



The City of Fayetteville, NC invites applications for
Airport Director

Fayetteville Regional Airport (FAY)
Fayetteville, NC

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH



The Airport

The Fayetteville Regional Airport is a commercial service non-hub airport, located in the Sandhills of North Carolina. Annual airport operations in 2022 totaled 33,328 landings and takeoffs, along with 166,348 annual enplaned passengers. North Carolina is a “right-to-work” state and the City employs staff in a non-union environment. The Airport Department has 29 staff members in a combination of Administrative (6), Maintenance (6) and Custodial (6) positions. The Airport’s Station 10 is staffed with six (6) Fayetteville Firefighters working three 24-hour shifts with a Captain and Firefighter on each shift who are dedicated to Airport Rescue & Firefighting services. Airport Police (5) are a special unit of the Fayetteville Police Department, with five law enforcement officers working on a 12-hour shift. Both Firefighters and Police Officers cover a 24/7 schedule.

The airport operations budget is approximately \$6 million and has been operating with a positive cash flow since 1994, without any reliance upon general fund sales tax or property tax allocations. The Fayetteville Regional Airport has no debt service or loans of any kind. The city’s airport recently completed Terminal Improvement Part I, a \$20 million terminal project that replaced our 50-year-old ground loading Concourse A with an expanded second level Concourse A. These included two gates serviced by passenger boarding bridges and one ground loading gate with two parking positions. The terminal improvement Part I also included replacing passenger boarding bridges in Concourse B.

Recently completed Terminal Improvement Part II was a \$35 million project that renovated the remainder of our 93,000-square-foot terminal. This included a new façade/canopy in the front of the building, two new escalators, two new elevators, an expanded TSA checkpoint with two lanes, new airline ticket counters and office space, new rental car counters and expanded office spaces, replacement inbound and outbound baggage systems, new kitchen/restaurant space and new airport administrative office space. The terminal access road was relocated and improvements were made to the rental car ready space area. Terminal Improvement Part III is pending and will include roofing upgrades, buildout of additional airline offices, and placement of a new lighted Fly Fayetteville logo on top of the terminal building. Phase III project will take 18-20 months to complete.

