



The New Hanover County Airport Authority invites applications for

Airport Director

Wilmington International Airport (ILM)

Wilmington, North Carolina

Executive Search Services Provided by ADK Consulting & Executive Search

The Airport

Wilmington International Airport (ILM) is a public airport located just north of Wilmington, North Carolina in one of the fastest growing regions in the southeastern U.S. and the country. The mission of Wilmington International Airport is to provide an exceptional airport experience for its customers, connecting the Cape Fear Region to the global marketplace. ILM is a key economic development asset for southeastern North Carolina. The NCDOT Division of Aviation's 2020 report estimated ILM's economic impact at 16,385 jobs and \$2.25 billion in economic output.

The airport is operated by the New Hanover County Airport Authority, which is made up of 7 members, appointed by the Board of County Commissioners. Each member serves a four-year term of office.

The authority employs approximately 50 non-union workers who support ILM's operations, maintenance, public safety, and administration efforts. The most recent number of operations annualized for calendar year 2020 were 65,841 and for calendar year 2019 were 69,102. In 2019, ILM reached a major milestone, serving over 1 million passengers (1,075,963), which was a 15% increase over 2018. Although the airport experienced impacts due to the pandemic, passenger traffic is quickly rebounding. During February-May 2021, ILM's passengers grew more than 200%. According to the airport's May 2021 passenger statistics, total passengers flying to/from ILM significantly increased and were at 79% of 2019 levels. June statistics reported even stronger numbers, rebounding to 99% of 2019 levels.

ILM proudly provides air service through American Airlines, Delta, and United. These 3 network airlines serve numerous non-stop destinations, hubs, and international gateways. Additionally, ILM has a Fixed Base Operator, Modern Aviation, and a second FBO, Aero Center Wilmington, is breaking ground. Other aviation related tenants at the airport include a full-service aircraft maintenance facility/flight school, Tailwind News and Gift (terminal concessionaire), ground transportation (rental cars, taxi, limousine, and ridesharing), USA Parking, TSA, Customs and Border Protection, Airpark Hangars Inc., and the FAA ATC.





The Airport *(continued...)*

In addition to airline service, ILM continues to develop a first-class business park. The ILM Business Park is situated on the campus of Wilmington International Airport and composed of approximately 140 acres of land with available power, water and sewer, with some sites having additional access to natural gas. Several sites can drain storm water offsite to a dry retention pond, allowing greater land development. The Business Park has numerous advantages including proximity to major highways, rail, port, and the airfield, minutes to downtown Wilmington, competitive lease rates, Foreign Trade Zone status (FTZ 214, magnet site status), flexible site layouts including a hotel site, as well as corporate and cargo airside sites available. Current ILM Business Park tenants include the VA Medical Clinic, 84 Lumber, Toshiba Business Solutions, All American Aviation Services, among others.

Most recent significant capital projects, completed or underway:

- ◆ 2018 marked the beginning of a multi-year \$60 million terminal expansion project. Once complete, the ILM terminal will grow by 75%, expanding to 162,800 SF. Phase 1 is complete and included a new outbound bag room and screening equipment. Phase 2 was completed in July 2020, which expanded the airline ticket lobby, ticket counters and ticket offices and included space for a potential fourth airline. Phase 3 is currently underway. During this phase, a new concourse will be constructed and will include a new restaurant and retail space. The expanded gate area will add 4 new gates, each with new passenger loading bridges and seating areas. Currently, the terminal expansion project is ahead of schedule and may be complete by December 2022.
- ◆ Aero Center Wilmington has received final permit approval and will begin construction on the second FBO by the middle of July.
- ◆ Commercial Service Apron Expansion

Opportunities and Challenges on the Horizon

- ◆ Growth of the ILM Business Park
- ◆ Recover from COVID consequences on business travel for ILM and provide services for today's traveler
- ◆ Introduce a 2nd Fixed Base Operator on the airfield
- ◆ Broaden and enhance relationships with current air carriers and seek out new air service offerings
- ◆ Further relationships with general aviation and business park tenants and operators and leverage the FTZ benefits
- ◆ Evaluate contracts and service agreements and develop customer centric and fiscally responsible business programs and services
- ◆ Successfully complete the terminal development enhancements and the commercial aircraft parking ramp expansion
- ◆ Maintain high degree of collaboration and cooperation with internal and external stakeholders



The Community

From the downtown river district and Riverwalk that skirts the storied Cape Fear River to the new and modern facilities that are remaking the riverfront's skyline, Wilmington, NC is a must-see southern destination. Rivaling Charleston and Savannah in its charm and history and voted America's Best Riverfront, Wilmington serves as the portal to all this area has to offer. You'll love Wilmington's riverfront, historic neighborhoods and everything in between. Enjoy a relaxed coastal lifestyle for the perfect getaway filled with unlimited choices.

