

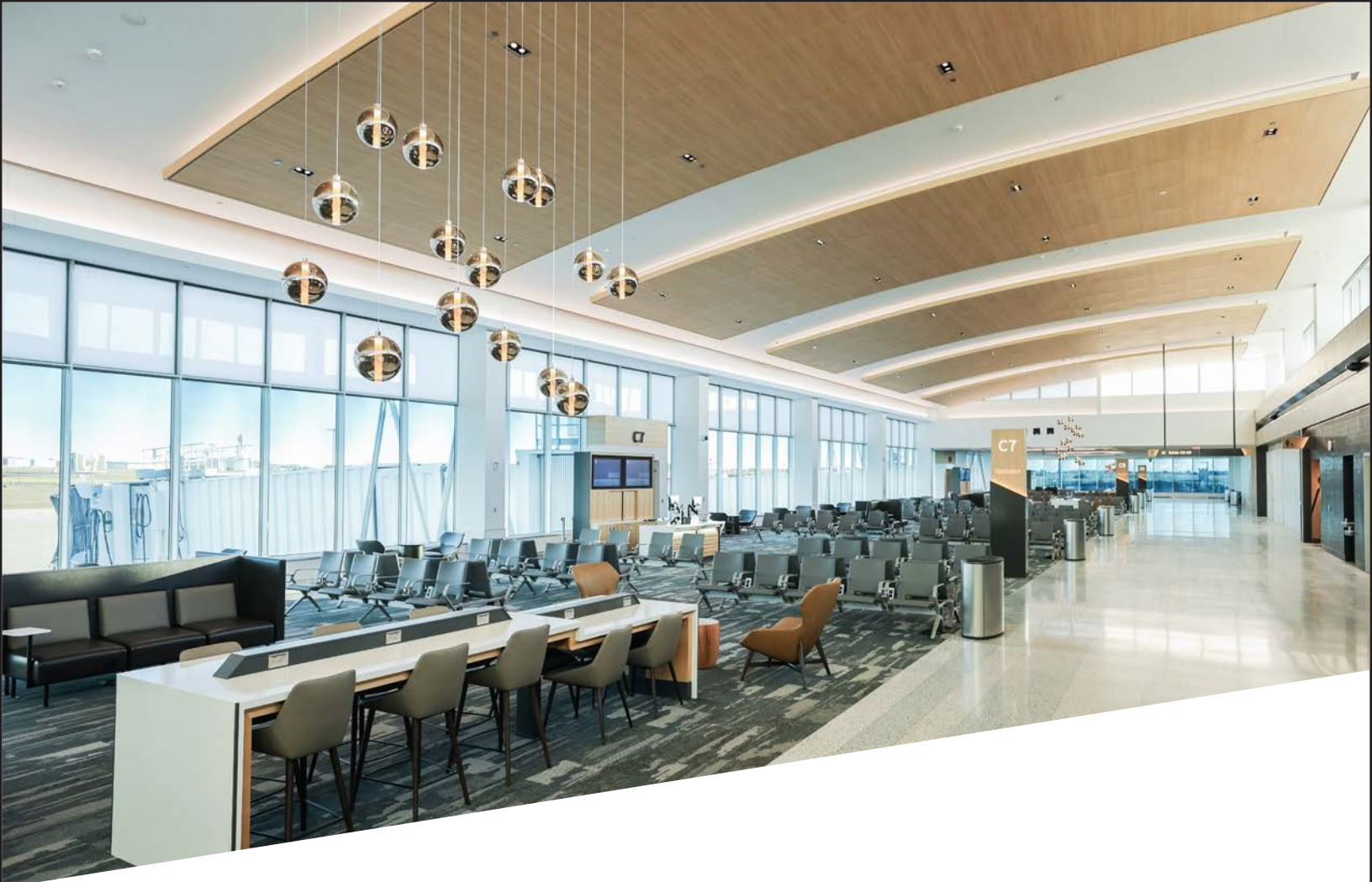


Spokane International Airport
BUSINESS PARK AND FELTS FIELD

Spokane Airports invites applications for
Chief Executive Officer

Spokane International Airport (GEG)
Felts Field (SFF)
Spokane, Washington

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH



The Airport

Spokane Airports is jointly owned by Spokane County and the City of Spokane and operates under an interlocal agreement. The operating authority of the airports is the Spokane Airport Board, consisting of seven appointees from the two governmental bodies. The board operates three facilities, and has a Grant of Authority to operate Foreign-Trade Zone No. 224 and also has certain developable portions of its property situated within an Opportunity Zone and a Community Empowerment Zone:

- **Spokane International Airport (GEG):** Situated just five miles west of downtown, GEG is the second largest commercial service airport in the state of Washington, and an important gateway to key markets and destinations across the Inland Northwest and British Columbia. It is served by seven major airlines (Alaska, Allegiant, American, Delta, Southwest, Sun Country and United) and three cargo carriers, and provides employment for over 3,000 people. The Airport's market area includes parts of Eastern Washington, Northern Idaho, Western Montana and portions of Southern British Columbia and Alberta. In 2024, the airport proudly welcomed a record total of more than 4.2 million passengers and handled 67,298 tons of cargo. 2025 is forecasted to be another record-breaking year, with 15% more seats scheduled compared to 2024. The airport also generates approximately \$3 billion in economic impact across the Inland Northwest region – and does so without the use of taxpayer or City or County appropriated funds.
- **Felts Field (SFF)** is a 400-acre general aviation airport and designated reliever facility located approximately five miles east of downtown Spokane. It has two paved runways, a turf landing strip, as well as the ability to accommodate water landings on the adjacent Spokane River. In 2024, the airport supported 65,109 aircraft operations.
- **The Airport Business Park** is an industrial and business park development that comprises 432 acres. Strategically located adjacent to the airport Spokane International Airport and Interstate 90, it has nine real estate areas designated for future development through third-party development or build-to-suit.

The Airport *(continued)*

- **Rail-Truck Transload Facility:** Spokane is well-connected by air, road and rail, and the airport's Rail-Truck Transload Center – located approximately two miles west of the passenger terminal on the western edge of airport property – was strategically created to enhance multi-modal freight services for the area's diverse commercial and industrial sectors and support the regional vision of an advanced aerospace facility. The parcel contains a 2,000ft x 100ft wide concrete maneuvering area, connects to the BNSF main line, and is recognized as a BNSF Certified Site.

Airport Growth

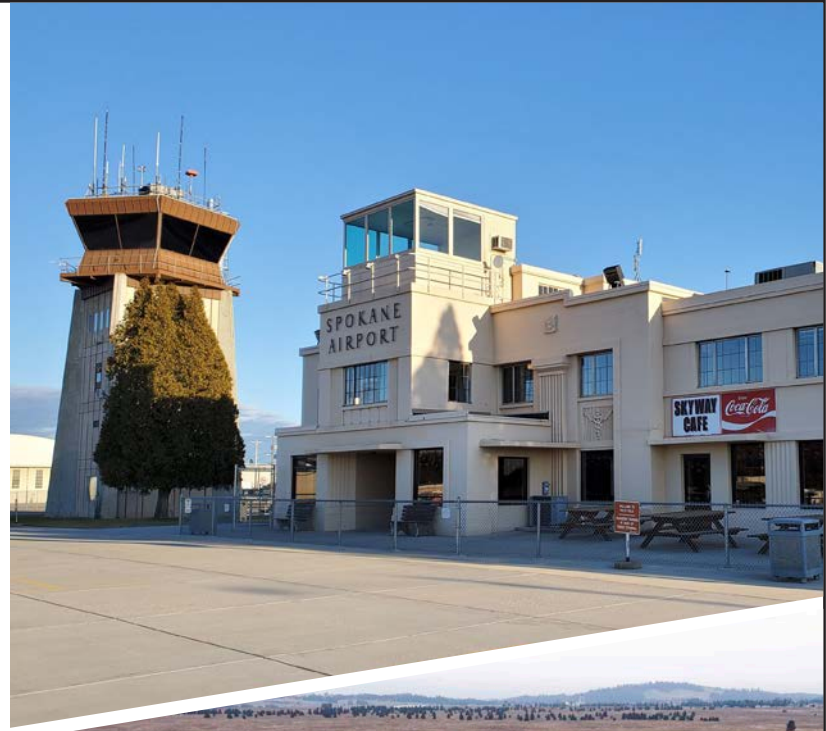
By 2030, more than 6.2 million passengers are expected to pass through Spokane International Airport. The Terminal Renovation and Expansion (TREX) Program is the Airport's multi-year, multi-phase initiative designed to expand and enhance its terminal facility to accommodate this demand. The first phase of the program is the Concourse C Expansion Project: a \$150 million, 144,000 square foot addition to the Airport's existing terminal building that will be completed in stages through 2025. Subject to future funding, other components of the TREX Program include a Central Hall with a consolidated security screening checkpoint and baggage claim area, as well as modernized A and B Concourses.

