



Lincoln Airport Authority

Lincoln, Nebraska

**Lincoln Airport Authority Invites
Applications for Executive Director**

 **Lincoln Airport**

Executive Search Services Provided by ADK Executive Search



THE AIRPORT Lincoln Airport (LNK), formerly known as Lincoln Municipal Airport, is a joint public/military use airport located four nautical miles (7 km) northwest of the central business district of Lincoln, the state capital and second-largest city, located in Lancaster County, Nebraska, United States. It is owned by the Lincoln Airport Authority.

The airport is served by Delta and United with service to Minneapolis, Chicago and Denver and Atlanta service planned to start later this year with help from a DOT Small Community Air Service Development grant. In 2013, LNK saw over 566,000 passengers pass through the terminal, up 5% from 2012. The 100,000 +/- sq. ft. terminal building has four gates all served by loading bridges. LNK's 75 employees (52 FTE's) oversee a budget for FY 2014 that is over \$47 million with a capital budget of over \$32 million.



The 12,901 foot primary runway enables the operation of large jet aircraft that are primarily used by Nebraska Air National Guard KC-135s and medium and wide body charter flights used by visiting college football teams which play the Nebraska Cornhuskers. The airport is also home to several FBOs, including Duncan Aviation, a large family-owned aircraft maintenance and refurbishing company. Duncan Aviation has several hangars on the east side of the airport, as well as operations on the west side of the airport, employing over 1,300 people.

In addition to Duncan Aviation, there is also a robust "local" general aviation community with approximately 180 based aircraft served primarily by a local FBO, Silverhawk Aviation. Demands for hangar space are such that an expansion of the G.A. area will be needed within the next few years.

The Lincoln Airport is home to the Nebraska Air National Guard, 155th Air Refueling Wing operating KC-135 aircraft. In addition, there is a large Army National Guard facility that operates Blackhawk helicopters at LNK and the State National Guard Joint Forces Headquarters is located at LNK.

The Lincoln Airport Authority also operates a 1,000 acre industrial park located generally north and west of the Lincoln Airport. It was originally the site of Lincoln Air Force Base and tenants include Sensory Effects, Hexagon Lincoln, Duncan Aviation, GT Exhaust, HTI Plastics, TI Tech (Tri-con) and Daitron among others. The park is zoned I-1 Industrial and the majority of users are warehousing and light manufacturing.

The Park contains numerous amenities such as developed streets and utility systems, rail access from BNSF and access to the runway and taxiway system. All land and buildings are available for lease only with flexible leasing arrangements and exemptions from property taxes.

In 2010, the Airport Authority, City of Lincoln and Partnership for Economic Development began the planning process for the development of the northern half of the park. Dubbed Nebraska Rail Center, the area will have several sites over 50 acres with BNSF and Union Pacific rail access. The first phase of the project began in 2012.

Lincoln has a 2,000 acre allotment in a three-county area designated under the Foreign Trade Zone's Alternative Site Framework program. FTZ 59 is administered by the Lincoln Chamber of Commerce.

The Lincoln zone has one general purpose zone user (Novartis) and three sub zone users, Kawasaki, CNH in Grand Island and Cabelas in Sidney. The three-county area eligible for general purpose zone activity includes Lancaster, Seward and Otoe Counties. A 372-acre magnet site was established in 2011 and is located generally at the Lincoln Airpark West site. The program is administered federally by the Foreign Trade Zone Board through the U.S. Department of Commerce.



THE LINCOLN COMMUNITY

It's been said that Lincoln, Nebraska is the perfect blend of great people, innovation, affordable business costs, and quality of life. People less familiar with this Midwestern community may wonder exactly what draws so many businesses and families to the area. A closer look at this growing city, however, reveals plenty of opportunities for success. It's a great place to start or expand your business—and a great place to call home.

What makes Lincoln so great? The answer can't be narrowed down to just one thing. The city offers an array of benefits including a productive workforce, an innovative spirit, a pro-business climate and a great quality of life. Lincoln was recently ranked No. 9 by Forbes as one of the top 10 most livable cities in America.