Across four counties — one of the fastest-growing regions in the southeastern US — the Wilmington area has a strong and expanding infrastructure; a diverse workforce; excellent education and training; and top-notch healthcare. A commitment to community service and smart, sustained growth is also evident. Regional businesses include New Hanover Regional Medical Center (part of the Novant Health family), Coming, GE Aviation, and PPD (Pharmaceutical Development) — just to name a few. A great place to put down roots, the Cape Fear Region has long been recognized for its mild and sunny climate, white-sand beaches, southern hospitality, and easy access to world-renowned golf courses. Wilmington is also home to the University of North Carolina at Wilmington-UNCW, a Top 100 Best Public National University according to U.S. News, as well as Cape Fear Community College. The region has hosted more than 400 TV and film productions.

The heart of Wilmington is concentrated in its lively, walkable river district, which showcases the city's progressive culture and historic setting. Defined by its rich past and a bright future, Wilmington, NC, is a vibrant riverfront city with timeless character that has preserved its historic places, while fostering an ever-evolving independent spirit. From the charm of its moss-draped, brick-lined historic district to the evolving north-end of its river district, there are new things to discover around every corner. As history moves forward with each exciting new addition, the city mingles historic architecture with modern design and new attractions like a waterfront park and amphitheater, hotels and restaurants – all connected by the nearly two miles of scenic Riverwalk making it easy to move around. At the center of it all is the river that inspires new experiences and fresh ideas, as seen from the local storefronts and cafes to the film industry, and local arts and music scene.

Lose yourself in a vibrant array of locally owned shops and restaurants as well as colorful attractions - including a thriving arts and cultural scene, scenic cruises, and artifacts of its World War II navel combat history. Stroll along the 230+ block National Register Historic District, brimming with period and Victorian-era homes and gardens. The brick-paved streets of downtown take you back in time as you ride along in a horse-drawn carriage.

Whether you wish to indulge in the cosmopolitan scene of the city, or retreat to our natural wonders spanning 31 miles of shoreline, New Hanover County has something for you!
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The Community *(continued...)*

Things to do: Wilmington boasts some of North Carolina's most popular tourist attractions based on annual attendance. In one vacation you can step aboard a real battleship or tour a historic Civil War fort, stroll through acres of beautifully manicured gardens, tour Victorian-era mansions, explore arts, history and science museums, and immerse yourself in aquatic fun at an award-winning aquarium. Discover the variety of attractions available for all ages.

Outdoors & Recreation: Get outdoors and enjoy nature with recreational opportunities abundant throughout the city and our island beaches. Embark on urban trails, hike wooded park paths, stroll the Riverwalk or through gardens and cycle along bikeways from the river to the sea. Paddle through waterways, lakes and estuaries on kayak or standup paddleboard, or surf the ocean waves. No matter your fitness level, discover a variety of outdoor activities in beautiful natural settings.

Just minutes and 8.5 miles east, Wrightsville Beach offers a totally different experience - over eight miles of pristine beach and marshland, perfect for mild-to-wild watersports adventures. South of Wilmington is Carolina Beach and Kure Beach, known as Pleasure Island. Playful highlights in these two classic beach towns include the Carolina Beach Boardwalk, North Carolina Aquarium and Fort Fisher State Historic Site.

Located at the northern end of the Riverwalk in historic downtown, the Riverfront Park is a family friendly 6.63-acre award-winning waterfront park, contains a festival space, playground, water feature, large plaza and green space, and trails and gardens. Residents and visitors alike enjoy events at the exciting state-of-the-art Live Oak Bank Pavilion, a boutique outdoor amphitheater riverside on the northern end of the Riverwalk in historic downtown. The uncovered 7,200-capacity concert venue, managed by Live Nation, is comprised of 2,400 seated and 4,800 lawn ticketed options and includes VIP areas and a variety of on-site food and beverages. The facility features state-of-the-art sound, event lighting and large screen image amplification in a natural outdoor setting.

Music and Nightlife: Year-round, live music is at the forefront of a welcoming social scene in Wilmington and our Island Beaches. From country legends to indie rock groups and symphonic tributes, the variety of musical acts and venues in the area is impressive. You'll find outdoor venues and amphitheatres, concert halls, pubs featuring local acts and more, with music festivals to suit every taste held throughout the year. Nightlife options include dance clubs, cocktail lounges, rooftop bars, riverfront and boardwalk stages and intimate listening rooms, which means there's never a shortage of venues to experience live music at the coast. *(continued...)*



The Community *(continued...)*

Food and Drink: Come sample traditional Southern fare, coastal cuisine and more. Wilmington's River District alone has over 40 locally owned restaurants and pubs, with cafés and restaurants lining the Riverwalk, Front Street, and beyond. Discover why downtown Wilmington was voted in USA Today's 10Best Readers' Choice awards as the "#1 Best AI Fresco Dining Neighborhood." Follow the Wilmington Ale Trail to find craft breweries and bottle shops or explore new riverfront restaurants featuring rooftop bars along the River District's north end. Whether you are in the mood for a seafood feast at a popular riverfront or oceanfront spot, or farm-to-table offerings are what you crave, you are sure to be satisfied with our many savory restaurant options.

