

The Shreveport Airport Authority

**The Shreveport
Airport Authority
Invites Application for
Director of Airports**



Shreveport Airport Authority

Executive Search Services Provided by ADK Executive Search



WELCOME TO SHREVEPORT-BOSSIER: LOUISIANA'S OTHER SIDE

There's a side of Louisiana you may not be familiar with. You have to experience it to fully understand. The northwest corner of the state, in and around Shreveport-Bossier, is a little different than the rest of Louisiana. We're a mixture of spicy Cajun attitude and wide-open Texas spirit.

With five riverboat casinos and one horseracing track and casino, we offer our own brand of alluring bright lights and fast-paced gaming action. Let our exclusive boutiques fuel your shopping urge, or explore endless options at the Louisiana Boardwalk – the largest outlet, lifestyle, dining and entertainment destination in Louisiana.

Revel in our family-oriented Mardi Gras celebrations as you reach for your share of more than eight million beads and other throws. Take in a foreign, classic, or independent film at the dynamic Robinson Film Center in downtown Shreveport after dining on the balcony at Abby Singer's Bistro. Relive our rich history with a tour of the Municipal Auditorium, where Elvis Presley got his start on the Louisiana Hayride.



Explore the stars through interactive exhibits at Sci-Port: Louisiana's Science Center. Head outdoors to view alligators in their natural habitat at Gators and Friends Alligator Park and Exotic Zoo or take a short drive from the city and relax with swimming, boating or fishing at Cypress Black Bayou.

After you've worked up an appetite, sink your teeth into savory Cajun and Creole traditions and full-flavored Southern cuisine at Herby-K's or Ernest's Orleans or have a muffy at Fertitta's Delicatessen. These are just a few of the dining and entertainment options that make our sister cities so unique.

HISTORY

The sister cities of Shreveport and Bossier City have been here for nearly 175 years. The Caddo Indians were the first to call the area home, and shortly after, early pioneers discovered the rich, fertile land along the Red River.

The formal establishment of our cities began with the Shreve Town Company – a group of eight businessmen who were determined to establish a town. They obtained the land from Larkin Edwards, who had acquired it from the Caddo Indians.

Though the land was fertile, the river was unavailable due to the "Great Raft," a 165-mile-long logjam. In the 1830s, steamboat captain Henry Miller Shreve cleared the logjam, opening the way for trade and allowing Shreveport to grow. The city was incorporated in 1839.



Shortly after, neighboring Cane's Landing, a small trading post in the 1840s, began to grow. In 1907 the site was officially named Bossier City. In the 1930s, Barksdale Air Force Base arrived to become the world's largest airfield of that era and a key player in World War II.



SHAKE, RATTLE & ROSES... Hailed as the place where Elvis got his start on the Louisiana Hayride at Municipal Auditorium, Shreveport-Bossier was the nurturing ground for early blues and a special brand of music called rockabilly. From 1948 to 1960, the Louisiana Hayride was a live radio program broadcast by KWKH from the auditorium. On October 16, 1954, Elvis made his first of 50 Hayride appearances.

Shreveport music legend Huddie “Lead Belly” Ledbetter was born on a plantation in 1885 in nearby Mooringsport. He became known as “King of the 12-string blues” and wrote many timeless songs, the most notable of which are “Goodnight Irene” and “House of the Rising Sun.” A life-sized statue of him stands at Texas and Marshall Streets in downtown Shreveport. He died in 1949 and was interred in the cemetery of Shiloh Baptist Church in Mooringsport, about 13 miles outside of Shreveport. The Lead Belly Blues Festival, held each spring, is a tribute to Lead Belly’s legacy.

Artspace in downtown Shreveport is the city’s first arts center dedicated to the creation, production, presentation, promotion and exploration of all of the art disciplines and forms for multigenerational audiences. Artspace features art exhibitions, poetry readings, live music, cooking demonstrations and anything else that can be imagined. The Artspace building is split into four sections: Coolspace, Mainspace and Loftspace, as well as The Anderson Family Fun-A-Torium – an area designed for audiences of all age groups to enjoy hands-on learning. The venue also houses a café and Giftspace, a gift shop which features items by Artspace artistic director, renowned author and filmmaker William Joyce, as well as other local artists.

Southern University Museum of Art is one of two area stops along the state’s African American Heritage Trail. The Southern Museum of Art is primarily composed of the private collection of Dr. Leon Tarver, president of Southern University. Additional pieces have been donated by numerous others, including actor/comedian Steve Harvey.

The R.W. Norton Art Gallery, which opened in 1966, showcases American and European art in a 20-room gallery. The complex is located on 40 landscaped acres with 40,000 azaleas, ponds and gardens and more than 10,000 plants. Among other treasures, tour highlights include the works of American greats Frederic Remington and Charles M. Russell, and antique books, including an extremely rare, five-volume double-elephant folio by James Audubon.