Lincoln also provides advantages to companies based on health and health costs. The Center for Disease Control (CDC) recently ranked Lincoln as the healthiest city in the U.S. Companies have been able to reap the benefits of the active lifestyle of Lincoln residents.

One local manufacturer reports health insurance costs at 50% of the national average for its industry. This is a combination of healthy workers and affordable and available health care providers. Bryan Health and Saint Elizabeth's Health Systems are major providers of health care for not just Lincoln, but a multi-state region.

Finally, quality of life for Lincoln workers is defined by spending power and the ability to make income last longer. According to ACCRA, Lincoln's cost of living is 6.7% lower than the U.S. average.

Location - Lincoln is located nearly equidistant between New York and Los Angeles on Interstate 80 the only coast-to-coast interstate.

Given its central location, all major Midwestern markets are accessible within a single day's drive. In addition, Lincoln is less than three hours from anywhere in the United States via direct air flight. Major interstates and highways running through and adjacent to Lincoln include Interstate 80 (east-west), and US highways 2, 6, 34, and 77. Access to Interstate 29 (north-south) is less than one hour from Lincoln.

Situated in the upper Midwest region of the country, Lincoln enjoys the full range of seasons. Seasonal averages are 51°F in spring, 75 in summer, 52 in fall and 26 in winter.

Important Links:

[Lincoln Airport](#)

[Downtown Lincoln Association](#)

[City of Lincoln](#)

[Lincoln Chamber of Commerce](#)

[Lincoln Convention & Visitors Bureau](#)



CULTURAL AMENITIES, RECREATION & SPORTS

Lincoln is home to a 2,400 seat performing arts center and the Pinnacle Bank Arena, a 16,000 seat entertainment arena, which is home to UNL basketball, a professional symphony, chamber orchestra, jazz orchestra, ballet company and other major entertainment opportunities. Lincoln also boasts the Sheldon Memorial Art Gallery renowned for its significant collection of 20th century American art. In addition, a state-of-the-art film center offers a variety of quality presentations from American independent and foreign films, to classics, documentaries and experimental films for public viewing.

There are dozens of golf courses, parks and playgrounds located throughout the Lincoln area. There are also several public swimming pools, including a water park, a children's zoo and a public observatory. Fishing and boating are plentiful at the many state recreation areas in and around the Lincoln area. Racing enthusiasts enjoy events at three local raceways from April to September.

Lincoln has an extensive 128 mile hiker-biker trail system. Considered one of the best in the region, the trail system uses converted rail lines to make an enjoyable way for bikers and pedestrians to tour the city and surrounding region at their leisure.

The area is home to a professional baseball team, a Tier I Junior league ice hockey team and nationally ranked college athletic programs.

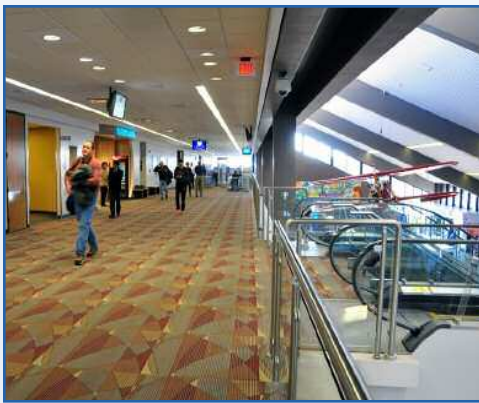
Lincoln hosts numerous state high school championships and NCAA regional tournaments. Lincoln also offers four large soccer venues, premier junior volleyball facilities, and a variety of recreational and club leagues for children of all ages.

In Lincoln, you can also:

- Enjoy a concert at the outdoor Pinewood Bowl venue tucked in Pioneers Park or indoors at the Lied Center for Performing Arts. Lincoln also boasts a local music scene with an array of smaller venues.
- Enjoy 20th-century American art at the Sheldon Museum of Art.
- Check out the action with professional baseball, USHL hockey and NCAA Division 1 athletics.
- Take your children to the Lincoln Children's Museum, the city's water park or the Lincoln Children's Zoo.

