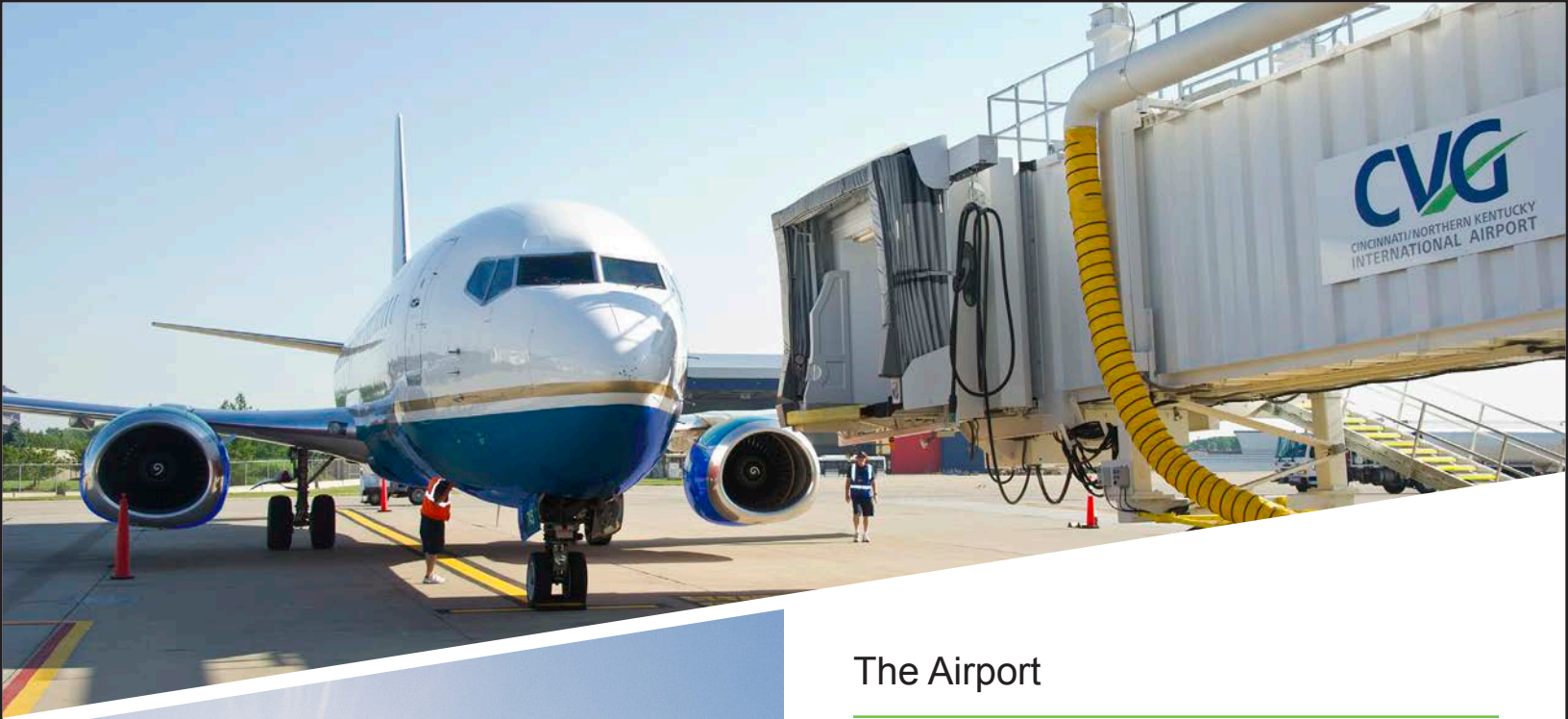




The CVG Airport Authority invites applications for
Vice President - Planning & Development

Cincinnati/Northern Kentucky International Airport (CVG)
Hebron, KY

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH



The Airport

CVG is one of the largest passenger airports in Ohio and Kentucky and is the 6th largest cargo airport in North America. In 2022, CVG was named by London-based Skytrax as the Best Airport in North America for Staff Service. This success is dependent on great people who are deeply committed to our efforts to become the airport of choice to work for, fly from, and do business with. In all that we do, we foster a culture of teamwork, innovation, and continuous improvement. The Kenton County Airport Board sets the policies under which the airport operates to ensure that CVG is well-positioned for the future and remains an economic catalyst for the entire Cincinnati/Northern Kentucky region. The CVG Airport Authority team is responsible for implementing the policies of the Board, operating the day-to-day business of the airport and ensuring an environment that appreciates individuality and diversity of the more than 460 people that work for the Airport Authority.

