



CITY OF SAN ANTONIO
AVIATION DEPARTMENT

Dynamic, visionary leader who exemplifies our core values of Teamwork, Integrity, Innovation & Professionalism is sought by the City of San Antonio for the position of:

Director of Airports

San Antonio International Airport (SAT)
Stinson Municipal Airport (SSF)

San Antonio, Texas

Executive Search Services Provided by ADK Consulting & Executive Search

The Airport

Aviation Department

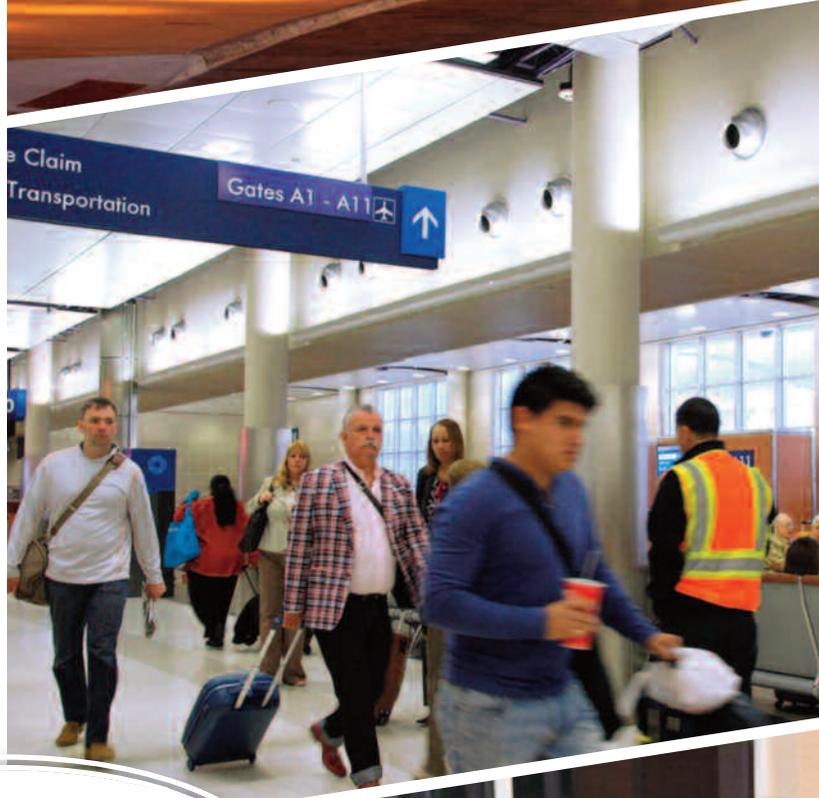
The San Antonio Aviation department includes approximately 494 employees and an annual budget of over \$110 million. The department is responsible for managing both the San Antonio International Airport and the Stinson Municipal Airport. The San Antonio International Airport provides commercial airline service to more than 10 million passengers each year through 41 non-stop domestic and international destinations.

San Antonio Airport System

The San Antonio Airport System (SAAS) is home to San Antonio International Airport, one of the fastest growing medium hub airports in the country, and Stinson Municipal Airport, the second oldest continuously operating airport in the United States. We are committed to generating prosperity for our region and striving to be an exceptional airport system. According to the most recent economic impact study of the airport system, it directly or indirectly supports over 46,000 jobs for the region and has a total annual impact of over \$5.2 billion.

The Airport System is owned by the City of San Antonio through a City Manager form of government. The Mayor and City Council of the City of San Antonio set the policies under which the Airport System operates. The Aviation Director oversees a department of 494 employees, who are empowered to perform their jobs with teamwork, integrity, professionalism and innovation.

Over the past two years, the International Airport has experienced explosive passenger growth, gaining over 16.6% more passengers, to end 2018 with over 10 million passengers. The airport has enjoyed 37 consecutive months of record-breaking passenger growth, pacing SAT among the top 10 of fastest growing airports in the United States and expects to exceed the 2018 passenger count in 2019 by nearly 6%. This increase is due not only new airlines and non-stop destinations that have been introduced in the past two years, but also larger aircraft and additional frequencies to existing markets.





The Airport *(continued)*

Preparing for the Future: Strategic Planning Process

This growth and the stable, but growing, economy of south Texas led the Airport System to launch a two-phased, data-driven Strategic Development Plan (SDP) process to produce a Master Plan to accommodate the anticipated growth in the next 20 years and continue to generate prosperity for the region. This process is complimented and validated by a Mayor-appointed group of community leaders—the Airport System Development Committee.

City Council accepted the recommendations of the SDP process and approved moving forward to focus on the details of the expansion options. The growth of this community and resultant air service requirements will likely warrant substantial capital projects to expand and enhance capacity, including areas such as the airfield, terminal facilities, roadway access and multi-modal transportation. Multiple rounds of community and various committee engagements will occur as the options are developed and evaluated before final recommendations are brought forward to the City Council.

