

## Vice President of Commercial Management

<b>Classification Title</b>	Vice President of Commercial Management
<b>FLSA Status</b>	Exempt

### **PURPOSE OF THIS ROLE AND ESSENTIAL RESPONSIBILITIES**

The Vice President of Commercial Management (“VP”) is responsible for working with the SVP & Chief Revenue Officer to develop and implement short and long-term strategies to maximize non-aeronautical revenue and enhance the customer experience in accordance with the Raleigh Durham Airport Authority’s strategic business plan. Specifically, the VP will assist in leading/directing strategic and business initiatives related to growing all airport revenue areas, which includes airport concessions and rental car activities, parking, and ground transportation, commercial properties /real estate development, FBOs and cargo. The VP will play a critical team role in defining and implementing initiatives for profitable and sustainable non-aeronautical business performance and revenue growth. Additionally, the VP will provide leadership, guidance and coaching to a dedicated team, inspiring a collaborative and collegial culture that is high performing and results focused.

### **QUALIFICATIONS**

To qualify for this position, an applicant should have:

- Airport management experience is highly desirable in at least one of the following core disciplines/areas of focus: commercial management/concessions, property/real estate, parking or ground transportation. Comparable experience that provides the knowledge, skills and abilities to perform responsibilities will be considered.
- An established record of success in increasingly responsible positions as a strategic revenue leader
- Proven track record in non-aeronautical revenue development with a focus on providing a high level of customer service
- Strong analytical skills with experience evaluating and clearly presenting complex business initiatives and models
- Proven management skills and a capability to analyze business problems/situations and diagnose business strengths and weaknesses and identify key issues
- Strong ability to establish and maintain constructive working relationships with members of the Authority, team members, tenants, and other business related contacts/entities
- Strong ability to clearly communicate, verbally and in writing, information pertaining to the commercial management activities of the Authority
- Strong ability to be able to organize, plan and direct activities of commercial management team members
- Strong project management skills with demonstrated performance delivering projects on schedule and on budget
- Strong interpersonal skills with the ability to lead, develop and direct cohesive and effective teams

Ideal Candidates also have:

- Demonstrated ability to use tools and methodologies to drive business process improvements and deliver solid business and revenue generating results
- Ability to prioritize multiple concurrent projects

- Ability to leverage industry expertise, best practices and key business drivers in the development of commercial management activities
- Strong leadership ability including the capacity to articulate and coordinate the commercial management team's development
- A collaborative leadership style and effective analytical skills
- A high comfort level working in a fast paced environment and have the capacity to drive forward key business initiatives while managing daily workload
- An ability to prepare and present reports to executive staff/Authority relating to areas of responsibilities

## **Education**

- Bachelor's degree in one of the following: airport management, business/business administration, economics, finance, public administration or related field
- Master's degree preferred

## **KNOWLEDGE, SKILLS, AND ABILITIES**

The knowledge, skills, and abilities described represent those an employee must meet to successfully perform the essential duties of this job. Additional knowledge, skills, and abilities may be required. Reasonable accommodations may be made to enable individuals with disabilities to perform essential duties.

### **Communication and Collaboration Skills**

- Ability to read, write, understand, and speak English fluently
- Strong written and verbal communication skills
- Ability to work effectively in a teamwork environment
- Strong interpersonal and organizational skills

### **Analytical Skills and Reasoning Abilities**

- Strong self-awareness/emotional intelligence
- Strong interpersonal and organizational skills
- Sound project management skills
- Analytical and logical problem-solving skills
- Exercises sound judgment and initiative in planning, analyzing, coordinating, and supervising
- Handles difficult situations with tact and diplomacy

### **Physical Demands**

The physical demands described represent those an employee must meet to successfully perform the essential duties of this job. Additional physical demands may be required. Reasonable accommodations may be made to enable individuals with disabilities to perform essential duties.

The physical demands of this job typically include:

- Talking, hearing; using hands to grasp and type; enduring repetitive motion of the wrists, hands, and fingers
- Ability to perform sedentary work exerting up to 10 pounds of force occasionally and a negligible amount of force frequently or constantly to lift, carry, push, pull, or move objects
- Visual acuity to prepare and analyze data and statistics, operate a computer terminal, operate a vehicle, read extensively, and observe the condition and operation of facilities

## **RESPONSIBILITIES**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The responsibilities described represent the knowledge, skills, and abilities required for this job. Additional responsibilities may be required. Reasonable accommodations may be made to enable individuals with disabilities to perform essential duties.

### **Essential Duties**

- In conjunction with the SVP & Chief Revenue Officer, strategically lead all non-aeronautical commercial management activities/initiatives
- Oversee the development and implementation of commercial management initiatives, programs and projects
- Identify and capitalize on short and long-term commercial management/revenue generation opportunities
- Provide day-to-day leadership/coaching and work with commercial management staff to ensure high performance and results
- Improve and maintain inter-departmental communication, collaboration, and teamwork

### **ADDITIONAL INFORMATION**

#### **Work Environment**

The work environment characteristics described represent those an employee will encounter while performing the essential duties of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential duties.

In general, the Authority is looking for a self-motivated individual who thrives working in a consensus driven and collaborative work environment.

Work is evaluated on the successful development and implementation of the strategic business initiatives related to commercial management activities and the associated growth in non-aeronautical revenues. The ability to work cohesively with the SVP & Chief Revenue Officer as well as assist in creating/maintain high performing teams that are results focused will be key evaluation elements. This position will also be evaluated against the ability to establish and maintain constructive working relationships with members of the Authority, team members, tenants, and other non-Authority/business contacts/partners.

#### **Pre-Employment Requirements**

- Valid North Carolina Driver's License
- Satisfy security background investigation prerequisites as required by the Transportation Security Administration (TSA)
- Pass a drug screening