Over the last several years CVG has experienced considerable success. Prior to the onset of the COVID-19 pandemic in 2019, the airport served more than 9.1 million passengers; in 2023, the airport served about 8.7 million passengers. As the 6th largest cargo airport in North America, CVG is home to one of three global super hubs for DHL, as well as Amazon Air's primary hub. CVG continues to embrace what's next in all areas of our business, committed to innovating for many years to come.

New Heights is CVG's strategic plan through 2025. The Airport Authority is committed to leading the airport to new heights as an essential part of our Cincinnati/Northern Kentucky region's overall growth and success. If this sounds like the environment for you, we invite you to take off with us.

The Airport (*continued*)

The CVG of Tomorrow

- CVG's strategic plan, New Heights, spans 2021 to 2025 and sets the airport's mission and vision, which aims to redefine and elevate the role of an airport and to become the catalyst that transforms our region, respectively. The plan further includes objectives and success-defining measures to:
 - Fuel performance via operational excellence: Implement a Sustainability Management Plan by 2026
 - Ensure financial sustainability: Maintain an airline CPE less than peer airports
 - Grow air service: Construct Hangar Row
 - Leverage ventures, partnerships and collaborations: Implement a regional aviation development plan
 - Create a customer-centric CVG brand and experience: Achieve a superior ASQ ranking to peer airports
- The airport's work in regional aviation economic development involves optimizing the regional system of airports. To this end, in 2021, CVG Airport Authority also entered into an agreement with Miami University to serve as contract operator of the Miami University Airport (OXD) in Oxford, Ohio.

Operational Excellence

CVG sets high standards for customer service and safety. Passengers have repeatedly rated CVG as a top regional airport in North America in surveys by Skytrax. A focus on innovation in our business impacts airport operations and continues to position us as a global leader. Additionally, CVG was the first airport to receive SAFETY Act certification from the U.S. Department of Homeland Security for achieving the highest levels of security compliance.

Airport leadership is committed to approaching airport operations as a business—lean and efficient financial management has been key to CVG's recent success. The Airport Authority remains competitive with industry peers to ensure fees and charges for airline and other business partners are managed carefully to ensure the airport remains competitive.





The Airport *(continued)*

Diversified Air Service Success

As the largest airport in the Cincinnati/Northern Kentucky region, and one of the largest in the Midwest, CVG offers about 170 peak day departures to more than 50 nonstop destinations in the U.S., Canada, Mexico, Caribbean, United Kingdom, and Europe. The airport's prudent financial management has also led to increased competition between carriers and lower average airfares for passengers. Based on recent U.S. Department of Transportation rankings, CVG is the 70th least expensive airport from which to fly among the top 100 in the U.S. Cargo operators moved more than 2 million tons of volume through the airport in a 12-month period between 2021 and 2022. DHL's Express Hub at CVG is one of its three global super hubs, employing about 5,000 people. Amazon Air's \$1.5 billion air cargo hub at CVG became operational in 2021 and employs nearly 3,000 people.

A Driver of Economic Growth for the Community

CVG takes our role as a regional leader seriously. Whether to spur economic growth and create jobs, to showcase our region as the front door to visitors, or to act as a good steward of resources and be a good neighbor, our community enables our success, and we strive to consider the broader impacts of our business decisions. As part of the CVG strategic plan, the airport has embarked on a business diversification strategy over the last several years, resulting in more than 200 acres of airport property being leased for non-aeronautical purposes and adding hundreds of new jobs for the community. CVG is a job hub for our area, a vital component of our region's economic health. By late 2023, there were more than 16,000 badged individuals authorized to work on the airport campus.

As of 2023, CVG is also embarking upon a multi-year capital improvement program called Elevate CVG. To create a more modern Terminal, expand capacity, and develop more efficient passenger facilities, it is anticipated that hundreds of millions of dollars will be invested into the airport's physical infrastructure over the next five years. As CVG's air service profile continues to expand and customers demand new amenities and technology, a comprehensive approach is required to maintain superior airside infrastructure, as well as top-notch landside facilities.





