



The City of Santa Barbara invites applications for  
**Airport Director**

Santa Barbara Municipal Airport (SBA)  
Santa Barbara, California

*EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH*

# The Airport

**The Santa Barbara Airport** is owned and operated by the City of Santa Barbara, Airport Department, and has provided commercial and general aviation transportation to the region for more than 80 years. Located approximately 10 miles west of downtown Santa Barbara, the Airport is conveniently located near U.S. Highway 101. SBA is the busiest airport between Los Angeles and San José, carrying approximately one million passengers annually. SBA is a small hub and the 12th busiest airport in California. It is an integral part of the transportation system and an economic engine for the region, generating a quarter of a billion dollars of revenue in taxes, sales, and employment to the local community.

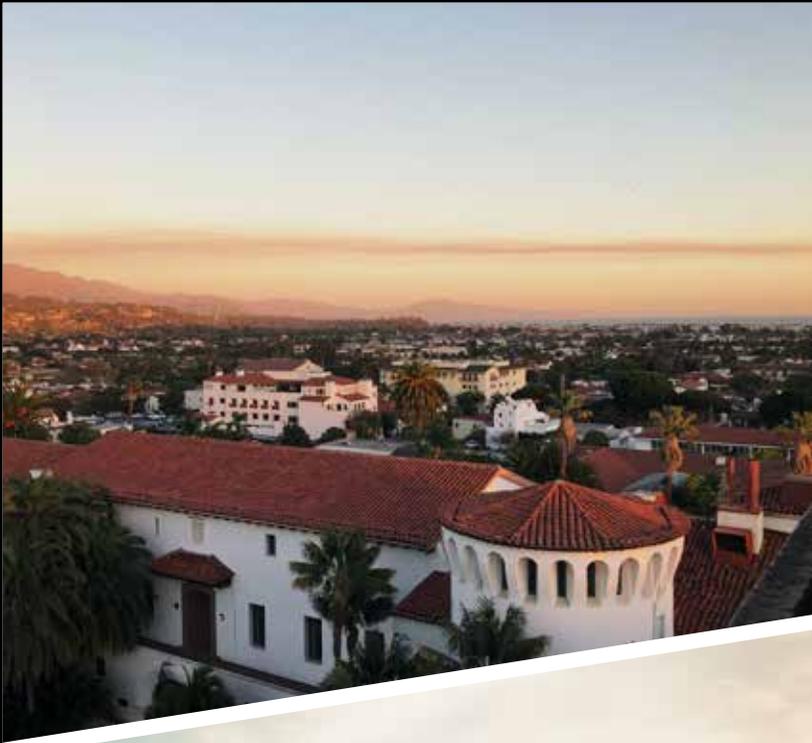
The Airline Terminal complex consists of a two-story, 72,000-square-foot, Spanish Revival building with three glass boarding bridges, the 6,700-square-foot historic terminal, and the short- and long-term parking lots within walking distance of the Terminal. The uniquely beautiful, 15-year-old airport terminal boasts stretching views of both mountains and the ocean. Passenger amenities include a news and gift shop, a full-service bar and restaurant in the passenger holding area, a restaurant outside of the secured boarding area, free WIFI, car rental facilities, and ground transportation.

Four passenger airlines, Alaska, American, Southwest, and United, provide year-around service. SBA offers daily non-stop flights to Chicago (seasonal, Dallas, Denver, Las Vegas, Oakland, Phoenix, Seattle, Sacramento (beginning June 5, 2022) San Francisco, and San Diego with one-stop flights to anywhere in the world. Year-end enplanements for the calendar year ending 2021 were more than 500,000 under a strong enplanement growth trend.

The Airport has a number of significant capital improvement projects in process, most of which are part of the Airport's master plan. Examples include Airport Terminal Expansion, a parking garage, Master Plan Update, Taxiway Hotel Extension and Fixed Base Operators redevelopment.

Under the leadership of the Airport Director are 70 FTEs and four divisions overseen by the Airport Operations Manager, Principal Project Manager, Facilities Manager and Business Development Manager. The Property Management Division is responsible for over 100 commercial/industrial leases and over 50 leases for aviation facilities. The FY 2022-2023 Operating Budget is \$25 million, which includes debt service.