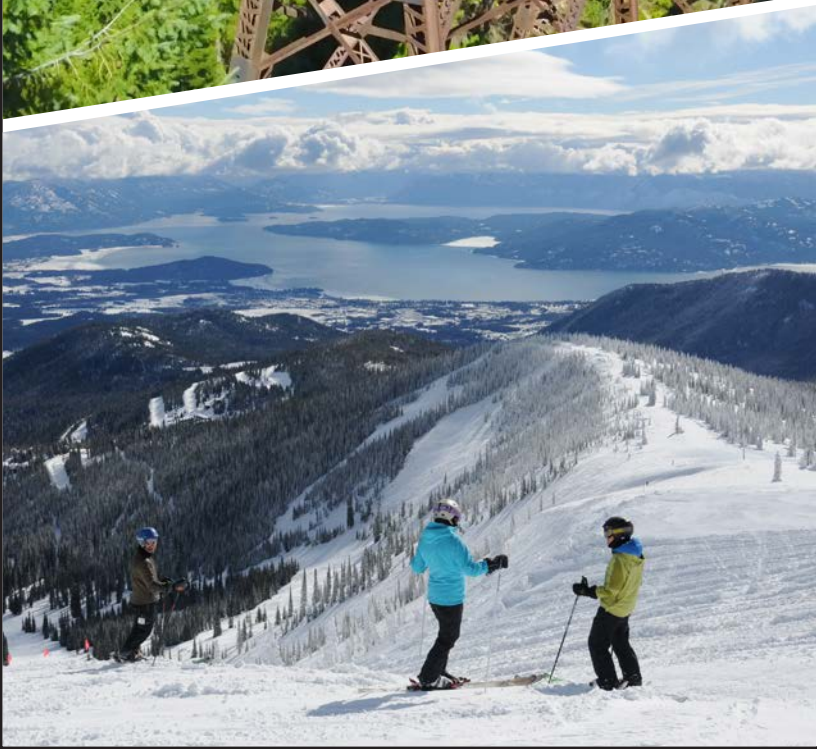
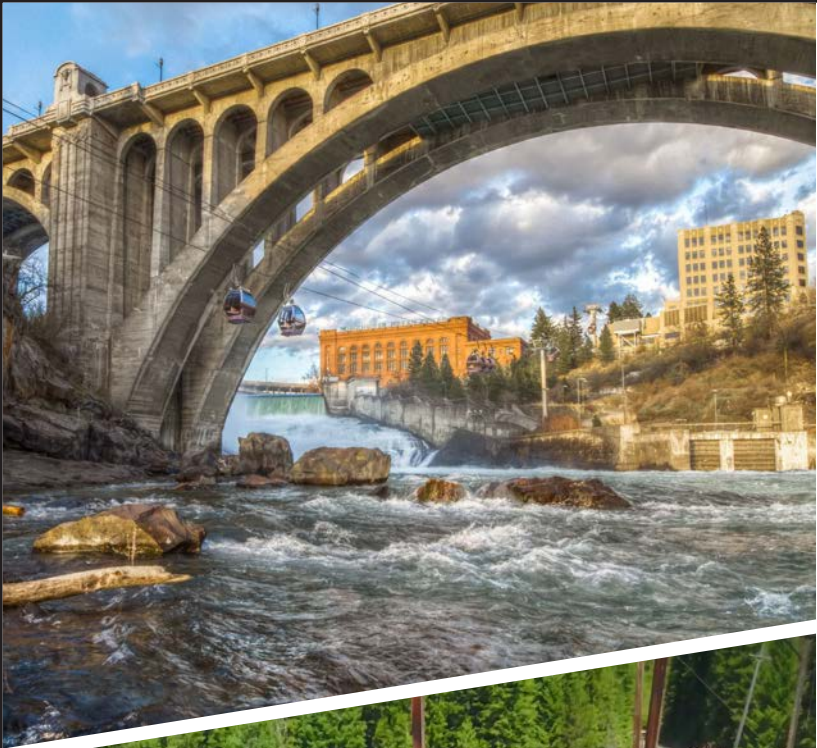
About the Spokane Region