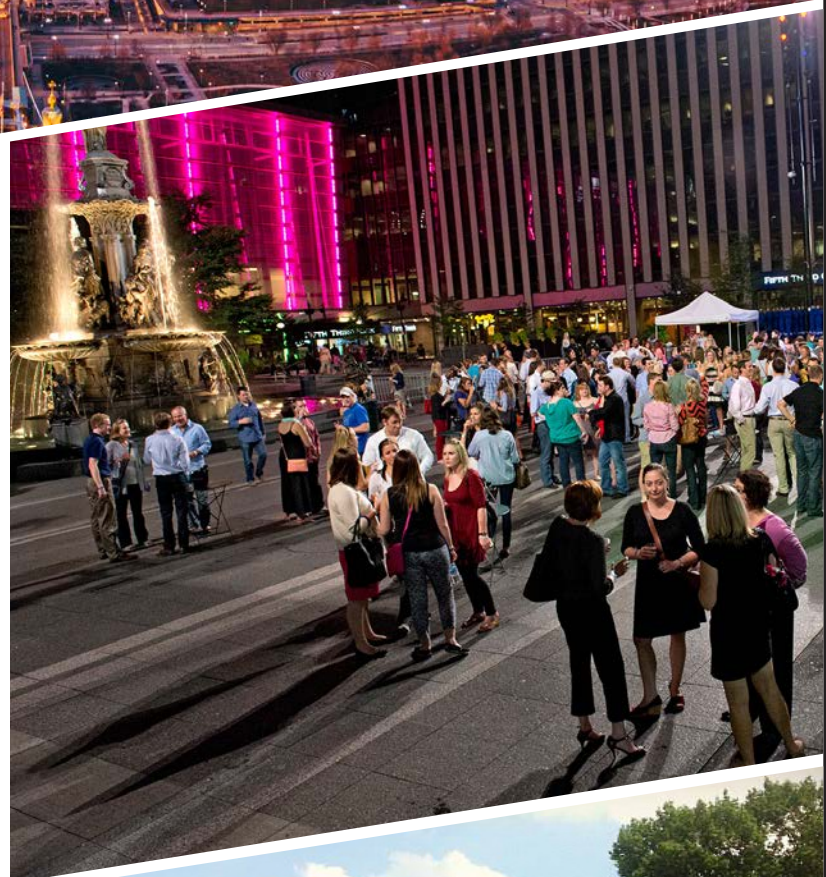
The Community

The Cincinnati/Northern Kentucky region stands out in the Midwest and across the U.S. as one of the best places to live, work, and play. Below are just some of the reasons we think you will love it here:

- Average commute time — 24.5 minutes
- Top 25 “Most Affordable Cities to Live and Work” (BusinessStudent.com, 2019)
- Top 25 “Best Foodie Cities in America” (WalletHub, 2018)
- Top 10 “Best Cities for Raising a Family” (Forbes, 2015)
- Top 50 “Best Places to Live” (U.S. News and World Report, 2018)
- Perfect score from the Human Rights Campaign for LGBT inclusiveness (2018)

Whether you thrive in an area with vibrant urban nightlife, enjoy walking to a coffee shop along tree-lined streets, or are looking for a suburban backyard, our region has a neighborhood for you.

Across Cincinnati and Northern Kentucky, glorious old buildings have found new life as restaurants, taprooms, and entertainment spaces. Cincinnati’s craft beer boom supports more than 20 breweries throughout the region, brewing lagers, heavily hopped styles, seasonal, and barrel-aged varieties. Northern Kentucky is home to The B-Line, a collection of bourbon distilleries, restaurants, and experiences that provide a gateway to the Kentucky Bourbon Trail.





The Community (*continued*)

Having emerged from the pandemic, there is a renaissance happening...with many reopened and new restaurants and concepts available to enjoy. You'll find a lively restaurant and bar scene along Vine Street in the OTR neighborhood of Cincinnati, as well as in MainStrasse in the urban core of Covington in Northern Kentucky.

Cincinnatians enjoy a wide range of special events all year long, such as the chance to commune with butterflies at the Krohn Conservatory, party at the world's second-largest Oktoberfest, or run in the Flying Pig Marathon each May. Add in the Cincinnati Reds, Cincinnati Bengals, FC Cincinnati, Cincinnati Cyclones, and the Cincinnati Open tennis tournament, and you'll find the region is undeniably a big-time sports town.

From classical to cutting edge, our region is also home to an impressive arts scene—visual art collections, spectacular theater, world-class orchestras, and a ballet—which help ensure you can always find something to do that entertains and inspires. So, whether it's catching a major-league game or reconnecting with a romantic weekend of art and theater, there's always more to explore and more memories to be made across Cincinnati and Northern Kentucky.