Although large capital improvement recommendations for future growth will be part of the SDP, there is a need to make investments for immediate, explosive passenger growth. In 2019, construction was completed on a new security lane for the Terminal A checkpoint to handle high peak periods. Additionally, design is underway to add gate and hold room capacity in both terminals. FY 2020 will also include the implementation of a new customer experience operations team based in the terminals to routinely patrol, inspect, and report facility discrepancies and to quickly mitigate congestion

Phenomenal Customer Experience

The International Airport is a recognized leader in customer experience, receiving the Best Airport with 5-15 Million Passengers in North American award from Airports Council International-World (ACI-W) for 2018. The airport has been honored by ACI-W for the past four years. *(continued...)*



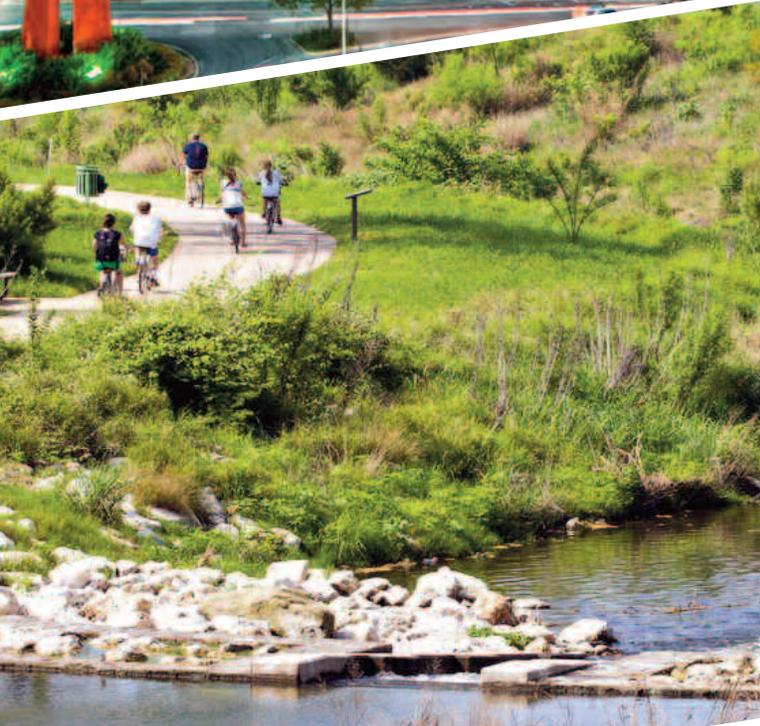
The Airport *(continued)*

Recently implemented customer enhancements include an engaging and robust public arts program; a partnership with Aira for blind and low-vision passengers; a consolidated rental car facility and short-term parking garage; a recently opened convenience store/gas station/drive-thru restaurant near the main entrance of the International Airport; and a variety of cultural arts programs and events celebrating San Antonio's diverse and colorful culture.

As part of this effort, the city recently awarded a new prime concessionaire to install 10 new food, beverage and retail concession concepts in Terminal A in the San Antonio International Airport, including new two pre-security locations. The new concessionaire began construction in September 2019 on four new concepts, which are anticipated to be operational in January 2020. The remainder of the concepts are anticipated to be operational by July 2020.

Like International, Stinson Municipal Airport has enjoyed new customer enhancements including a new parking lot with landscaping and lighting and new directional and monumental signage. A hike and bike trail, which connects the historic terminal with the Mission Reach of the San Antonio Riverwalk, is anticipated to open in October 2019. These enhancements, along with its popular BBQ, will help draw visitors to Stinson to take advantage of its proximity to the Missions, the only UNESCO World Heritage site in Texas and Brooks City-Base.





The Community

San Antonio is a diverse, progressive and globally competitive city with a solid vision for national and international economic development. As the seventh-largest city in the United States, San Antonio is experiencing solid economic growth in 21st century industries such as cybersecurity, bioscience and healthcare. Military City, USA is home to several military bases including Joint Base San Antonio, the largest base organization in the U.S. Department of Defense and comprised of Fort Sam Houston Army Base, Lackland Air Force Base and Randolph Air Force Base.

San Antonio, which recently celebrated its Tricentennial, is an interwoven entity that seamlessly fuses the past with the future. You will step to the beat of wafting flamenco music as you wander the downtown River Walk. Take a river barge to The Pearl, a former brewery that's been repurposed into a culinary lover's delight and is home to the award-winning Hotel Emma. A visit to the San Antonio Missions National Historic Park, the only UNESCO World Heritage site in Texas, is an absolute must, as is taking in a show at the ornate Majestic Theatre. In spring, San Antonio becomes a literal Fiesta with two weeks of parades and multicultural, family-oriented celebrations.

The San Antonio River Walk is a verdant oasis of cypress-lined paved paths, arched stone bridges and lush landscapes. It gently winds through the city center, providing millions of visitors each year with easy access to the city's cultural hot spots, historic sites and other attractions.

Local Art Scene: San Antonio has captivated people from cultures around the world since the city was first established in the early 1700s. Mexican, European, Asian, African and Western traditions all blend together into a personality that's uniquely San Antonio. You'll find outdoor sculptures and artwork, art galleries, more than 25 museums, over 40 performing arts stages and many cultural arts festivals. Together, these artistic attractions make San Antonio one of the top 25 cities for art in the United States.