## The Community

Idyllically located on the central California coast, Santa Barbara is the county seat of Santa Barbara County. The City comprises a total of 21 square miles with a culturally diverse population of approximately 92,000 and enjoys a nearly perfect climate year-round. Visitors and residents alike have an abundance of world-class shopping, dining, resort accommodations, and miles of beautiful pristine beaches and coastline to choose from. In addition, the region offers a variety of amenities that are highly attractive to those with an active lifestyle. Residents and visitors can enjoy jogging, bike riding, rollerblading, or just taking a leisurely stroll along the numerous pathways, wharf, and harbor. You may also choose to take advantage of the opportunity to go kayaking, boating, sport fishing, or whale watching in the area's scenic harbor.

Santa Barbara is home to such iconic attractions as the Mission Santa Barbara, the Santa Barbara Zoo, Stearns Wharf, the Botanic Gardens, and beautiful Shoreline Park. It is also home to many of the country's great artists, winemakers, and chefs. To add to this tremendous lifestyle and superb quality of life, the City offers numerous parks and championship golf courses.

With Santa Barbara and the immediate adjacent area serving as home to several colleges and universities, educational opportunities are in abundance. They include the acclaimed research institution University of California at Santa Barbara, Westmont College, Antioch University, Santa Barbara City College, as well as several graduate and trade schools. Santa Barbara Airport is conveniently located for travelers and commuters, and bus and rail systems offer transportation options that help to further enhance the area's quality of life.

With its spectacular mountains, sparkling blue ocean, incredible landscapes, mission style architecture, and year-round sunny weather, it is no wonder Santa Barbara is one of the most beautiful places to live and work and is often referred to as "The American Riviera."





## City Government

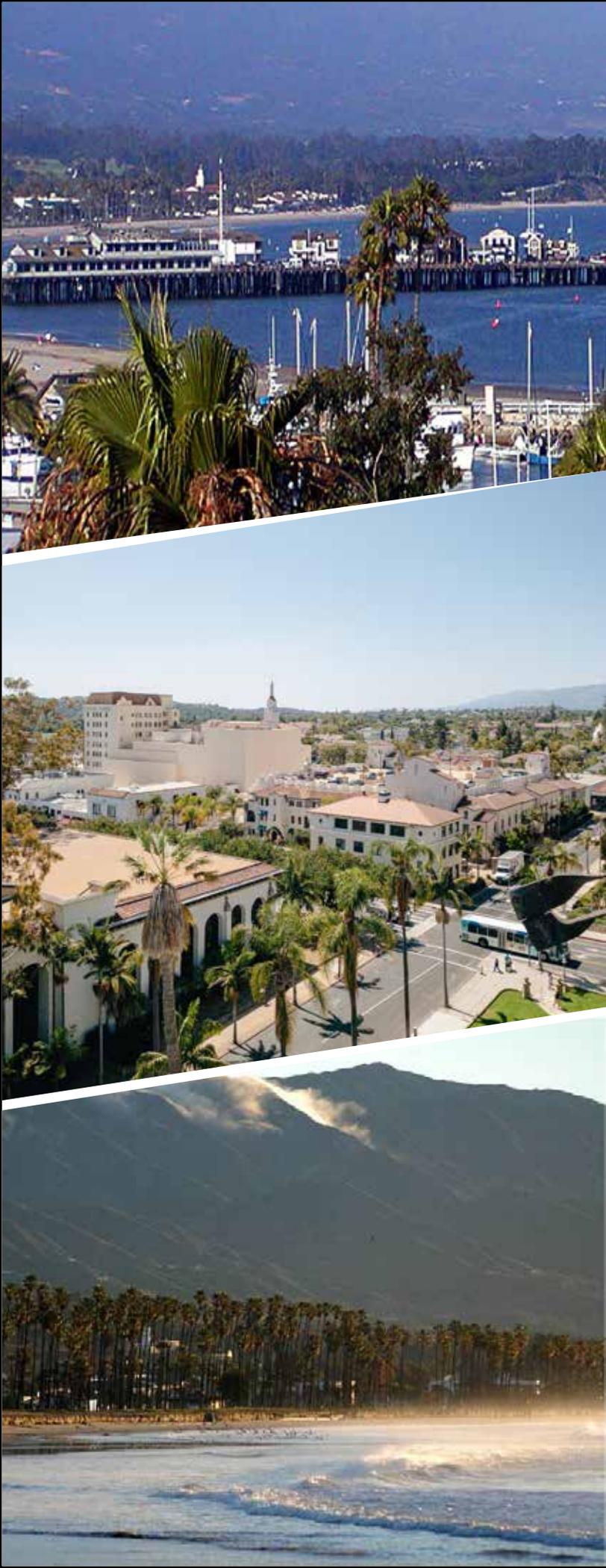
Santa Barbara is managed by the Council/City Manager form of government. City government services are provided by fourteen departments: Airport, City Administrator, City Attorney, Community Development, Finance, Fire, Human Resources, Information Technology, Library, Parks and Recreation, Police, Public Works, Sustainability and Resilience, and Waterfront. The City Administrator is also the appointed City Clerk/Treasurer. Santa Barbara has 1,062 full-time equivalent employees, a \$417 million operating budget for fiscal year 2022, and eight recognized bargaining units.

