



The Lee County Port Authority invites applications for  
Chief Human Resources Officer

Southwest Florida International Airport (RSW)  
Page Field (FMY)  
Fort Myers, FL

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





## The Airports

The Lee County Port Authority (LCPA) owns and operates Southwest Florida International Airport (RSW) and Page Field (FMY) in Fort Myers, Florida. The Port Authority is operated under the supervision of the Board of Port Commissioners and a board-appointed Airports Special Management Committee. The leadership has been responsible for the unprecedented success of the airports and is committed to continued growth and development of the region's air transportation system. LCPA has more than 400 employees between RSW and FMY, which are located 12 miles apart and encompass more than 14,000 acres of land. LCPA operates as an enterprise fund, supported by revenue generated from its operations without the use of ad valorem tax dollars.

Southwest Florida International Airport was certified for operation in May 1983 and is one of the newest airports in the nation. RSW serves a five-county air trade area of Lee, Collier, Charlotte, Hendry and Glades counties and is the front door to some of the most beautiful and unique destinations in the world, including Fort Myers, Sanibel, Captiva, Bonita Springs, Cape Coral, Estero, Fort Myers Beach, Naples, Marco Island and the Everglades, Charlotte Harbor and the Gulf Islands, as well as other points available along Florida's Gulf Coast.

Southwest Florida International Airport served more than 10.3 million passengers in 2022, is one of the top 50 U.S. airports for passenger traffic and fifth largest in the state of Florida. Fourteen airlines serve RSW with 58 nonstop domestic and international destinations.

In late 2021, construction started on a Terminal Expansion Project to improve the airport's efficiency by consolidating the security checkpoints, adding concession space and providing passengers more amenities and options. RSW has a \$1.5 billion Capital Improvement Program and has already started designing the next phase of expansion that will add a new concourse with additional gates, parking and more. Other future infrastructure improvements include rental car expansion, as well as other terminal, landside and airside projects.

Southwest Florida International Airport has significant land for growth opportunities at Skyplex, which consists of 1,100 acres on the north side of the runway available for non-aviation and aviation businesses. In the past several years, Skyplex has experienced development from several regional and national firms including a Publix-anchored shopping center and Class A office space with Gartner, Inc. and Alta Resources.





## The Airports (*continued*)

The annual operating budget in fiscal year 2022-23 for RSW was \$164.4 million. A 2022 Florida Department of Transportation Economic Impact Study shows the airport's total contribution to the region's economy is \$8.3 billion annually.

Southwest Florida International Airport is a six-time recipient of Florida Department of Transportation's Commercial Service Airport of the Year Award. RSW also ranks highly in medium-sized airports for traveler satisfaction in the annual J.D. Power North American Airport Satisfaction Study. In addition, the airport has been recognized by regional, state and national industry organizations for numerous construction, environmental, safety and communications projects.







## General and Business Aviation

Page Field is located in the heart of Fort Myers just south of downtown and is Southwest Florida's premier business and general aviation airport. Page Field provides services to corporate, commercial and private aviators through their business arm and award-winning fixed-base operator, Base Operations, which is operated by the Lee County Port Authority. As the Federal Aviation Administration-designated reliever airport for Southwest Florida International Airport, Page Field is vital to the air transportation system in Southwest Florida. In 2022, FMY accommodated more than 170,000 air operations, a new record. FMY is a thriving community airport, home to more than 300 privately operated aircraft and 16 on-field businesses including flight schools, on-demand charter, aircraft maintenance, an avionics shop, aircraft brokerage, as well as numerous clubs and organizations.

The cornerstone of Page Field is Base Operations, a modern, state-of-the-art aviation complex completed in 2011. The 22,613-square-foot facility provides modern, state-of-the-art amenities to support business and general aviation. It includes a parallel taxiway, 600,000-square-foot adjacent ramp space for business aircraft parking, two large multi-use hangars and fuel farm. Recently, Page began construction of an 81 unit, \$38 million T-hangar project and will begin design to upgrade the aviation fuel farm to address the need for increased capacity.