Spokane has everything you hope a destination in the Northwest would have. Breathtaking nature, great restaurants and venues, diverse nightlife; all packed into a growing mid-sized city.

Spokane, Sp'q'n'i in Salish, means "Children of the Sun". The area is rich in Native American history. The Spokane Tribe of Indians would host large tribal fishing gatherings at Spokane Falls while chinook salmon ran the river.

The Inland Northwest region extends across over 80,000 square miles and is home to over 1.5 million residents, and Spokane – Washington state's second largest city and seat of Spokane County – is the region's cultural and economic center.





About the Spokane Region (cont.)

The area is located in the eastern portion of the state, approximately 20 miles from the Washington-Idaho border, and has a population of over 670,000. The city's nickname is The Lilac City and its claims to fame include being the birthplace of the Father's Day holiday; the hometown of Bing Crosby; and the host of the 1974 World's Fair. Spokane is the nation's fifth largest aerospace cluster. The city's other anchoring institutions include life sciences, financial services, advanced manufacturing, and Fairchild Air Force Base – home of the world's largest aerial refueling fleet.

Healthcare

Spokane represents the largest healthcare, health services and medical education hub between Seattle to Minneapolis and Calgary and Salt Lake. The city has four full-service hospitals, two of which are the second and third largest in the state.

Outdoor Recreation

Spokane is a beautiful four-season destination, bordered on the west by the Columbia Basin and on the east, the foothills of the Rockies: the Coeur d'Alene mountains. The area is home to four major rivers, 76 lakes and rivers within 50 miles of the city's downtown core, 32 golf courses, nearly 130 parks and five renowned ski and snowboard areas within two hours.

As a cycling-friendly community, Spokane also boasts miles of roadways to ascend and coast, and wooded areas and trails to mountain bike. The most difficult challenge is trying not to stop at every breathtaking vista—save those for when you come back to the trails in your hiking boots.

Spokane Arts & Culture

Spokane's downtown area hugs both sides of the Spokane River and is the vibrant meeting place for artists, performers, curators, musicians, and creatives of all types. Alongside our renowned wineries and urban river gorge, you will find a treasure trove of art galleries, museums, theaters, and historic buildings to make your visit truly memorable.

Take in a Broadway show, enjoy a night at the symphony, or have some laughs at one of the area's comedy clubs. Explore world-class museums. And satisfy your shopping sensation in sparkling new malls, unique boutiques, world-renowned department stores, and eclectic antique galleries.

Our enterprising city has a long history of dedication to the arts. You can see that in our art galleries, many of which focus on promoting the work of local and regional artists. Whether you find yourself drawn to the Corbin Art Center, the New Moon Art Gallery, or the Chase Gallery in our own city hall, the artwork nurtured by our community tastemakers is not to be missed.

About the Spokane Region (cont.)

