

# County of Sacramento – Department of Airports

**Invites Applications For Director of Airports**



Sacramento County Airport System

*Executive Search Services Provided by ADK Executive Search*



## THE SACRAMENTO REGION

The County of Sacramento has a population of approximately 1.4 million people. The region's largest city, the City of Sacramento, is the capital of the State of California and also serves as the County seat. The region lies in the middle of the 400 mile long Central Valley, which is California's prime agricultural region. The Sacramento region is a long established center of commerce for the surrounding area. Sacramento County was incorporated in 1850 as one of the original 27 counties of California. Sacramento became the State Capital in 1854. The County is the major component of the Sacramento Metropolitan Statistical Area (SMSA) which includes Sacramento, El Dorado and Placer Counties.

Sacramento County encompasses approximately 994-square miles in the middle of the 400-mile long Central Valley, which is California's prime agricultural region. Sacramento County extends from the low delta lands between the Sacramento and San Joaquin rivers north to about ten miles beyond the State Capitol and east to the foothills of the Sierra Nevada Mountains. The southernmost portion of Sacramento County has direct access to the San Francisco Bay.

## RECREATION

In a region that is built in a delta, water recreation tops the list of outdoor activities including salmon and steelhead fishing, river rafting, and boating. All can be done on the 1000 miles of waterways around Sacramento and the Delta. Nearby Folsom and Lake Natoma offer sailing and windsurfing. Chief among the County's outdoor recreational opportunities is the American River Parkway which welcomes more than five million visitors annually to this unique wildlife and recreation area, offering opportunities for fishing, boating and rafting, picnic sites, golfing, and guided natural and historic tours.

The parkway is inclusive of the Jedediah Smith Memorial Trail, a 32-mile long trail for bicyclists, hikers and equestrians. The trail winds southwest from the City of Folsom to Downtown Sacramento, was recognized as a national trail in 1974, and named the nation's number one bike path for 2006.

Typical of California informality, is referred to by many names. The most prevalent are "River City" or "Capital City" or the "City of Trees". However, the nickname most used by those living in the area is simply "Sac".



## SACRAMENTO ATTRACTIONS

Sacramento is home to the Sacramento Kings basketball team, the Sacramento River Cats Triple-A baseball team, historic Old Sacramento, the State Railroad Museum, Crocker Art Museum, Stanford Mansion, Sacramento Zoo, Sutter's Fort, and the State Capitol Building.

## HIGHER EDUCATION

Sacramento is home to California State University-Sacramento. In addition, the University of California has a campus in nearby Davis. The Los Rios Community College District consists of several two-year colleges-American River College, Cosumnes River College, Sacramento City College, and Folsom Lake College. Sacramento also houses a number of private colleges as well.

## AWARDS & RECOGNITION

One of top 10 Best Places to Work & Play-Yahoo! Finance  
Voted Best Cities for Today & the Future-Kiplinger's  
One of the top 10 Best Baseball Cities-Sperling's  
Ranked #29 Best Airports to Make a Connection-Sperlings  
Voted Best Restaurant Offerings California Wine Collection-Wine Spectator

## LINKS

- [Sacramento County Airport System](#)
- [Sacramento Convention & Visitor's Bureau](#)
- [Metropolitan Chamber of Commerce](#)
- [Weather & Population Statistics](#)
- [The Sacramento Bee Newspaper](#)



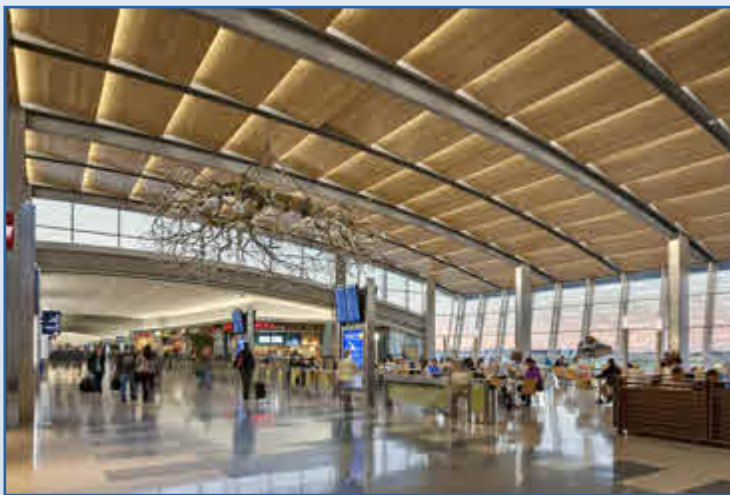
## THE AIRPORT

The **Sacramento International Airport (SMF)** is located just 12 miles northwest of downtown Sacramento—only a 15 minute drive. The nearly 140 scheduled departures per day are served by 12 airlines to 30 non-stop destinations. SMF is governed by Sacramento County which has overall governance responsibility for planning, developing, operating and maintaining the county’s four airports: Sacramento International Airport, Executive Airport, Mather Airport and Franklin Field. The regional economic impact of the Sacramento County Airport System is more than \$4 billion annually.