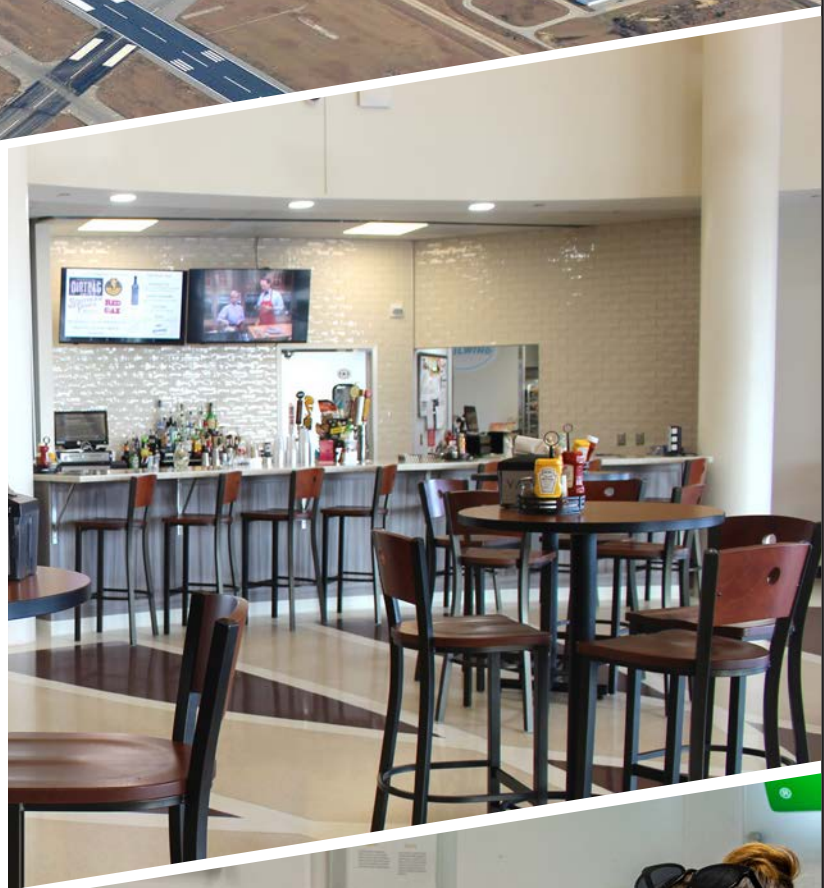




The Airport *(continued)*

Fayetteville is served by American Airlines with six (6) daily flights to the Charlotte hub and one (1) daily flight to the Dallas Fort-Worth hub. Delta Airlines currently operates two (2) daily flights to the Atlanta hub. The airport's rental car business is robust and served by Alamo, Avis, Budget, Enterprise, Hertz, National, and Dollar/Thrifty. Food/beverage and gift services are provided by Tailwind, which specializes in non-hub airport markets, with 32 locations across the continental U.S. The airport provides space and support to the recently renovated USO – Airport Center, an extension of the USO on Fort Liberty, that serves over 1,500 active duty service members and retirees and families per month when “Flying Fayetteville.” Clear Channel Advertising manages the terminal advertising for local business.

General Aviation is served by Signature Flight Support as a full-service Fixed Base Operator. Signature Flight Support also provides piston airframe and engine maintenance, Powell Avionics provides avionics installation and maintenance services, and All American Aviation operates a flight school. There are 74 aircraft based at the airport, including two major corporate tenants: Centurion Aviation and Sierra Nevada Corporation. The Federal Aviation Administration provides level three tower and base radar services primarily to serve Pope Army Airfield, Fort Liberty training sites and Simmons Army Airfield. Paid parking is under contract management with REEF Parking.