Education

Spokane is a major hub for education in the Inland Northwest region, with nearly a dozen colleges and universities, located within 75 miles. There are excellent public and private school options for elementary, junior high, and high school students. Higher education establishments include Eastern Washington University, Washington State University at the Riverpoint Campus, the Community Colleges of Spokane, Gonzaga University, and Whitworth University. Spokane boasts two medical schools, three nursing schools, and Washington State University's undergraduate, graduate, and doctoral Pharmacy school. There are more than 75,000 college students within 90 miles of Spokane.

Sports

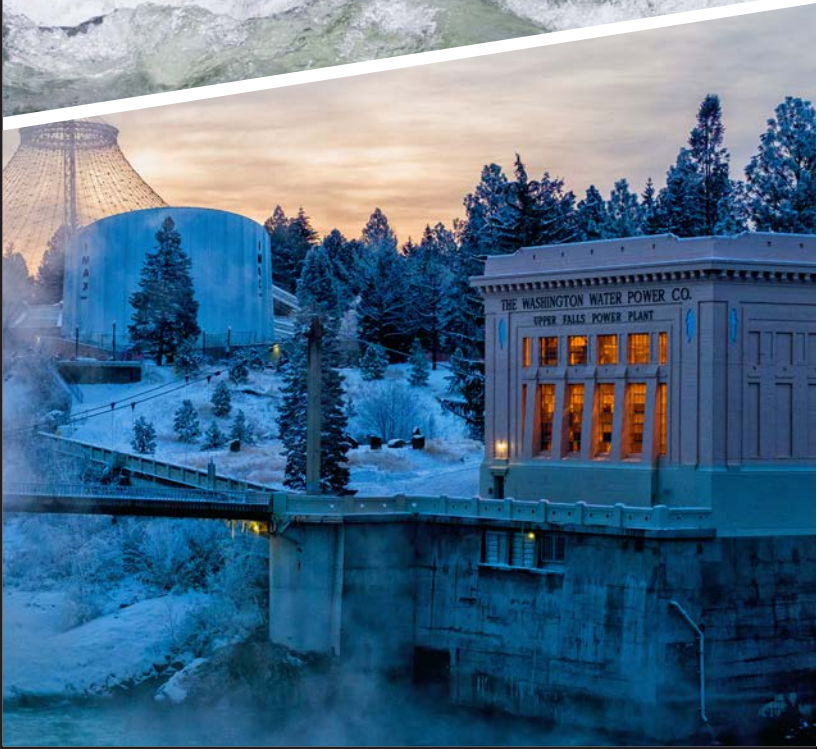
Spokane is a sports mecca. College basketball lovers will find their fix with the Gonzaga University men's and women's basketball teams. In March, the Spokane Arena annually hosts the 1st and 2nd rounds of the NCAA tournament. If it's football you're looking for, three local universities, Eastern Washington University, Washington State University and Whitworth University, deliver. In the winter, Spokane Chiefs hockey scores, and summer brings the sound of cheers at Spokane Indians baseball games. The Podium, a new state-of-the-art indoor hydraulic-banked track and field venue, draws numerous amateur and professional competitive events, and ONE Spokane Stadium – the city's newest sporting and entertainment venue – is host to Spokane's two United Soccer League (USL) teams.

Sports enthusiasts also enjoy Hoopfest, the world's largest, annual 3-on-3 basketball tournament; Bloomsday, one of the nation's largest timed 10K runs that attracts 50,000 runners to Spokane's downtown streets; and the Coeur d'Alene Ironman, hosted every June along pristine Lake Coeur d'Alene. In addition, the Spokane Arena is the perennial host to the State 'B' Basketball Tournament, which brings athletes and fans from across Washington to Spokane.

Culinary

This foodie paradise will tempt you with every type of cuisine and all the latest food trends. The many local chefs dedicated to culinary craft and excellence are helping to make a name for Spokane on the national food scene. You'll find the perfect restaurant to suit any occasion or appetite, and there are plenty of wineries and breweries to choose from. If you're feeling a little adventurous, explore the local Northwestern fare and see what the chefs are cooking up with ingredients sourced from nearby farms or even their own gardens. In Spokane, there's a plate for every palate.