SMF opened in 1967 and currently encompasses approximately 6,000 acres. Over 2,000 people are employed at International, including a Sheriff’s bureau and Transportation Security Administration which oversee airport security.

Recent expansion projects include the new Central Terminal B opened in October 2011. Dubbed the “BIG Build”, and at a billion dollar price tag and 740,000 square feet, it was the largest capital improvement program in Sacramento County history. The modern, efficient new Terminal B welcomes passengers with an innovative mix of sustainable

design, eye-catching public art, and locally based retailers and restaurants. The project included a new landside terminal, an automated people mover, a 19-gate airside concourse, and an \$8 million public art program. The energy-efficient terminal uses day-lighting, Low-E glass, low-flush fixtures, natural ventilation and was built with recycled materials.



Designed to serve travelers for generations, Terminal B maintains the ease and convenience international passengers expect while well-positioning the airport for future development.

With more than 8.7 million total passengers, Sacramento International Airport has two 8600’

parallel runways that are both fully-instrumented for inclement weather operations. A total of over 141 million pounds of air freight was shipped in 2011 and a total of 2.2 million pounds of airmail shipped in 2011. General Aviation includes Cessna Aircraft Company West Coast Maintenance Facility for Cessna jets, a full service FBO, Sacramento Jet Center (SACjet), a GA ramp capable of handling approximately 70 aircraft and there are 7 on-airport auto rental companies: Alamo, Avis, Budget, Dollar, Enterprise, Hertz and National.



## JOB DESCRIPTION:

The Director of Airports has responsibility for the operations, administration, planning, and development activities of the Airport Department (Sacramento County Airport System). The Airport System is comprised of Sacramento International Airport, Mather Airport, Executive Airport, and Franklin Field. Working under broad policy direction, the Director of Airports reports directly to the County Executive and is exempt from Civil Service.

The Director of Airports will lead and direct the overall operations of the

Sacramento County Airport System; ensure the Sacramento County Airport System is operating according to Federal, State and Local laws and regulations in order to ensure public safety and security; establish priorities and identify the Department's future needs and direct the strategic initiatives to meet those needs; direct the preparation and administration of the Department's budget and present a recommended budget to the County Executive; foster cooperative working relationships with elected officials, public and private agency leaders, the users of the Airport System, the general public and the media; provide leadership, direction and mentoring to staff; and effectively promote organizational values and goals.

## THE IDEAL CANDIDATE:



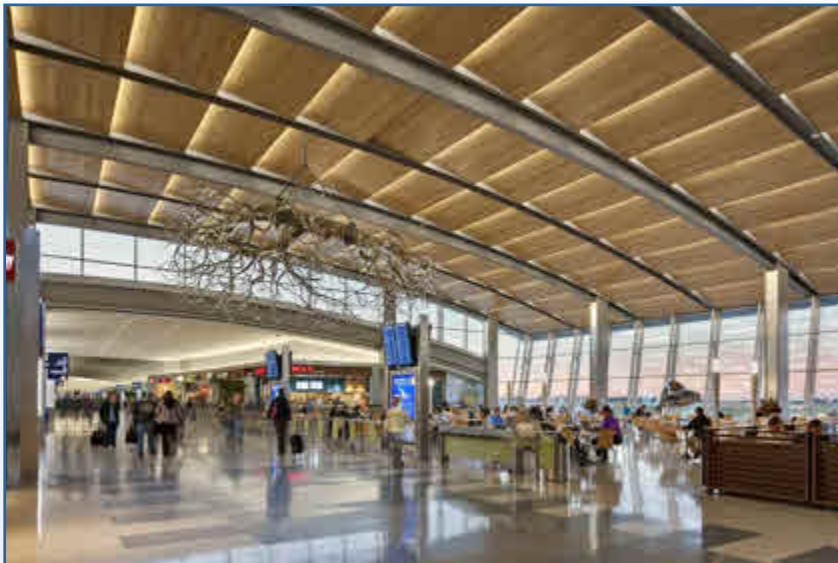
In addition to possessing a Bachelor's degree or higher in Airport Administration, Business Administration or related field and a minimum of five years of executive level management experience at a medium or large hub airport; the ideal candidate will be currently employed in the industry and have proven experience as a leader in the airport management field, be an innovative and creative problem solver, and delegates effectively. A typical way to meet this requirement would be at least five years of experience managing, directing, developing,