The seven-member City Council is elected by district except the Mayor, who is elected at-large.

## Position Overview

The position of Airport Director is an at-will appointment and serves at the pleasure of the City Administrator. The newly selected Airport Director will provide leadership to a department with a commitment to providing excellent service in a rapidly growing environment. In addition to providing oversight and leadership for the day-to-day operational and administrative activities of the department, the Director will serve as top advisor and liaison to various community and advisory groups. The Airport Director is also responsible for establishing and maintaining a positive employee and labor relations climate, and for the proper and efficient use of both human and financial resources.

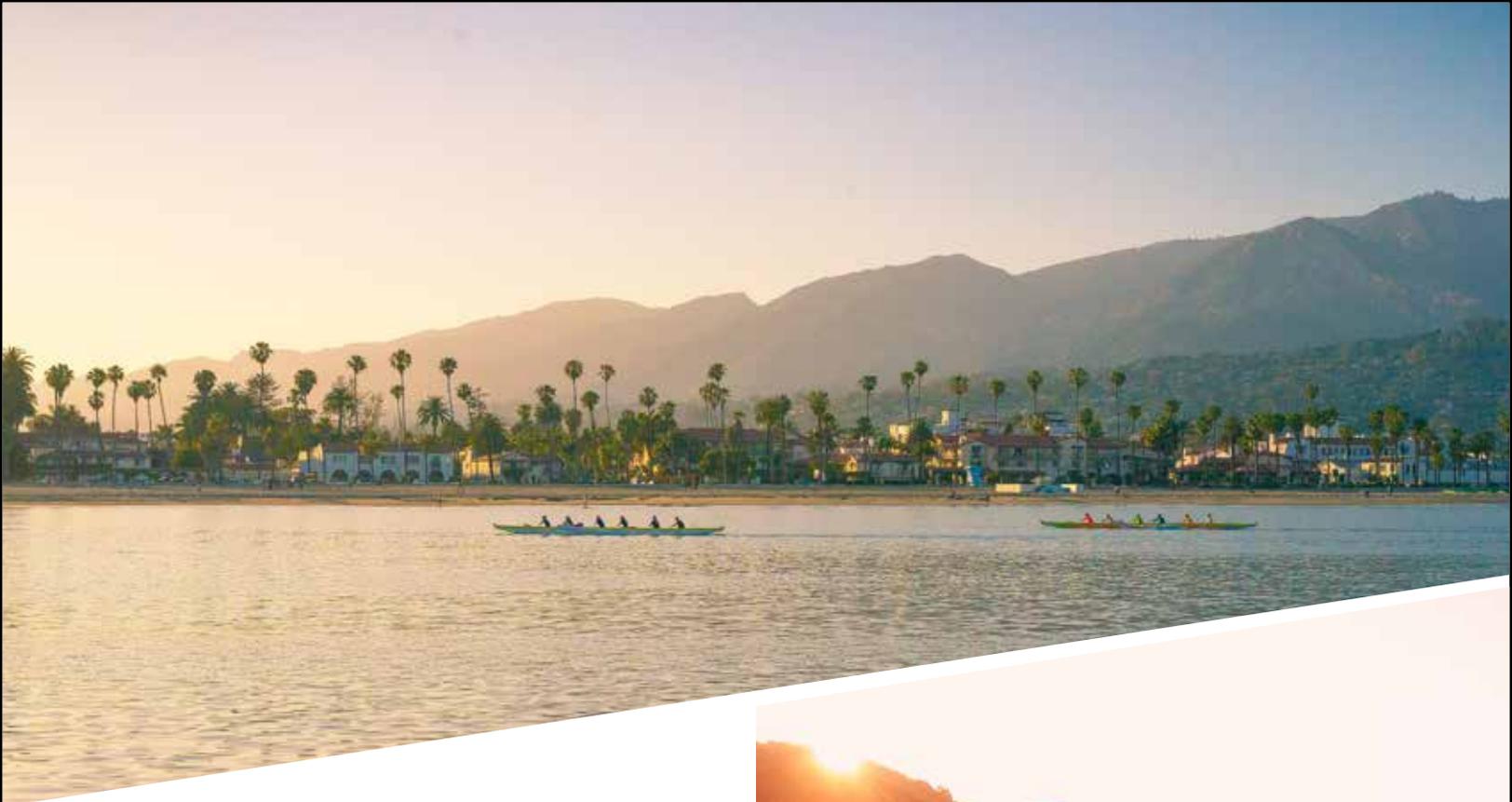




## The Ideal Candidate

The selected candidate will be an experienced leader who possesses outstanding interpersonal, organizational, and leadership skills; is politically astute, yet apolitical and able to thrive in a complex regional environment; and has demonstrated the ability to establish positive relationships with employees throughout an organization and places a high value on the professional development of staff. In summary, qualified candidates will excel in providing executive leadership and guidance to staff and work collectively and collaboratively with the community.