Position Overview

The Spokane Airport Board seeks an innovative, forward-thinking Chief Executive Officer (CEO) who will be a champion for growth and development of the region, Spokane International, Felts Field Airport and the Airport Business Park.

The CEO will be someone who embraces the value of collaboration, is transparent, values multi-dimensional perspectives, inspires, and empowers others. This leader will take initiative in identifying opportunities, finding solutions, and executing on programs that improve the quality of service, financial stability and sustainability, and the organization's benefit to the region.

The CEO provides strategic leadership and oversight of all airport operations, including aeronautical activities and the commercial and industrial development of non-aeronautical properties. Reporting to the Airport Board, the CEO ensures the airport's regulatory compliance, while advancing economic growth and operational excellence.

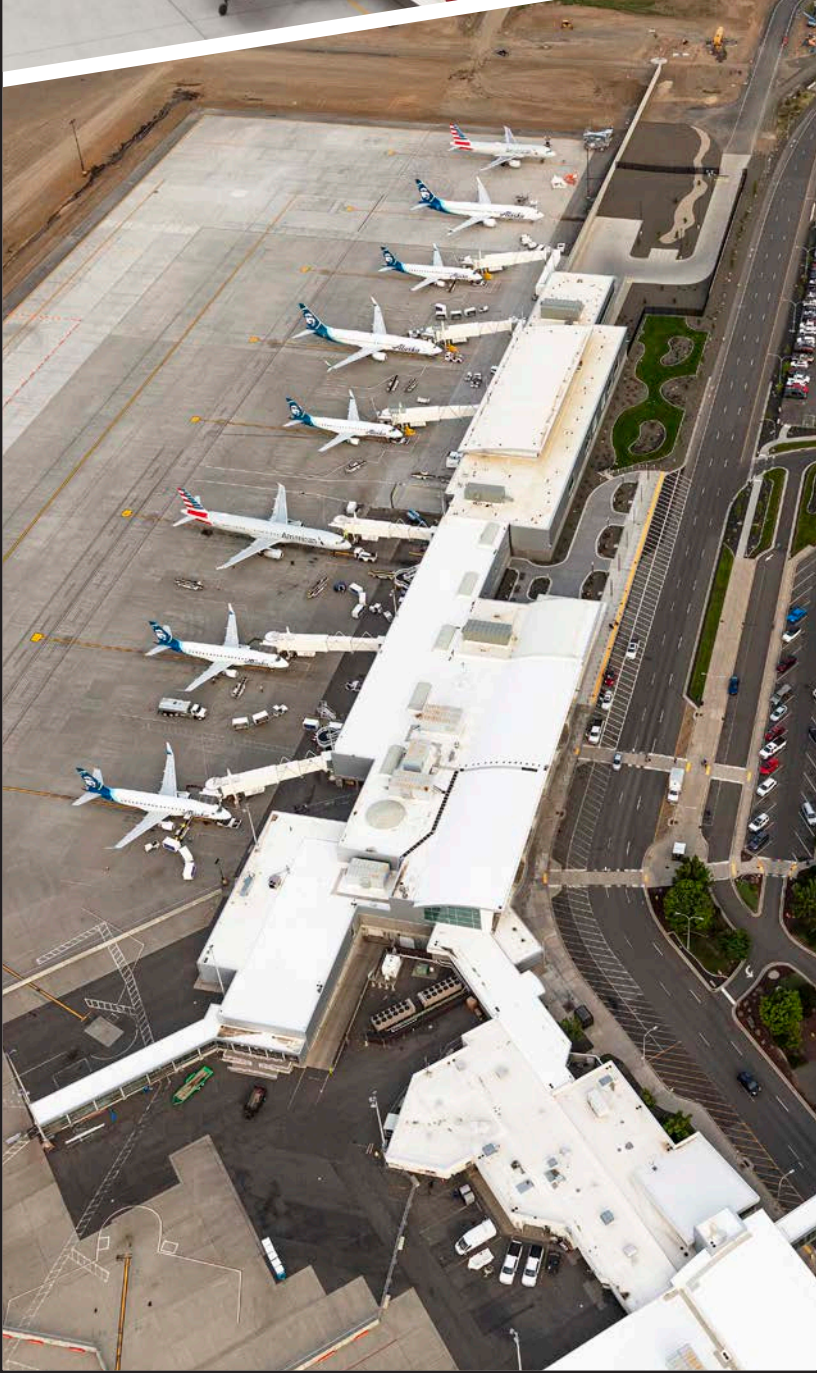
About the Role

The CEO serves as the primary executive responsible for implementing Board policies, overseeing financial and business management, ensuring safety, security, regulatory compliance, operational efficiency, and leading a high-performing workforce. The role requires a visionary leader who can balance regulatory compliance with strategic initiatives to enhance airport operational effectiveness, foster business development, and improve the overall passenger and tenant experience.

Key Responsibilities

- Oversee all administrative, operational, and financial affairs of the Board in alignment with the Board's directives.
- Develop a strong collaborative working relationship with the Board, assist the Board in its policy-making duties and enable the Board and its committees to make well-informed decisions by providing relevant information; share activities, opportunities, and risks to include options and potential consequences.
- Lead the development and implementation of both long- and short-term strategic initiatives and provide clear direction to the airport's staff, integrating and coordinating with all departments, to optimize tangible and intangible assets and assure the Board achieves its strategic vision and mission.
- Establish financial philosophies and strategies for responsible planning, operation, and sustainment of programs, facilities, and services to include securing financial resources and grants to meet demands.
- Continually, creatively, and persuasively works to attract new air service at Spokane International Airport and ensure new and existing airline relationships and partnerships are well-maintained.
- Be a catalyst for economic development in the region and build partnerships that enhance awareness and support business recruitment and retention activities.