implementing, coordinating, and evaluating a team of professionals performing the full scope of work required at a medium or large hub airport. International Airport Professional (IAP) or Accredited Airport Executive (A.A.E.) preferred.

The ideal candidate must: work well with elected officials, advisory boards, officials from all levels of government, the general public, and the media; be politically sensitive to the challenges and opportunities pertaining to the provision of services within the Sacramento County Airport System and to airport customers; and recognize and effectively respond to the ever-changing priorities, needs and pressures placed on the organization.

## REQUIREMENTS

In order to accomplish these responsibilities, the incumbent should be knowledgeable in the principles and practices of airport administration; federal, state and local laws, rules and regulations affecting airport operations, safety and security; budget preparation and administration; human resources principles; be able to plan, organize and direct the work of others.



## REQUIREMENTS CONTINUED

The County seeks a Director of Airports who exhibits a passion for developing and managing a team-oriented work environment with proven leadership skills in an airport management setting. This unique opportunity will go to an exceptional, proactive person who can use persuasive abilities with a leadership style that is participatory, team-oriented, and engaging with all community stakeholders. As an experienced and effective team builder, you will have coordinated, directed, and managed the work of others while implementing your airport's strategic vision for the future.

The Director establishes sound operating procedures that will ensure the responsible, safe, and efficient operation of the Sacramento Airport System. While safe, efficient and regulation compliant operations at the airports are paramount, the long range development for all airports to be self-sufficient is a high priority for the County. The multiple airport complex is an essential part of the County's transportation region, and therefore the Director of Airports must be adept at creating and sustaining excellent relationships with all stakeholders, including customers, airport tenants, businesses, the governance structure within Sacramento County, and airport staff, both union and non-union.

The Director will: possess an extensive knowledge of principles and practices of modern airport management which has been acquired through verifiable work experience and education; have the authority to hire, promote, discipline, and terminate within the guidelines established by the County; and will have proven experience in dealing with internal and external stakeholders with positive and constructive results.

## COMPENSATION & BENEFITS

Starting salary range is \$172,072 - \$189,715 DOE.

The range of benefits available includes:

- Management pay differential at 3.35% per pay period
- Cafeteria type medical insurance. County contributes \$477 monthly for single coverage and \$1220 monthly for family coverage. Vision insurance and participation in an individual Health Savings Account available in some plans.
- Dental Insurance at 100%
- Holidays at 12.5 days annually.
- Vacation
- Annual sick leave at 15 days annually
- Life Insurance with options for additional coverage
- Deferred compensation program with match
- Retirement through the County's Retirement Plan
- Retiree Health Savings Plan with County contribution
- Vehicle Allowance @ \$450 per month.



## HOW TO APPLY

A. Please submit, in PDF format, a cover letter, resume, and a minimum of five professional airport references. The references should include those that have worked for you and those you have worked for. Include their contact information and your working relationship to them. Send to ADK Executive Search at: [SMF@adkexecutivesearch.com](mailto:SMF@adkexecutivesearch.com).

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

1. 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 the size and complexity of the Sacramento County Airport System as well as its County governance structure.
2. Describe your current relationship with the airlines and relate a positive, successful experience you have had in obtaining or increasing airline service at your airport.
3. The Board has numerous stakeholders. None are more important than those in our community and region. How has your involvement in your current community affected the success of your current airport, and ultimately, your success as a leader?
4. Why SMF and why now?

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

## ADDITIONAL INFORMATION:

**Filing Deadline:** Friday, December 14, 2012.

Only complete electronic submissions will be considered.

Any submission regarding this opening may be subject to the open records laws under State of California statutes.

Email Questions to: [SMF@adkexecutivesearch.com](mailto:SMF@adkexecutivesearch.com) to the attention of Doug Kuelpman.

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## PHOTOS & INFORMATION COURTESY OF:

Sacramento County

Sacramento Convention and Visitor's Bureau