Sci-Port: Louisiana’s Science Center is a 92,000 square foot facility complete with hundreds of hands-on exhibits, workshops, science shows, eight interactive areas, a gift shop and a café. Located along the riverfront in downtown Shreveport, Sci-Port also houses Louisiana’s only IMAX Dome Theater and the world’s first open-access, interactive laser planetarium. No longer do you watch the stars, but in the new Space Center you engage in the stars through interactive exhibits. In 2008, Parents magazine named Sci-Port one of the top 10 science centers in the nation for families and children.

Gators and Friends Alligator Park and Exotic Zoo is a must-see for families and children. Look on in amazement as giant alligators feed, wrestle and swim in their natural habitat. In addition, visitors can walk among tame and cuddly miniature horses, kangaroos, ring-tailed lemurs, deer, goats, llamas, camel, capybara and more in the park’s petting zoo.

The Robinson Film Center in downtown Shreveport is a dynamic venue for independent, international and classic cinema, as well as a popular downtown dining destination. The film center regularly hosts film festivals as well as special screenings featuring the likes of Val Kilmer, Oliver Stone, Nicolas Cage and Matthew Broderick. It’s located in the West Edge Arts District in downtown Shreveport.

Journey to Barksdale Air Force Base in Bossier City to hear more about this key player in World War II. The Eighth Air Force Museum, which features a breathtaking exhibit of more than 30 historic aircraft, chronicles the history of the base and that of the nation.

For a complete list of things to see and do, visit www.Shreveport-Bossier.org.



THE AIRPORT — The Shreveport Airport Authority (Authority) is charged with the operation and maintenance of Shreveport Downtown Airport (DTN), a general aviation airport, and Shreveport Regional Airport (SHV), a commercial small hub airport. Both airports serve the citizens of Shreveport and the surrounding region, including North Louisiana, East Texas, and Southwest Arkansas. Combined, there are more than 62 scheduled arriving and departing flights among the 4 carriers that serve SHV. Besides the direct destinations, travelers from Shreveport can connect to nearly 250 other domestic and international destinations through one-stop service at the cities served by American, Delta, United, and Allegiant. The Authority is

represented by a five-person voluntary board which serves on rotating terms. The board members are appointed on a staggered basis by the Mayor of Shreveport. The Director of Airports (Director) reports to the Authority.

AeroPark, the Shreveport Regional Airport Industrial Park, is a premier aviation facility has more than 800 acres of prime land available for development, offering industry the opportunity for immediate expansion or relocation. This central U.S. location makes the park readily accessible for any aircraft/aerospace-related industry requiring taxiways and ramp access. Plus, AeroPark offers rail and interstate access to two interstates, warehouse and distribution facilities and private office space. From Shreveport, one can easily connect their business with the world. The park is owned by the City of Shreveport under the management of the Authority.

Operated by a staff of 72 employees, the Authority has a current operating budget of \$19 million and a capital budget of \$70 million dollars. Enplanements in 2010 were over 255,000 and annual operations were nearly 50,000. The largest capital expenditure currently planned for SHV is the construction of a new control tower. Major tenants at SHV include an Express Jet maintenance facility and the TacAir FBO facilities.

POSITION & ORGANIZATIONAL STRUCTURE — The Director, appointed by the Authority, is the chief executive officer of the Authority and is fully responsible for directing the activities and operations at SHV and DTN. The Director is an appointed, exempt position within the personnel structure of the City of Shreveport and is solely responsible to the Chairman and Members of the Authority.



The administrative organization of the Authority is comprised of a professional staff including the following positions which report to the Director: Deputy Director of Airports; Manager of Administrative Services; Manager of Marketing and Public Relations; Project Manager; Downtown Airport Manager; and Chief of Airport Security.

Although not directly responsible to anyone other than the Chairman and Members of the Authority, the Director works closely with and attends staff meetings of the Chief Administrative Officer of the City of Shreveport, maintains an open and working relationship with the City's Personnel Director and interacts with other City Officials and departmental personnel as appropriate.

The Director will be expected to:

- Conduct all airport operations in a high service-oriented business-like manner while ensuring that such services and operations are self-supportive financially through effective administrative and operational practices, excellent human resource and facility utilization and vigilant financial management.
- Establish and have a clear understanding of the role of the Authority as a policy-making body, and the role of the Director of Airports as chief executive officer responsible to the Authority for all operations of the airports, initiating considerations of a policy nature for Authority review and effective and timely policy implementation.
- Maintain a high degree of credibility and public relations with users and carriers who utilize Shreveport airports while continuing to carry out policy, operational and financial requirements in an effective, business-like manner.
- Maintain accessibility and favorable contacts and relationships with FAA officials.
- Maintain and further develop Shreveport airports as exemplary, noteworthy, user-oriented and user-supported modern aviation facilities.

THE IDEAL CANDIDATE — The ideal candidate will have: a baccalaureate or advanced degree in airport administration, business administration, public administration or related field; any combination of education, training and experience which provides the required knowledge, skills, and abilities to perform the essential functions of the job. At least five (5) years of progressively responsible senior management experience and Senior Leadership at a public, commercial service airport. A.A.E accreditation is a plus.