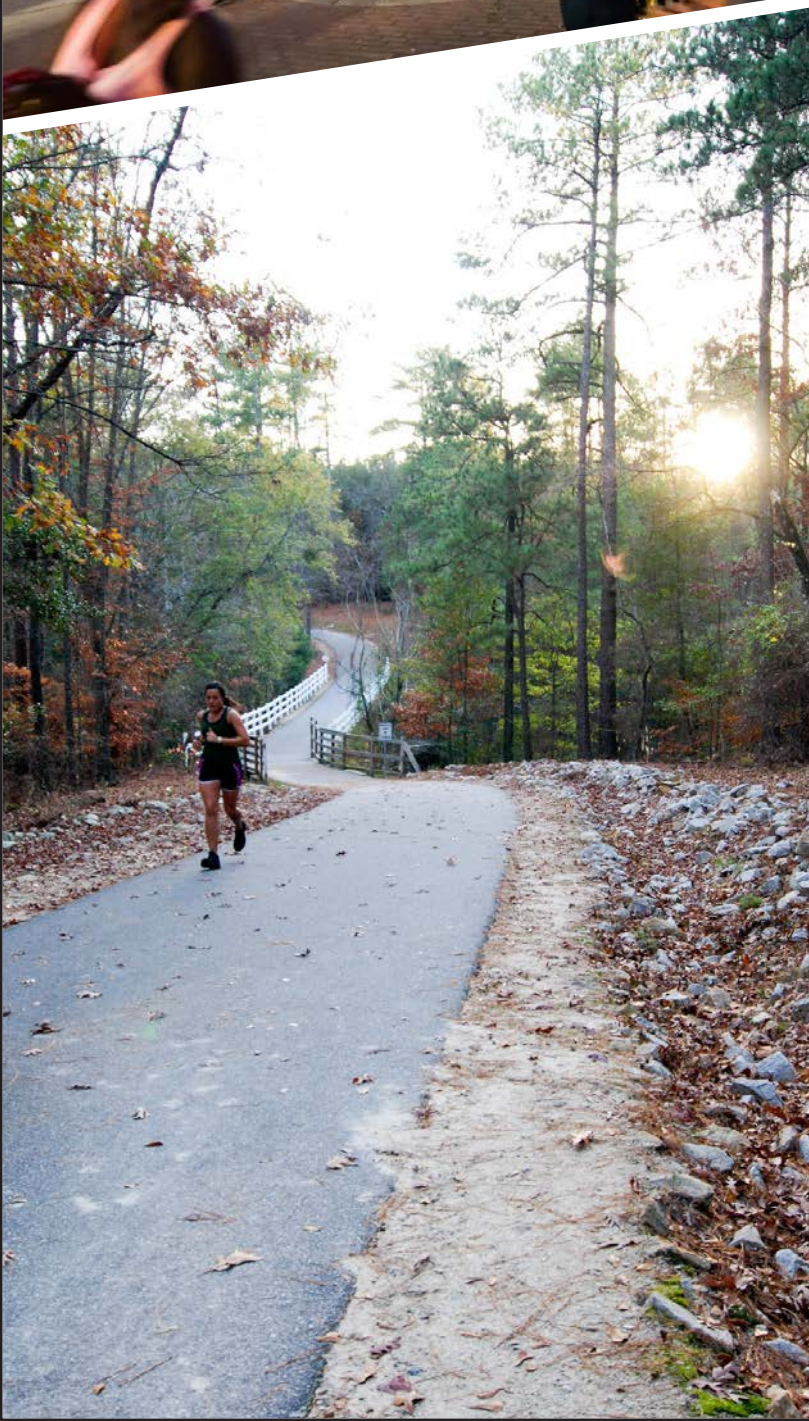


Fayetteville, North Carolina: A Rich Tapestry of History, Community, and Attractions

Nestled in the Heart of the Sandhills

History: Fayetteville's historical significance is deeply etched in the annals of American heritage. Founded in 1739 by Scottish immigrants arriving via the Cape Fear River, this charming city has played a pivotal role in shaping the nation's history. Notably in 1783, the town was renamed Fayetteville in honor of Marquis de Lafayette, a distinguished hero of the American Revolutionary War. Fayetteville holds the unique distinction of being the first and only place Marquis de Lafayette ever visited among all the cities and countries named in his honor. In 1789, during a crucial meeting in Fayetteville, the North Carolina legislature ratified the U.S. Constitution, marking the birth of America's oldest state university, the University of North Carolina.

Community: Fayetteville thrives as a dynamic and diverse community, nestled in the picturesque Sandhills region of southeastern North Carolina. Its strategic location adjacent to Interstate 95, coupled with the ongoing construction of Interstate 295, ensures unparalleled connectivity. This network of highways links Fayetteville to major cities such as Washington D.C., Baltimore, New York, Charleston, Orlando, and Miami, facilitating both travel and economic development. The city's strategic position also places it within proximity to the esteemed Fort Liberty (formerly Fort Bragg), one of the world's largest military installations. This military presence not only contributes significantly to the local economy but also profoundly influences the community's culture, making it a true reflection of the city's rich history.



Fayetteville, NC (*continued*)

Demographics: Fayetteville has a diverse and vibrant population. The Office of the State Demographer indicated a Certified Population of over 214,000 as of July 1, 2021. Additional information regarding Fayetteville's demographics is available at <https://demography.osbm.nc.gov>. The city is known for its cultural diversity, with a significant African American population, military personnel and families, as well as a growing Hispanic community. Fayetteville's demographics reflect a blend of cultures, making it a welcoming and inclusive community.

Attractions:

Downtown Revitalization: Fayetteville's downtown area has undergone a remarkable transformation, breathing new life into its historic core. The streets are now adorned with a diverse array of retail shops, dining establishments, and cultural hubs. An iconic addition to the city's skyline is the state-of-the-art baseball stadium, home to the Fayetteville Woodpeckers, an affiliate of the Houston Astros and a Class-A Advance baseball team. This vibrant area, bolstered by substantial investments, continues to experience growth, drawing residents and visitors alike to its unique blend of old-world charm and modern entertainment.

Historic Sites and Museums: Immerse yourself in Fayetteville's rich heritage by exploring its historic sites and museums. From the Liberty Point Resolve of 1775, pledging local support for the Revolutionary War cause, to the legacy of Scottish heroine Flora MacDonald, who rallied for the loyalist cause, the city's history is vividly brought to life. Despite facing calamities like the Great Fire of 1831 and the ravages of the Civil War, Fayetteville's indomitable spirit led to the reconstruction of its cityscape. Landmark structures that stand today are a testament to the city's resilience and determination.

Fort Liberty: Adjacent to Fayetteville lies Fort Liberty, one of the world's largest military installations. Formerly known as Fort Bragg, it was renamed Fort Liberty in 2023 as part of a congressionally mandated plan to rename military bases, ships, and streets honoring Confederate leaders. The name "Fort Liberty" was chosen to reflect the enduring American value of liberty. This military base is home to several esteemed commands, including the Army's XVIII Airborne Corps, the 82nd Airborne Division, the U.S. Army Special Operations Command, and the 1st Special Forces Command. Additionally, Fort Liberty became the headquarters for the Army's combat-ready conventional forces and the Army Reserve in 2011. The military presence not only contributes significantly to the local economy but also adds a unique cultural dimension to Fayetteville.