Family Friendly Atmosphere: San Antonio is known for its warm, welcoming attitude to families. In addition to the San Antonio Zoo, the Witte Museum, San Antonio Botanical Center and The DoSeum, the children's museum, San Antonio is home to Morgan's Wonderland, the world's first ultra-accessible family fun park. Families will also enjoy visiting Six Flags FiestaTexas and SeaWorld San Antonio/Aquatica.

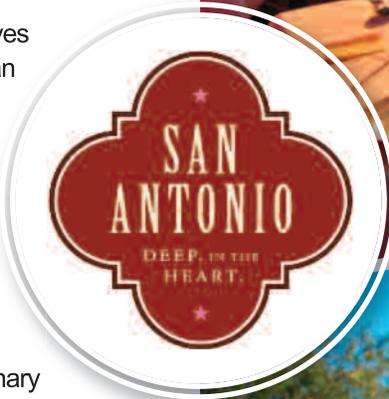
The Community *(continued)*

Performing Arts: As one of the nation's most culturally rich and diverse destinations, San Antonio is a mecca for the performing arts. From mariachis on the River Walk to Broadway shows and world-class dance productions, San Antonio's performing arts scene is both varied and vivid.

Dining: San Antonio's culinary palette derives from the influence of European and Mexican traditions of generations ago. New arrivals who settled here introduced us to fragrant spices, cooking styles reflecting both heritage and innovation, and foods of exotic lands. Many of our acclaimed chefs who studied elsewhere bring their world-class training back to our culinary landscape. Talented new chefs are honing their skills every day at the prestigious Culinary Institute of America—San Antonio.

Sports: Got game? San Antonio does. Whether you're a spectator or a participant, San Antonio is a sports lover's paradise with sunny skies and a full roster of games and activities. For sports thrills throughout the year, catch some hoop action with the five-time world champion San Antonio Spurs, or watch the WNBA Stars hold court at the AT&T Center. See future stars take to the ice at a San Antonio Rampage hockey game, and catch a home run or a fly ball at a Missions minor league baseball game. And if soccer is your sport, check out the San Antonio Scorpions at the new Toyota Field.

Outdoors: Our mild San Antonio climate is conducive to outdoor activity year 'round. The city's great open spaces begin right in the heart of downtown, where you'll find more opportunities for bicycle riding along with canoeing on the San Antonio River. You are never more than 10 minutes away from one of our 69 miles of greenway trails. Art and Architecture thrive in the King William Historic District and Southtown. The King William Historic District is a restored neighborhood with a variety of architectural styles—Greek Revival, Italianate and Victorian. Once farmland for the Alamo mission, it grew into a German neighborhood. Close to the King William Historic District is Southtown, an arts neighborhood. Its eclectic blend of shops, galleries and restaurants host an art walk on the first Friday of every month. While you're there, check out the Blue Star Arts Center—a renovated warehouse that includes artist space, galleries and a brewpub.





The Position

The Director of Airports reports to an Assistant City Manager and is responsible for the management of the operation of the City's two airports, International and Stinson, which provide general and commercial aviation services through an enterprise fund. Responsibilities include planning, directing, managing and overseeing airport operations, air service development, financial, customer experience and property administration, economic development, facilities maintenance, airport security, fire protection and public relations. The director also coordinates assigned activities with other City departments and outside agencies including the military and provides highly complex administrative support to the City Manager's office. The San Antonio Airport System has a strong executive and managerial leadership team to support the Director in these responsibilities.

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

The Ideal Candidate

The ideal candidate will be:

- A skilled leader and manager with a proven track record of motivating and developing staff.
- A polished communicator with experience articulating complex issues to elected officials, governmental leadership and members of the community.
- A strong multi-tasker with the ability to analyze situations quickly and objectively in order to determine proper course of action or alternatives
- A results-oriented leader possessing excellent communication and presentation skills, with the ability to establish and maintain effective working relationships with internal and external customers.

The ideal candidate will have:

- Knowledge of operational characteristics, services, and activities of an airport system.
- Knowledge of operational support activities such as aviation security, law enforcement, firefighting, parking and ground transportation.
- Knowledge of issues, projects, and problems affecting airport users and the community.
- Knowledge of recent developments, current literature, and sources of information regarding aviation.
- Knowledge of Civilian/Military airspace integration issues.
- Experience with managing major capital projects on the scale of a new terminal complex or major airfield expansion..



Position Qualifications

- Bachelor's Degree from an accredited college or university with major coursework in Aviation Management, Public or Business Administration, or a related field.
- Ten (10) years of increasingly responsible professional experience in aviation management or airport/ airfield operations, including five (5) years of administrative or supervisory responsibility.
- Or Equivalent combination of education and experience.

Compensation & Benefits

The starting salary range for this position is \$195,000 - \$210,000 for the ideal candidate. Salary is negotiable depending on experience. The City also offers an attractive benefits package including phone & car allowance and relocation assistance.



How to Apply:

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

Deadline for applications: Friday, October 11, 2019

Project Manager: **Rod Dinger, AAE**,
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