The total contribution from airport operations to the region's economy is more than \$465 million annually according to the Florida Department of Transportation 2022 Economic Impact Study. Page Field has been awarded the FDOT General Aviation Airport of the Year Award three times. In addition, Base Operations at Page Field has ranked among the top 10 percent of all fixed-base operators in the Americas by Aviation International News for 11 consecutive years.



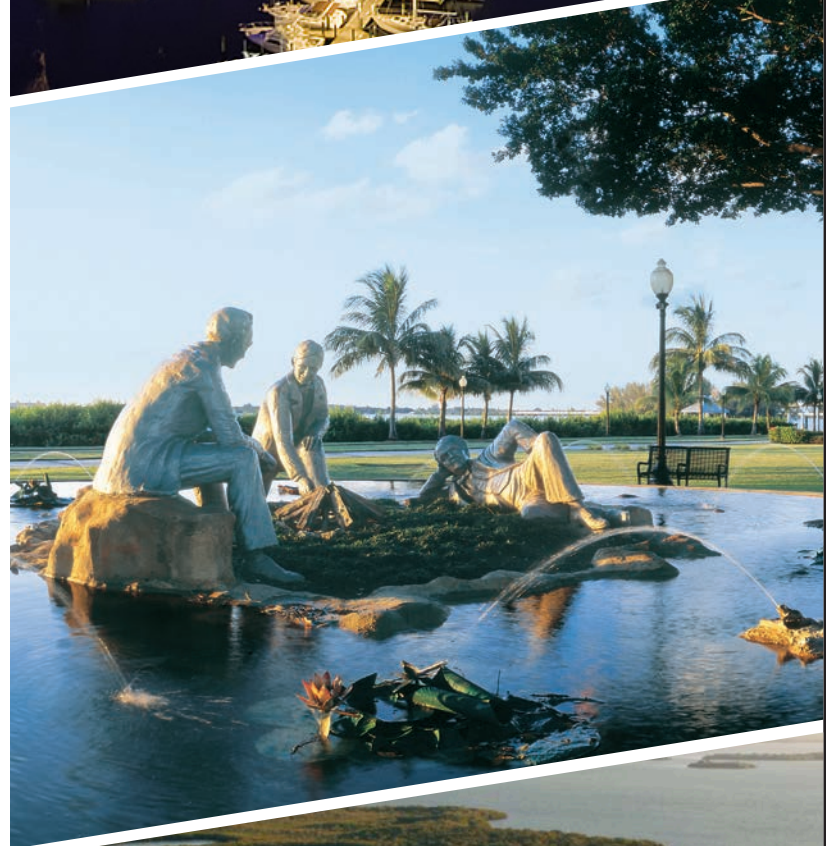
## The Community

Southwest Florida encompasses a five-county area with 1.4 million residents. Lee County is a 785-square-mile metropolitan area along the Gulf Coast of Florida, and the focal point of the region with more than 802,000 residents. In addition to mild weather and a tropical landscape, the area is one of the top travel destinations in the United States with more than 50 miles of white-sand beaches, including more than 100 barrier and coastal islands, along the warm waters of the Gulf of Mexico. Southwest Florida has some of the most pristine beaches in the U.S. and is world renowned for shelling, bird watching and sand sculpting. There are scenic back bays, miles of coastline and picturesque rivers for exceptional year-round kayaking, boating, fishing and water sports. The area has a thriving arts community, music and theater, historical attractions and an abundance of beautiful golf courses. Nature lovers can experience a diverse ecosystem in our many parks, wildlife refuges and gardens. In short, Fort Myers is a great place to live, work, raise a family and grow a business!

Historically, tourism, construction and agriculture were the driving forces in Southwest Florida's economy, but new opportunities are expanding and diversifying the local economy. Southwest Florida continues to attract corporate headquarters, advanced manufacturing, financial, healthcare, professional services and information technology. From Chico's FAS, Gartner, Arthrex, NEO Geonomics, Scotlyn Group and Fortune 500 Hertz Global Holdings, businesses are relocating or expanding their operations in the region.

Lee County has a premier integrated health care system that continues to grow. Lee Health is one of the largest public health systems in the U.S. and one of the largest not-for-profit public health system in Florida. It offers four acute care hospitals and two specialty hospitals, as well as outpatient centers, walk-in medical centers and primary care physician offices. Southwest Florida is also home to a wide variety of top health care institutions with specialties ranging from cardiology to orthopedics.