The ideal candidate will have demonstrated proficiency and /or experience in the following areas:

- Strong management skills in finance and administration, operations and capital budgets.
- Working with FAA officials and having a thorough knowledge of related airport regulations and requirements.
- A record of successful interaction with policy-making boards.
- Self-confidence and credibility to immediately “take charge” and meet Authority Member’s expectations for superior performance, organizational excellence and productive/positive relationships.



- Be knowledgeable of a variety of sources of revenue available to airports, including municipal finance approaches, development of realistic user-fees, and negotiation of concessionaire contracts.
- Sufficient experience and airport management exposure to interact knowledgeably and effectively with airline officials, engineers, consultants, airport clientele, and others.
- Experience/exposure to air service development.
- Knowledgeable of airport safety and security measures and be personally capable of conducting and evaluating inspections of airport facilities and operations.
- Experience in personnel management and employee relations activities, including AA/EEO sensitivities, to provide firm, supportive and fair supervision and leadership to all employees.
- Excellent oral and written communications including personal ability to make clear, concise and decisive recommendations, reports and presentations.
- Financial management aspects of airport management including capital planning and budgeting.

The ideal candidate will have the ability to:

- Have a strong “bottom line” business orientation.
- Provide strong administrative leadership to the Chairman and Authority Members in recommending matters which call for policy review and development.
- While being sensitive and accommodating to the input and thoughts of staff and employees, be a decisive, achievement-oriented professional.
- Be a strong “hands-on” administrative leader, able to clearly interpret and responsibly implement Authority decisions and direction by appropriate motivation, and delegation to staff. .
- Evaluate personnel performance as well as organizational structure with a view toward making changes when appropriate.
- Be readily accessible to the Chairman and Authority Members, working with all in an open, constructive and impartial manner.
- While being a personable and respectful individual, be capable and willing to enter into aggressive negotiations in behalf of the Authority, representing its interests firmly and with effective results.
- Be a person of complete integrity and sound moral character.
- Be innovative and creative and one who takes the initiative to instigate discussion and is an effective change agent as appropriate.



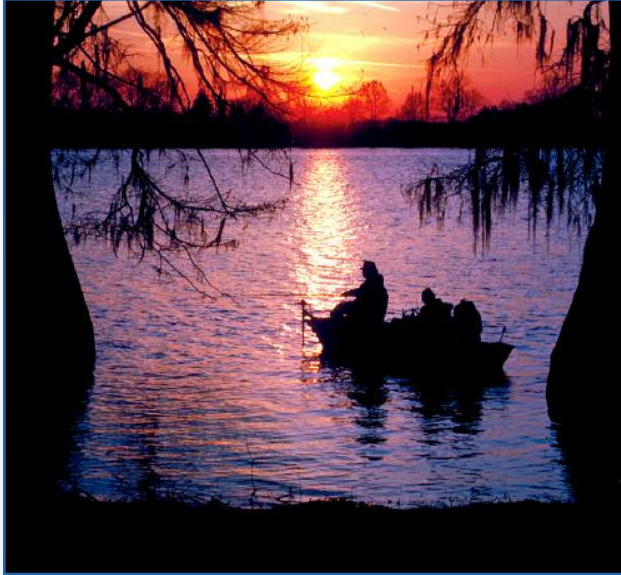
- Provide visible leadership with regard to airport management affairs and be willing to make public appearances and articulate approved Authority policies and positions.
- Project a “professional presence” in appearance and behavior.
- Be open, honest, straight-forward and direct in all dealings with others; have the ability to say “no” when that is clearly the appropriate answer; and, not be a “yes person”.
- Be enthusiastic, energetic, committed and have the willingness to work hard and effectively in carrying out duties and responsibilities of the position.

COMPENSATION AND BENEFITS

Salary is \$105,000-\$130,000 with an excellent benefit package including:

- Health, Dental, and Vision Insurance
- Disability and Life Insurance
- Retirement Plans (457)
- Vacation and Sick Leave
- Ten Paid Holidays
- Vehicle
- Relocation Benefits negotiable





HOW TO APPLY

Please submit a cover letter and resume to ADK Executive Search at: shv@adkexecutivesearch.com. Your submission should include a separate supplement with responses to the following:

1. Describe the experience you have had in supervising others and your philosophy for keeping employees motivated and engaged in their work.
2. What is the size of airports/facilities and communities you have served including the operating budgets, capital improvement budgets, and staff you have managed? Relate your experience to that of SHV including your experience at the number one or two positions.
3. Why do you think this position is right for you?

Only complete electronic submissions will be considered.

In addition, please complete the ADK employment application form at:
https://adkexecutivesearch.com/Application_Form.html (This is a secure link.)

Application Deadline: Position closes Saturday, March 24, 2012.
City of Shreveport is an Equal Opportunity Employer.

Email Questions to: shv@adkexecutivesearch.com.

PHOTOS & INFORMATION COURTESY OF:
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