Fayetteville, NC (continued)

School System - Cumberland County Schools District - "The School System of Choice" is the slogan of the Cumberland County Schools District (CCS). CCS is the 5th largest school district in North Carolina. All 51,000+ students are prepared through comprehensive PK-12 programming and extensive extra- and co-curricular offerings. With Fort Liberty located within school district boundaries, CCS works closely with military students and families as they transition to and from Fort Liberty. The district focuses on engaging students to include emphasis on attendance and customized learning opportunities. CCS seeks to prepare students for college, career and citizenship. Pre-Kindergarten through twelfth grade students are served in 51 neighborhood elementary schools, 18 middle schools, 18 traditional high schools and an alternative high school. There are several colleges and universities that offer residents the opportunity to further their education, including Fayetteville State University, Fayetteville Technical Community College, Methodist University, Miller-Motte College and Carolina College of Biblical Studies.

Higher Education: Fayetteville boasts a thriving higher education scene with three distinguished institutions. Fayetteville State University, a historically black university (HBCU) and part of the University of North Carolina System, offers a wide array of academic programs at the baccalaureate, master's, and doctoral levels. Methodist University, a private institution founded by the North Carolina Conference of the United Methodist Church, provides a diverse range of bachelor's degrees across more than 80 fields of study, in addition to six graduate programs. Fayetteville Technical Community College (FTCC), a member of the North Carolina Community College System, offers an impressive array of over 250 programs of study leading to associate degrees, certificates, or diplomas. These educational institutions not only contribute to the city's academic vitality but also foster lifelong learning and professional growth within the community.

Airborne & Special Operations Museum (ASOM): Located in historic downtown Fayetteville, ASOM is an integral part of the United States Army Museum System. It opened its doors on August 16, 2000, marking the 60th anniversary of the original United States Army's Test Platoon's first parachute jump. The museum's main gallery offers a self-guided tour through the history of airborne and special operations soldiers, spanning from 1940 to the present. It's an educational and inspiring journey through the valor and dedication of these brave servicemen and women.

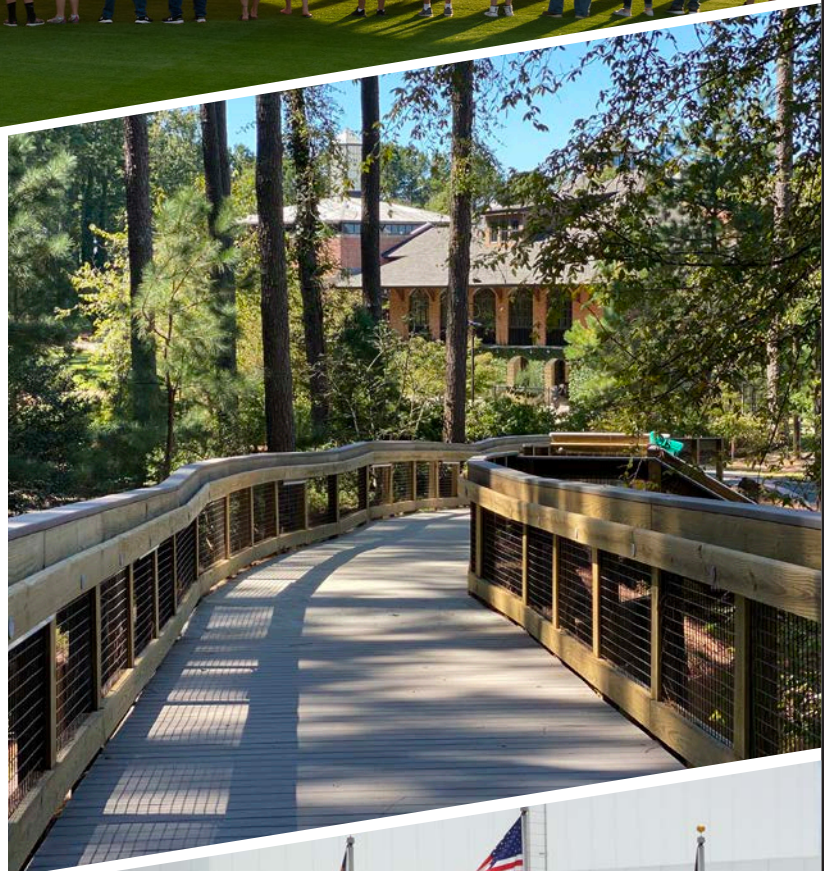


Fayetteville, NC (*continued*)

Cape Fear Botanical Garden: This nonprofit botanical garden, founded in 1989, spans 80 acres beside the Cape Fear River and is just two miles from downtown Fayetteville. It offers a tranquil escape, featuring an array of themed gardens, walking trails, and educational programs. Visitors of all ages can explore the diverse world of plants and reconnect with nature in this serene oasis.