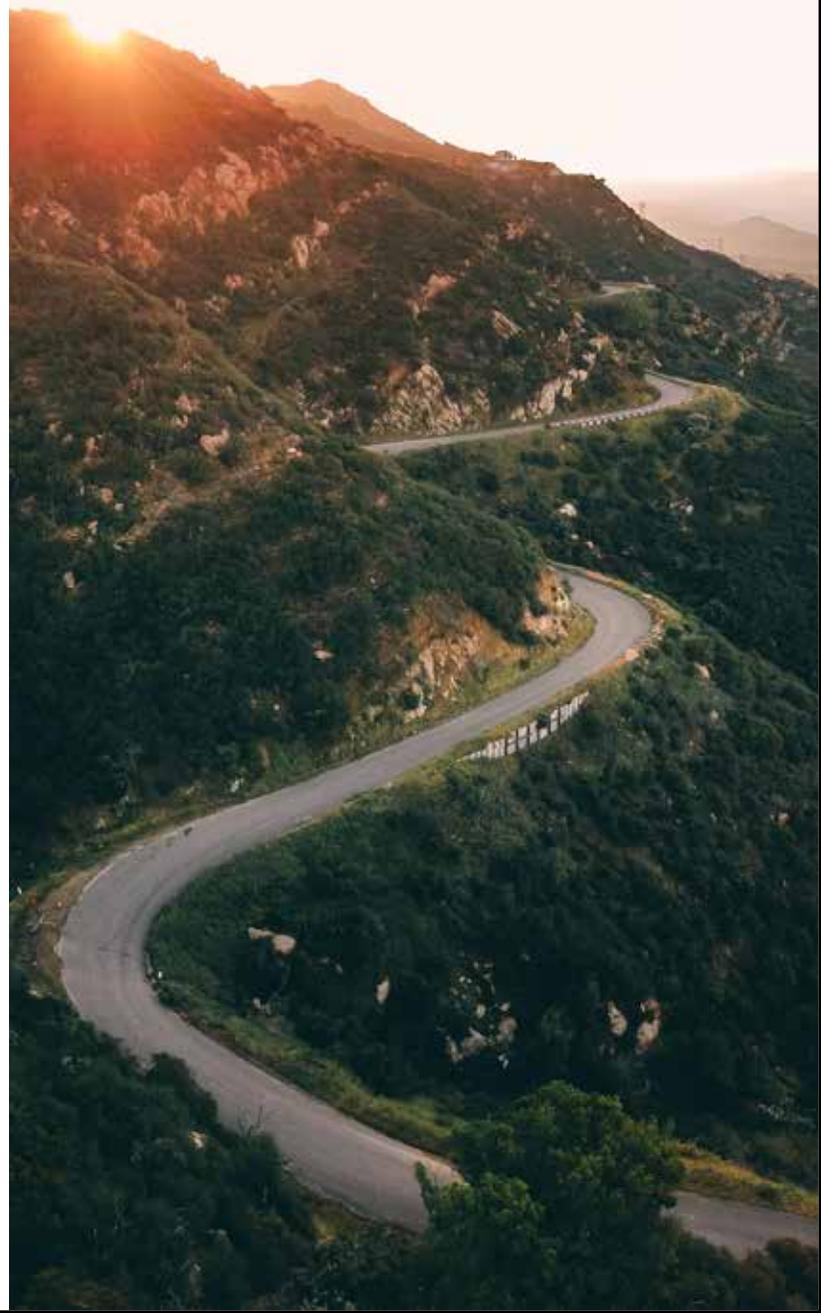
- Be open and honest and possess a reputation as a competent, fair, and consistent leader.
- Demonstrate and promote the highest standards of ethical, personal and professional conduct.
- Be considered an innovative leader and negotiator within municipal Airport services and be recognized for being an ongoing contributor to the advancement of the profession.
- Be competent navigating the balance between commercial and general aviation respective agendas.
- Have extensive experience with sound and effective employee relations.
- Have the ability to assess, develop and implement organizational changes that improve the operational and administrative effectiveness of the Department.
- Have a reputation for establishing and maintaining a high level of trust between management and all levels of the organization.
- Be able to formulate long-range plans that communicate future vision, direction, and leadership expectations.
- Have the ability to effectively deliver a large capital program.
- Have an understanding of policy decision-making, including working with elected officials and local, State, and Federal agencies.
- Serve as a confident and perceptive liaison to the community stakeholders.