- Develop and implement policies, procedures, and strategic initiatives that ensure regulatory compliance, enhance operational efficiency, improve customer satisfaction, and strengthen economic sustainability.
- Proactively identify regulatory and legislative impacts to the airport system and educate and advocate for appropriate consideration and positive solutions.
- Nurture community relationships including with elected officials, business leaders, business partners, tenants, and neighbors of the airport.
- Negotiate agreements with airlines, tenants, vendors, service providers, consultants, concessionaires, and/or other businesses that operate at the Board's facilities or provide professional or other services.
- Foster a positive work culture, build and inspire high performing team, champion professional growth and organizational excellence.





Leadership Qualities and Style

- Visionary leadership with the ability to be forward thinking, drive strategic initiatives and long-term growth.
- Strong financial acumen and experience in budgeting, capital planning, and revenue generation.
- Excellent communication skills with the ability to engage stakeholders at all levels.
- Conscious leader, ethical character, collaborative, inspirational and empowering.
- Commitment to operational excellence, safety, and regulatory compliance.

Preferred Qualifications

- Bachelor's degree in aviation management, business administration, public administration, or a related field (advanced degree preferred).
- Extensive executive-level experience in airport management, transportation, or economic development.
- Deep understanding of FAA regulations, commercial aviation, and public-sector administration.
- Proven track record in business development, strategic planning, and stakeholder engagement.
- Proven abilities in leadership demonstrating effective collaboration, empowering of others, and building trust among the team.
- Industry certifications and contributions are a plus.

Salary and Compensation

The starting base salary range is \$350,000 - \$400,000. An exceptional candidate may qualify for a higher starting salary. In addition to the comprehensive benefit package offered, the Authority will contribute to a 457(f) plan (vesting period is negotiable), provide a vehicle allowance and relocation assistance.





How To Apply

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

Deadline for applications: Open Until Filled

The contact for this search is:

Linda Frankl, A.A.E.

linda@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.

Spokane Airports are an equal-opportunity employer. We support diversity and are committed to creating an inclusive environment for employees.