SEGRA Stadium: Home to the Fayetteville Woodpeckers, SEGRA Stadium opened in April 2019 to much fanfare. The stadium, with its 4,500-seat capacity, has since become a focal point for entertainment in the city, offering a fun outing for families to enjoy baseball games and a variety of events.

North Carolina Veterans Park: Adjacent to ASOM, the North Carolina Veterans Park is the first state park dedicated to military veterans from all branches of the Armed Services. It features a fused glass service ribbon wall, an interactive globe, a chandelier made from 33,500 dog tags, a community lawn area, and a story garden where visitors can listen to touching personal accounts of veterans' military experiences and their lives today. It's an educational and moving experience for families to learn about and honor our nation's veterans.





Fayetteville, NC (*continued*)

Family-Friendly Fun: Fayetteville offers numerous family-friendly attractions, including Fascinate-U Children's Museum, Rude Awakening Coffee House, Skyview on Hay, and Tone Pilates. These places cater to young ones and provide entertainment and learning opportunities.

Cool Spring Downtown District Social District: A unique addition to downtown Fayetteville, the Social District allows visitors to purchase alcoholic beverages from participating restaurants and breweries. Enjoy your drink in a specially designated cup within the district's boundaries while exploring local shops and businesses.

The Crown Complex: This county-owned, state-of-the-art complex offers a range of family-friendly entertainment options. It includes a 4,500-seat arena, a 9,200-square foot ballroom, a 10,880-seat coliseum, an exposition center with 60,000 square feet of unobstructed space, and a 2,440-seat theater. Notable features of The Crown Complex include ample parking, modern amenities, and a dedicated team that works closely with event organizers to ensure seamless execution. The complex is home to the Fayetteville Marksmen hockey team and the Fayetteville Fury Soccer Team, providing sports enthusiasts with opportunities to catch exciting games. The Crown Complex's diverse calendar of events ensures that there's always something happening, making it a central entertainment hub for the community. From music concerts by top artists to thrilling sports matches and family-friendly shows, The Crown Complex contributes to Fayetteville's vibrant cultural scene.



The Position

Reporting to the Assistant City Manager and serving as a member of the City's Senior Leadership Team, the Airport Director is responsible for the overall management of the Fayetteville Regional Airport. The Director is the chief liaison between the Airport, other City agencies and departments, and outside agencies such as the Transportation Security and Federal Aviation Administrations. The Director's primary responsibilities include developing, directing, managing, and coordinating aircraft operations, building and airfield maintenance, construction, safety and regulatory compliance, and enacting programs to promote Airport usage. The Airport Director manages and participates in the planning, development, implementation and management of goals, objectives, policies and priorities for the Airport and recommends Airport services as well as staffing.

The Director works with staff to identify and resolve problems, coordinate and implement safety programs designed to maintain the Airport's compliance with Federal rules and regulations. The Director serves as the Airport's landlord for all facilities and manages tenant leases and contracts and approves activities to ensure compliance with safety regulations and Airport policies and procedures. In addition to managing and participating in the development of the Airport's annual operating and capital budgets, including forecasting and equipment needs, the Director is responsible for securing federal and state grant funds for capital improvements. The Airport Director represents the City's and Airport's interests in economic development and planning activities. The Airport Director is the landlord for all Airport facilities and reviews and approves tenant activities including lease compliance.

Experience

- Possession of a bachelor's degree from an accredited college or university with a degree in business administration, aviation or a related area of study is required. A Master's degree is preferred.
- 6 years progressively responsible experience managing and supervising airport operations.
- 3 years supervisory or administrative experience.
- Accreditation by the American Association of Airport Executives as an Accredited Airport Executive (A.A.E.) is preferred
- Private Pilot Certificate and Airport Security Coordinator Training is preferred

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





Salary and Benefits

The salary range for this position is \$120,166 - \$187,459 and is accompanied by an attractive benefits package.

How To Apply

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

Deadline for applications: Open Until Filled

The contact for this search is:

Kenneth Gwyn, A.A.E.

kenneth@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.

The City of Fayetteville, NC is an equal opportunity employer.