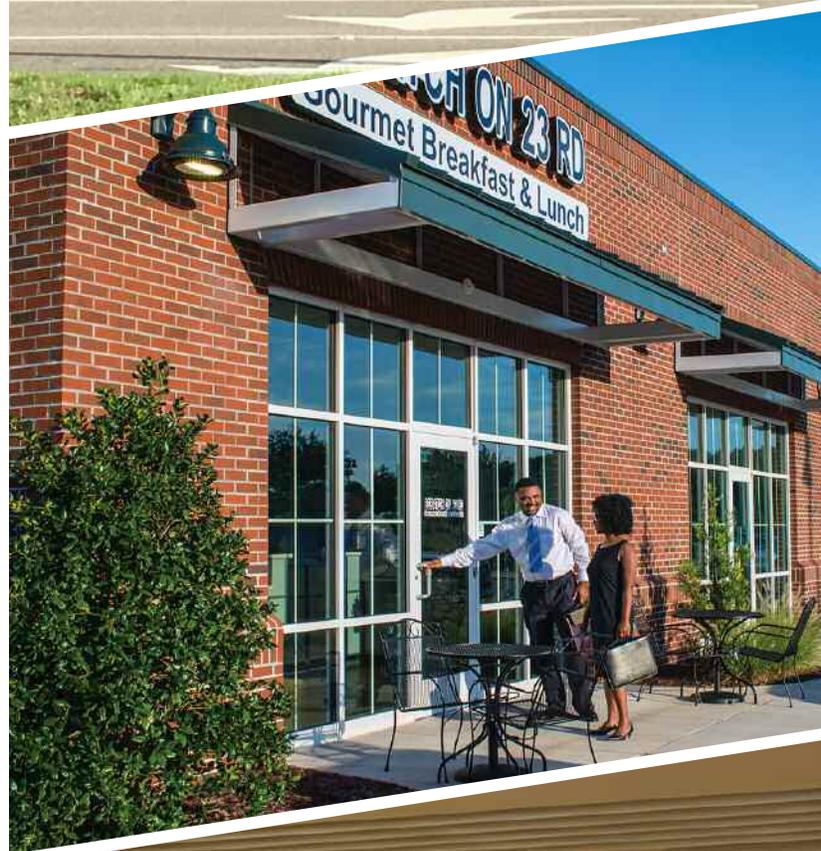
(Courtesy of <http://www.wilmingtonandbeaches.com>)

The Position

The Airport Director directs, manages, and coordinates the programs and services of the airport to include operations, safety, security, maintenance, finance, planning, development, community relations, tenant relations, and coordination with federal, state, and local agencies. The primary goal of the Airport Director is to plan, direct, and coordinate activities, which provide for the continuous safety, convenience, and efficient air transportation of people, goods, and services. Serves as advisor to and performs under the guidance of the seven (7) member autonomous New Hanover County Airport Authority.

Characteristics of Desired Candidate

- ◆ Actively and consistently demonstrates good leadership skills with integrity, inclusiveness, and transparency.
- ◆ Effectively demonstrates interpersonal and partnership abilities and earns trust and confidence from others.
- ◆ Provides energy and excitement for community engagement, service, and partnership.
- ◆ Possesses creativity, welcomes innovation, and believes strongly in identifying new opportunities and the means to be efficient and effective.
- ◆ Excels at identifying, stimulating, and supporting economic development opportunities for the region.
- ◆ Maintains technical competency and remains connected to industry initiatives, trends, legislative and regulatory endeavors.
- ◆ Thinks strategically and long-term, takes ownership, is agile, and delivers results. *(continued...)*





Characteristics *(continued...)*

- ◆ Proactively identifies a business plan and roadmap and paves the way for progress and success.
- ◆ Fosters and delivers an internal and external culture that yields hospitality and a sense of community and commitment.
- ◆ Maintains an engaging and positive working relationship with the Airport Authority Board and assists the Board in its policy-making duties by providing relevant information; sharing activities, opportunities, and risk to include options, and potential consequences, and enables the Board to make well informed decisions.

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

Preferred Qualifications

- ◆ **Education/Knowledge:** Bachelor's degree in aviation management, business, public administration, or related field from an accredited college or university required. Good knowledge and training in airport/aviation management, principles and practices including resources, methods and procedures involved in airport operations desired. Related graduate degree with extensive knowledge and training in aviation management principles, and practices, including resources, methods and procedures involved in airport operations is a plus. Airport industry certification is a plus and is required within 3 years of employment if not currently maintained.
- ◆ **Experience:** Significant senior management experience in an airport/aviation business environment strongly preferred.

Salary & Compensation

The starting salary range for this position is \$215,000 - \$245,000 DOE. An exceptional candidate may be eligible to receive a starting salary slightly above range. There is an attractive benefits package, vehicle allowance and relocation assistance.

How to Apply

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

**Deadline for complete applications:
Friday, September 3, 2021**

Project Manager: **Linda Frankl, AAE**
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Please note: After your application is complete, you will receive an important email from us. Please check your inbox and your junk/spam folder, and if you have not received our email, please notify us at: admin@adkexecutivesearch.com