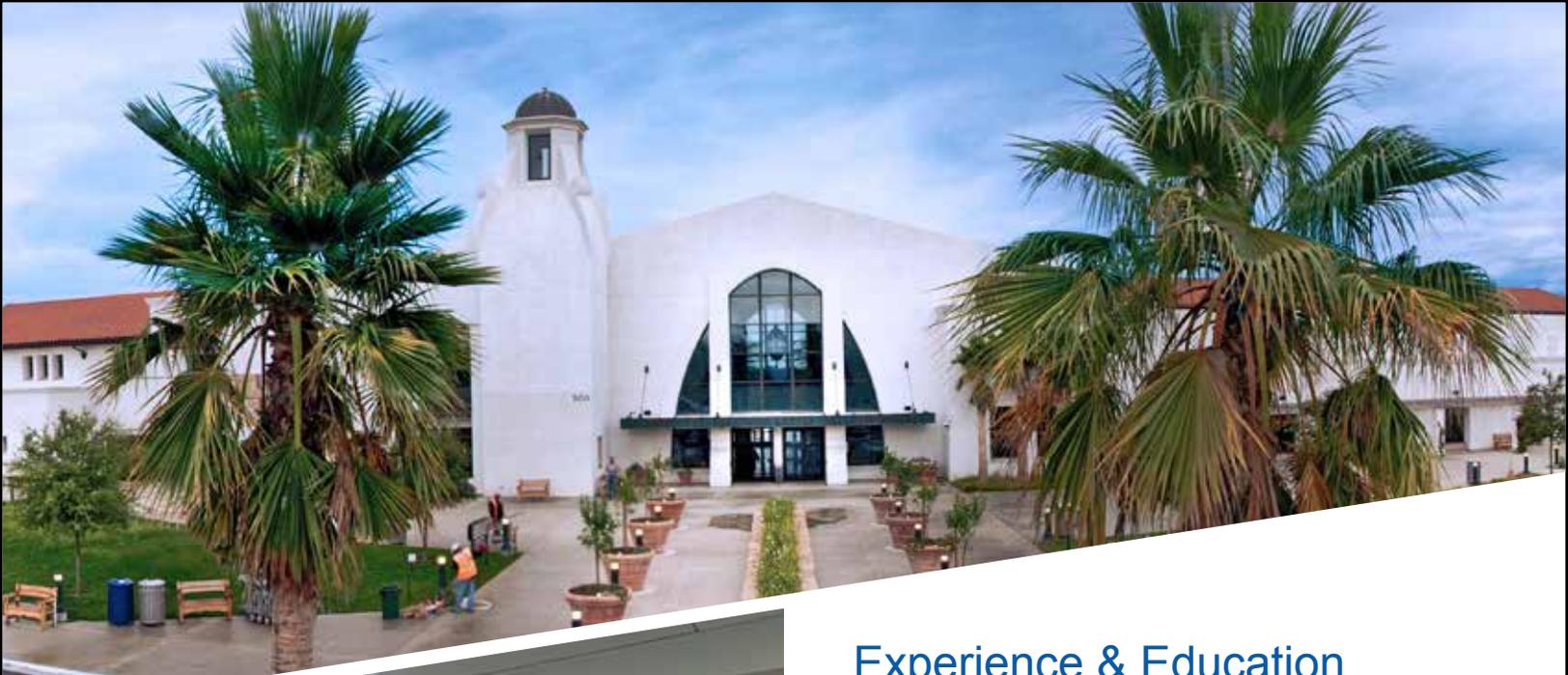


## The Ideal Candidate *(continued)*

- Have an ability to manage and recruit a diverse staff while providing personnel management including the ability to coordinate and delegate, supervise, train, and develop staff, assess staff capabilities, handle/prevent personnel problems, and optimize staff skills and communication.
- Be comfortable working with a variety of individuals at any level in the organization.
- Possess excellent writing skills, a highly articulate oral communicative style, and the ability to clearly explain complex issues to a wide variety of constituents.

For full Job Description, [click here](#).

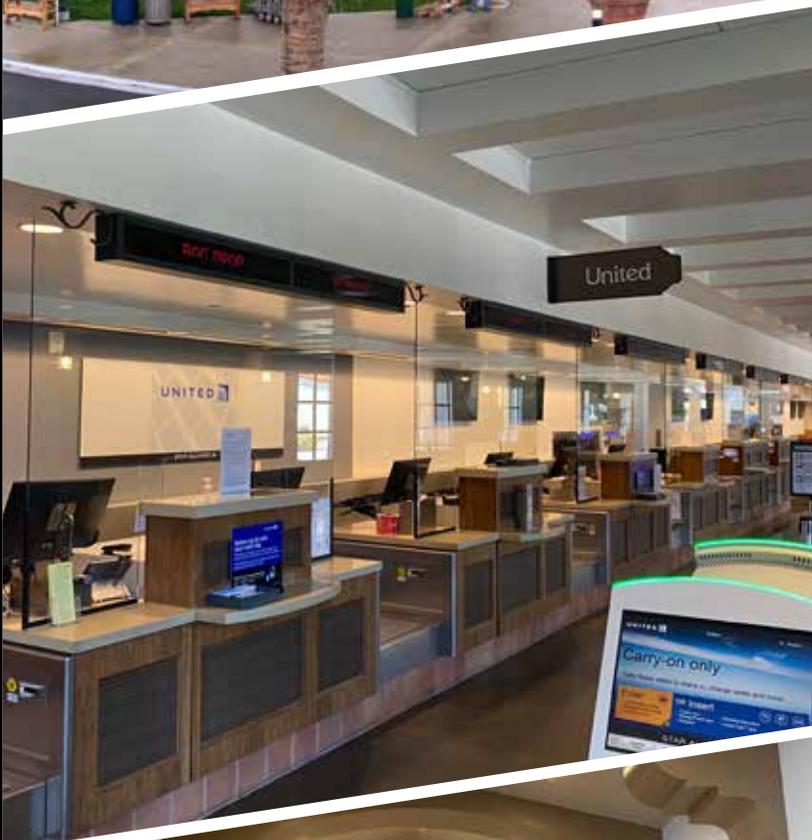




## Experience & Education

To serve as Airport Director, applicants must have a combination of experience and training that provide the required knowledge and abilities. Typical knowledge and abilities include a Bachelor's degree, experience as an Airport Director and/or senior level experience as a direct subordinate of an Airport Director. Experience typically includes 10 years of progressively responsible experience in Airport Management and Operations with 5 or more of these years in a management capacity. The ability to speak Spanish and an advanced degree are desirable combined with extensive experience in managing complex operations and long-term capital projects. A.A.E. or IAP accreditation is preferred.