The Lee County School District is the eighth-largest district in Florida and the 33rd largest in the nation with more than 97,000 students in grades K-12. The district has an open-enrollment system, which allows parents to choose where their children attend school.







## The Community *(continued)*

Lee County is home to eight colleges and universities such as Florida Gulf Coast University, Florida SouthWestern State College, Hodges University and more, offering a diverse range of undergraduate and graduate programs. In addition, there are several high-tech training centers and vocational campuses in the region. All are training today's students for tomorrow's jobs.

The region is on the move with all the ingredients for success – a comprehensive higher education system, diverse population, skilled workforce and an appealing quality of life.

### Arts & Culture

Lee County offers many cultural and historical experiences and a diverse arts community. Residents and visitors can enjoy national tours or artists in concert, community theaters, explore museums and historical homes, browse art galleries or take your family to one of the many local festivals.

Since 1961, the Southwest Florida Symphony has been a vibrant part of the Fort Myers cultural scene by providing a variety of quality concerts with professional musicians. The symphony enriches our community with the joy of music and a commitment to inspire audiences.

The Florida Repertory Theater is well known for its eclectic performances. The Rep is located in the Arcade Theatre, a 1908 vintage building, representing the charm and splendor of early Florida. Originally used as a Vaudeville house, this very auditorium is where Thomas Edison, along with his friends Henry Ford and Harvey Firestone, saw his first films.





## The Community (*continued*)

Visitors to the Edison and Ford Winter Estates in downtown Fort Myers will enjoy 20 acres of historic buildings and gardens, the Edison Botanic Research Lab and the Edison Ford Museum. The property has nine buildings listed on the National Register of Historic Places. The 1929 historical landscape can be enjoyed throughout the property, including the award-winning Moonlight Garden. The Edison Ford Museum has hundreds of inventions, artifacts and special exhibits.

### Sports

For the sports minded, Southwest Florida hosts almost every type - from little league to major league baseball. Some of the best facilities in the country are found here - from outdoor stadiums to state-of-the-art, multi-sport indoor and outdoor facilities. Fort Myers is the Spring Training home of the Boston Red Sox and Minnesota Twins baseball teams. Fans can also enjoy minor league hockey and baseball teams, pickleball, as well as local university and college athletics. In addition to the many traditional sports, there are numerous parks and venues for special events unique to the region, such as canoe and kayak trails, archery and ranges, swimming and more.

### Restaurants & Shopping

With its relaxed atmosphere and location on Florida's Gulf Coast, there is a wealth of dining choices in Lee County. From waterfront fresh seafood houses, to downtown bistros and bars, to formal white tablecloth restaurants, visitors and residents can dine and entertain at more than five nearby large shopping complexes. Visitors can indulge in a variety of shopping – from colorful galleries, flea markets, open-air outlet malls and high-end retailers. You can also enjoy local beach or waterfront and ethnic specialty restaurants or head to the River District in downtown Fort Myers for all types of dining and nightlife.

### IMPORTANT LINKS

Southwest Florida International Airport

[www.flylcpa.com](http://www.flylcpa.com)

Skyplex

[www.skyplexrsw.com](http://www.skyplexrsw.com)

Page Field

[www.flylcpa.com/fmy](http://www.flylcpa.com/fmy)

Base Operations at Page Field

[www.baseoperationsfmy.com](http://www.baseoperationsfmy.com)

