range for this position is \$147,870 - \$165,000 and is accompanied by an extraordinary benefit package. Salary is commensurate with experience.

Timeline

Deadline for applications:
Open Until Filled

Final interviews and selection for the position to be held in mid-December with the successful candidate commencing employment in February 2021.

How to Apply

To apply online for this position, [click here](#).

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Please note: after your application is complete, you will receive an important email from us. Please check your inbox and your junk/spam folder, and if you have not received our email, please notify us at:
admin@adkexecutivesearch.com