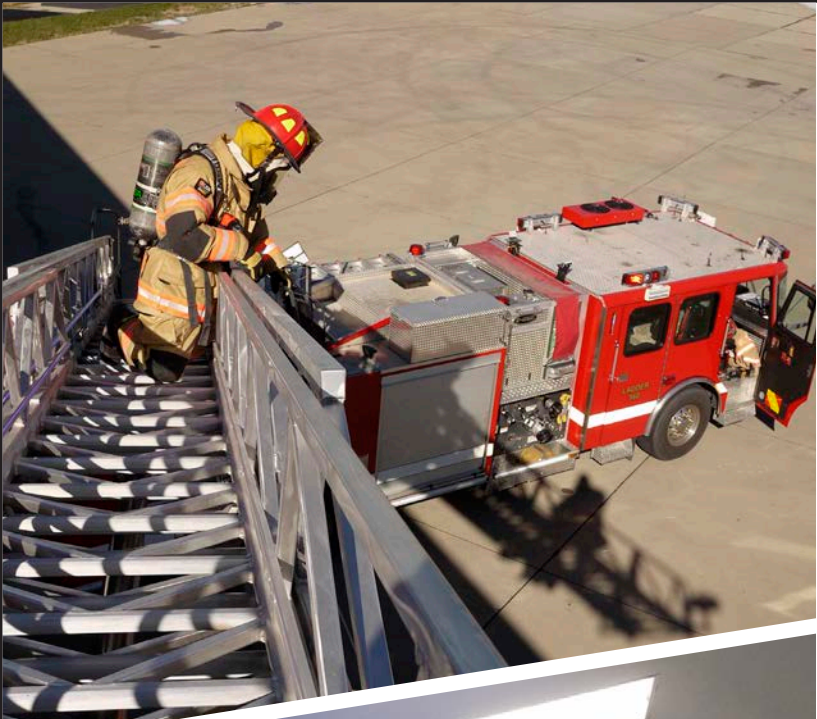


The Position

The Vice President - Planning & Development is responsible for leading, directing, reviewing and evaluating the work of the Planning & Development Department which includes airport capital projects, planning functions, engineering and design, construction management, program management, environmental planning and processes, environmental compliance, and sustainability efforts. The Vice President is also responsible for:

- Establishing goals and objectives for the Planning & Development Departments and ensuring resources are available to achieve goals.
- Leading, planning, organizing, directing, and evaluating the performance of staff, establishing development goals, observing performance and providing guidance and feedback, with a focus on creating and maintaining a high performance, service-oriented work environment.
- Directing the preparation, development and implementation of the Capital Improvement Program (CIP) and other projects, including master plan updates, environmental planning, and other system planning projects, to ensure compliance with federal, state and local laws, regulation and procedures.
- Managing contract management activities and serving as CVG's subject matter expert in all aspects of contract management, ensure the Airport Authority's interests are represented.
- Preparing RFPs and bid specifications and negotiating contracts.
- Interpreting, recommending, and developing policies and procedures and resolving matters involving Federal obligations of airport sponsors related to development projects, environmental issues and other airport projects, including AIP Grants and PFC projects and serving as CVG's FAA liaison.
- Advising leadership on project status, forecasting organizational needs, and demonstrating the merits and value of CVG projects to stakeholders.





Preferred Education and Experience

- Four (4) year degree in a related area of study.
- Twelve (12) years' experience in airport design, development and construction or a related field or equivalent combination of education and experience sufficient to successfully perform the duties of the job.
- Knowledge of the principles and practices of Airport Management and Planning.
- Knowledge of FAA regulations including applicable advisory circulars related to Planning, Design, AIP, PFC, construction, environmental, Part 139 and other federal, state and local regulations.
- Knowledge of the principles and practices of airport administration, including budgeting, purchasing, contracting and records maintenance.
- Skill in public speaking and presentations, exercising tact and diplomacy in dealing in difficult, sensitive and confidential situations.
- Strong leadership skills and ability to facilitate innovation in all aspects of the job.

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

Salary and Benefits

The salary range for this position is \$167,800 - \$220,950 and is accompanied by an extraordinary benefit package. Salary is commensurate with experience.

How To Apply

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

Deadline for applications: February 11, 2024

The contact for this search is:

Gale LaRoche, PH.D., J.D., SHRM-SCP
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.

The CVG Airport Authority is an equal opportunity employer.