Lincoln has been named:

- #1 – Happiest City 2013 – Gallup
- #4 – Best Run City in the Nation 2013 – 24/7 Wall Street
- #3 – Transportation Infrastructure Performance – U.S. Chamber of Commerce
- #7 – Best Place for Business and Careers 2012 – Forbes
- #1 – Most Content City 2013 – 24/7 Wall Street
- Top Ten Cities for College Grads – Livability.com



JOB DESCRIPTION & RESPONSIBILITIES:

The Executive Director is responsible for the overall direction, coordination, and evaluation of the airport authority. This position carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing and hiring employees, planning, assigning, and directing work, appraising performance, rewarding and disciplining employees, addressing complaints and resolving problems. The Executive Director also plans, directs, and coordinates activities concerned with construction, maintenance, and operation of airport facilities in accordance with governmental agency or commission policies and regulations by performing the following duties personally or through subordinate supervisors; including but not limited to:

- Consults with commission members, governmental officials and representatives of airlines to plan such matters as design and development of airport facilities
- Negotiates with representatives of airlines, utility companies, or individuals for business development purposes
- Formulates emergency procedures
- Inspects or reviews inspection reports of all facilities to determine repairs, replacements or improvements required
- Coordinates activities of personnel involved in repair and maintenance of facilities and equipment
- Reviews reports of expenditures, proposals for improvements to facilities, and estimated increase in volume of traffic in order to prepare budget estimates for upcoming fiscal year
- Represents airport before civic or other organizational groups, courts, boards, and commissions
- Acts as the community's liaison with the National Guard, and acts as chair of the Lincoln Chamber of Commerce's Military Affairs Committee
- Negotiates leases and construction agreements in operating the industrial park, works with consultants and realtors to market the industrial property, plans, implements and oversees the construction of both infrastructure and buildings to accommodate existing and new tenants.

THE SUCCESSFUL CANDIDATE

This position requires a Bachelor's Degree from a four-year college or university in Airport Management, Business Administration, Public Administration or related fields. Eight years of progressively responsible or management experience at a commercial service airport is required, with five years of senior leadership experience. The Authority is seeking a candidate with proven executive level leadership and business skills at a commercial service airport who can build upon the successes achieved to date by the Airport Authority and airport management in order to further advance the status of the Lincoln Airport.

The proven ability to implement and evolve over time, as necessary, a strategic vision for the future is a must. Moreover, the ideal candidate shall be politically astute and savvy, while possessing a leadership style that is participatory, collaborative, and engaging not only with airport staff and the airport's governing body, but with all community stakeholders. The ideal candidate shall have a reputation for having unquestionable character and integrity. He/she shall show a capacity for, and track-record of coordinating, organizing, collaborating and resolving issues with various groups that often have competing interests, and most importantly, shall remain non-partial to any tenant or third-party specific interests.



COMPENSATION & BENEFITS

Salary commensurate with experience and ability with a starting range of \$125,000 – 140,000.

Highlights of the excellent benefit package include:

- Medical and Dental provided for employee and family with employer paying 80%.
- Vacation leave for Executive Director is 6 weeks annually.
- Retirement is a 414H plan with 6% employee contribution and a 6% airport match. A new employee is eligible to participate upon completion of the first year – 100% vesting is at 10 years.
- Relocation Benefits

HOW TO APPLY

A. Please submit, in PDF format, a cover letter, resume, and a minimum of five professional references. The references should include those that have worked for you and those you have worked for. Include your working relationship to them. Send to ADK Executive Search at: LNK@adkexecutivesearch.com.

B. Your submission should include a separate supplement, in PDF format, with responses to the following:

1. Share your experience identifying revenue generation opportunities and how you have been successful in securing new aeronautical and non-aeronautical business.
2. What are five unique skills or examples of relevant experience you bring to the LAA and LNK?
3. This position requires a unique combination of business acumen and operational experience in the management of our airport facilities. Why do you feel this position is right for you?

C. Please complete the online ADK employment application form at: [ADK Application Form](#) (this is a secure link).



Filing Deadline: Saturday, April 12, 2014

Only complete electronic submissions will be considered.

Email questions to Doug Kuelpman at: LNK@adkexecutivesearch.com.