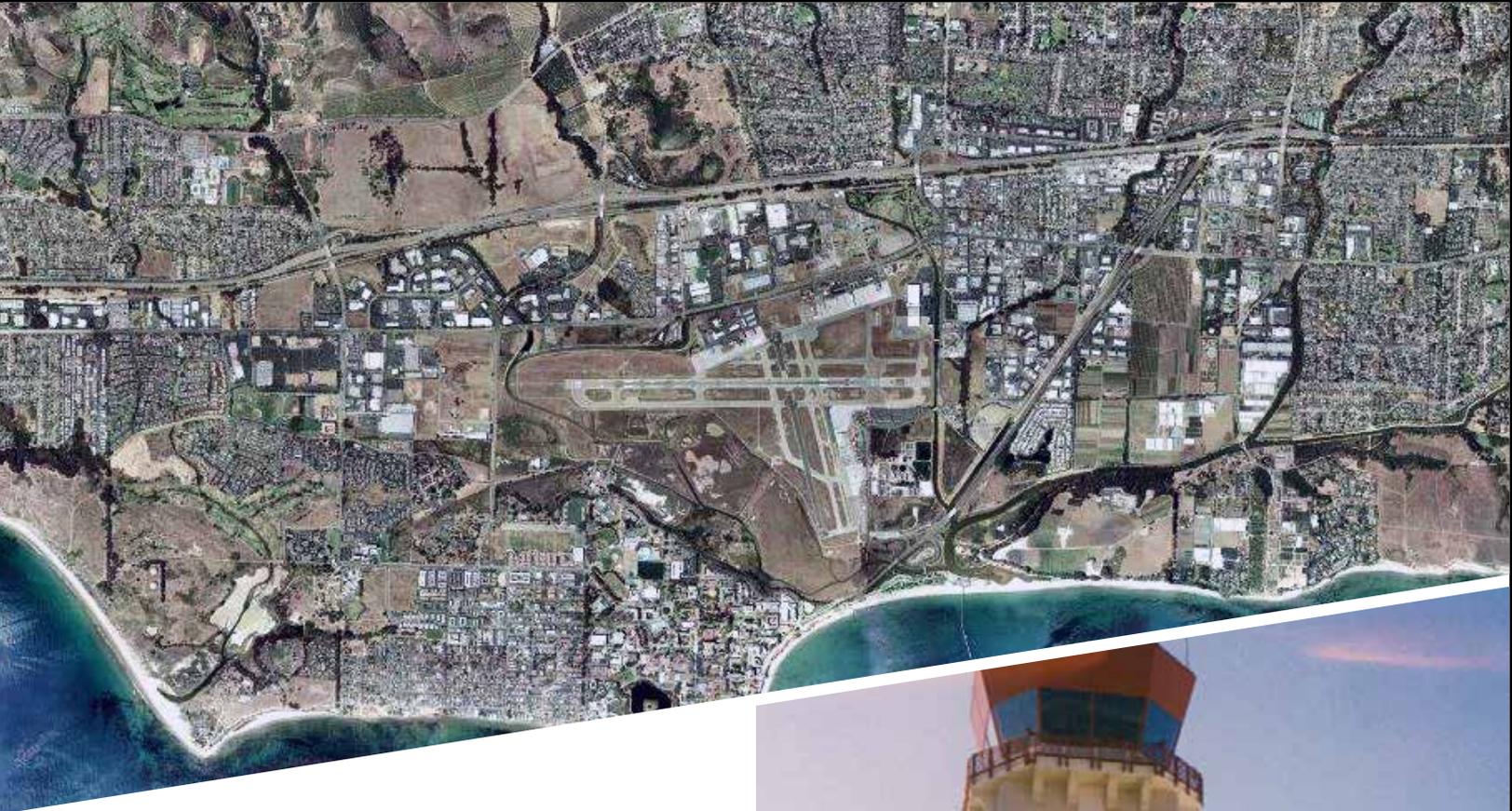
With a passion for public service and a proven track record of success, top candidates will have achieved a progressively responsible senior level career path with demonstrated accomplishments, including leading major projects, airport development, and administration and compliance initiatives.



## Review & Evaluation of Qualifications:

Working with ADK, the City of Santa Barbara will give serious consideration to all qualified candidates who apply and demonstrate executive level experience in an organization of similar relative complexities and size. An understanding of key issues faced in small and medium hub airports will be of significant importance to the City. The review and evaluation of qualifications will be at the discretion of the City, based on the most appropriate combination of experience and education that provides the knowledge, skills, and abilities required by the position as fits the needs of Santa Barbara.





## Compensation

The successful candidate will be offered a very competitive salary with an outstanding benefits package. The salary range is \$181,412.92 - \$220,508.86. The starting salary extended to the top candidate will reflect the candidate's work experience and track record of career success. Moving and relocation expenses are negotiable. Benefits include retirement, health insurance, vacation, sick leave and more. For details on benefits offered, [click here](#).

## How to Apply

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

**Deadline for applications: May 22, 2022**

Contact for this search is:  
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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](mailto:admin@adkexecutivesearch.com).

The **Santa Barbara Airport (SBA)** is an equal opportunity employer.