Fort Myers - Islands, Beaches and Neighborhoods

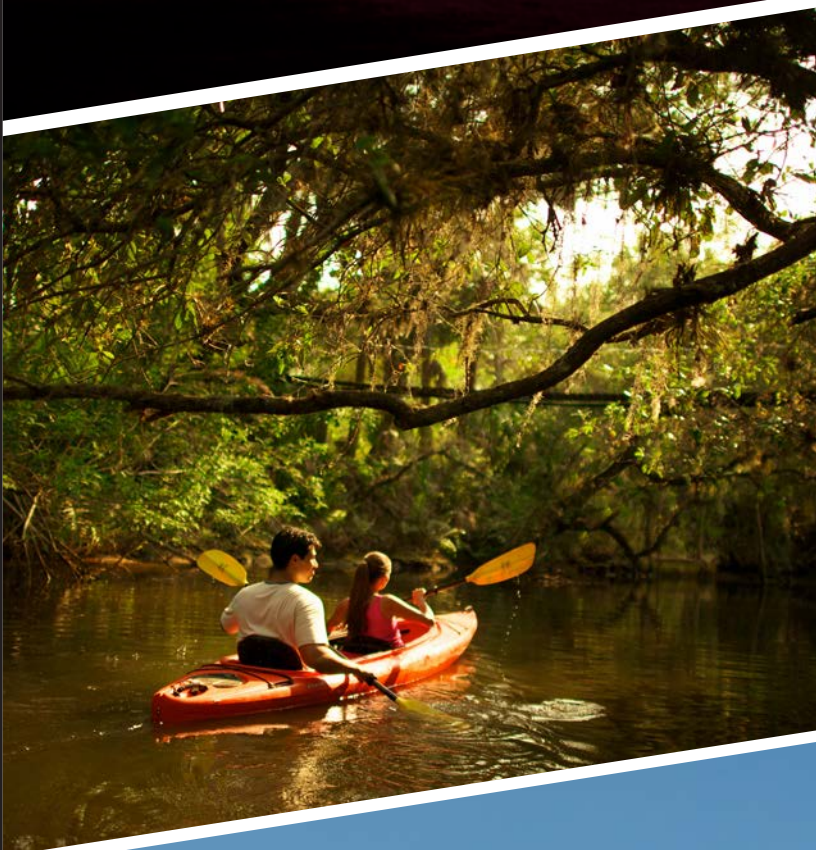
[www.visitfortmyers.com](http://www.visitfortmyers.com)

Lee County Economic Development Office and/or  
Southwest Florida Economic Development Alliance

[www.leecountybusiness.com](http://www.leecountybusiness.com)







## The Position

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The Chief Human Resources Officer (CHRO) is a member of the Port Authority's senior management team and reports directly to its Executive Director. The CHRO is responsible for the overall administration, coordination, management and evaluation of the Port's human resources functions and activities. The position manages a team responsible for organizational development, employment policies, compensation, benefits, performance management, employee relations, recruitment and retention programs. The CHRO is responsible for ensuring the Authority maintains its compliance with all federal, state and local laws and regulations related to employees. As a member of the senior management team, the CHRO is the lead in creating training programs for the entire Authority staff and assists with succession planning and developing a high-performance staff. The CHRO is responsible for employee benefits programs including workers' compensation, health, dental, vision, etc. The position is responsible for coordination of payroll and benefits with the County. The CHRO also serves as chief negotiator with the union as assigned. The CHRO takes the lead, and works with the management team in identifying training programs to foster employee development, as well as participates in senior staff development and training programs. The CHRO provides guidance, resources and assistance to Authority leaders in an effort to increase their effectiveness as managers. The CHRO may participate on special projects, both internal and external, as assigned.





## Preferred Experience and Education

- Graduation from an accredited 4-year college or university with a degree in human resources, business management, public administration or a related field of study;
- A master's degree in human resources is preferred as is SPHR and/or SHRM/SCP certification;
- Airport experience preferred.
- Ten (10) years of broad human resources management experience, including five (5) years at the management level;
- Experience in union negotiations and interpretation of labor agreements;
- Strong proficiency in using Google and MS Office;
- Strong leadership skills;
- Superior communication skills, written and oral;
- High self-motivation with the ability to motivate others; and
- Ability to plan, schedule and manage the work of others, including a remote team.

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







## Salary and Benefits

Candidates may expect a salary amount of \$140,000 to \$175,000 which is accompanied by a very attractive benefits package. Relocation assistance is available.

## How To Apply

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

**Deadline for applications: Open Until Filled**

The contact for this search is:

**Gale LaRoche, PH.D, J.D., SHRM-SCP**  
[gale@adkexecutivesearch.com](mailto:gale@adkexecutivesearch.com)

**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).

Florida has a very broad public records law. Most written communications to or from the Lee County Port Authority officials and employees regarding Authority business are public records available to the public and media upon request. Your e-mail communications and e-mail address may therefore be subject to public disclosure.

