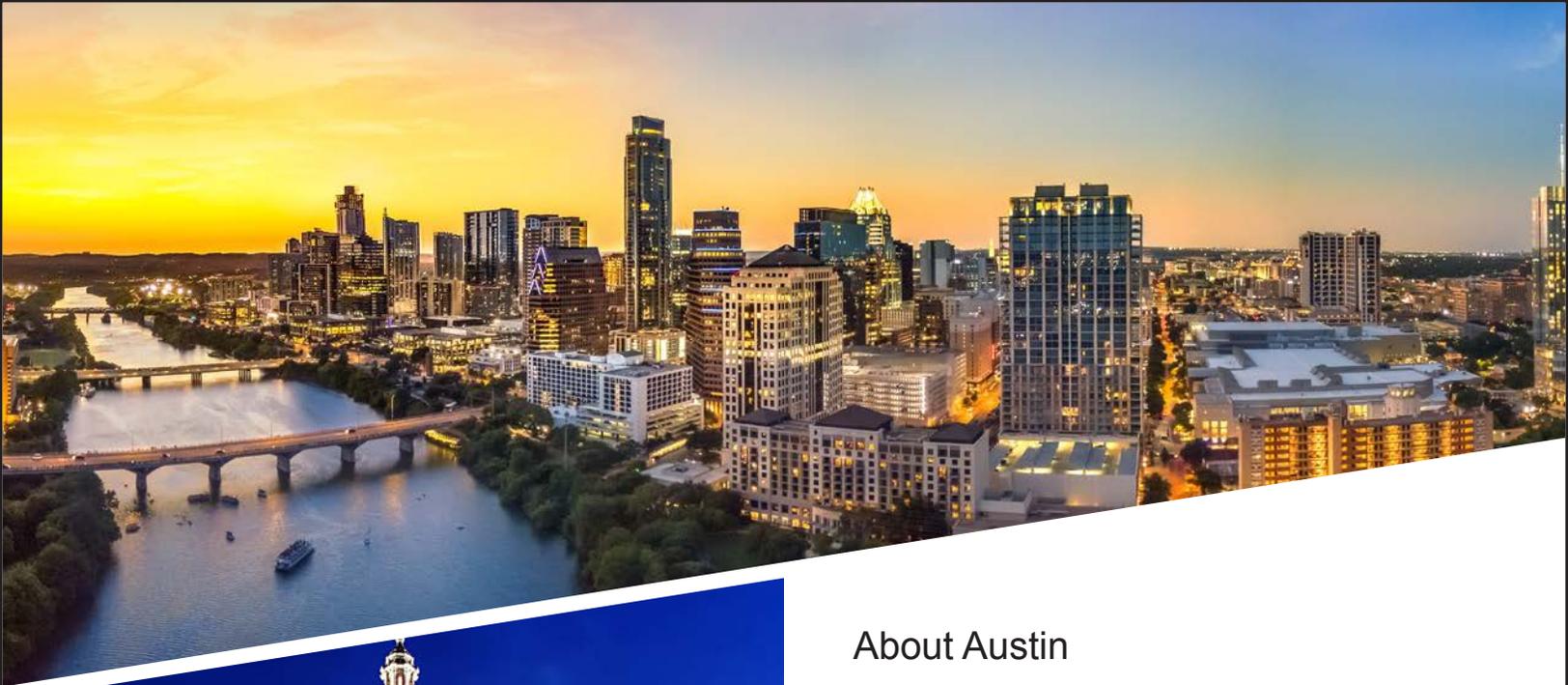




The City of Austin, TX invites applications for
Airport Chief Officer – Infrastructure and Systems

Austin-Bergstrom International Airport (AUS)
Austin, Texas

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH



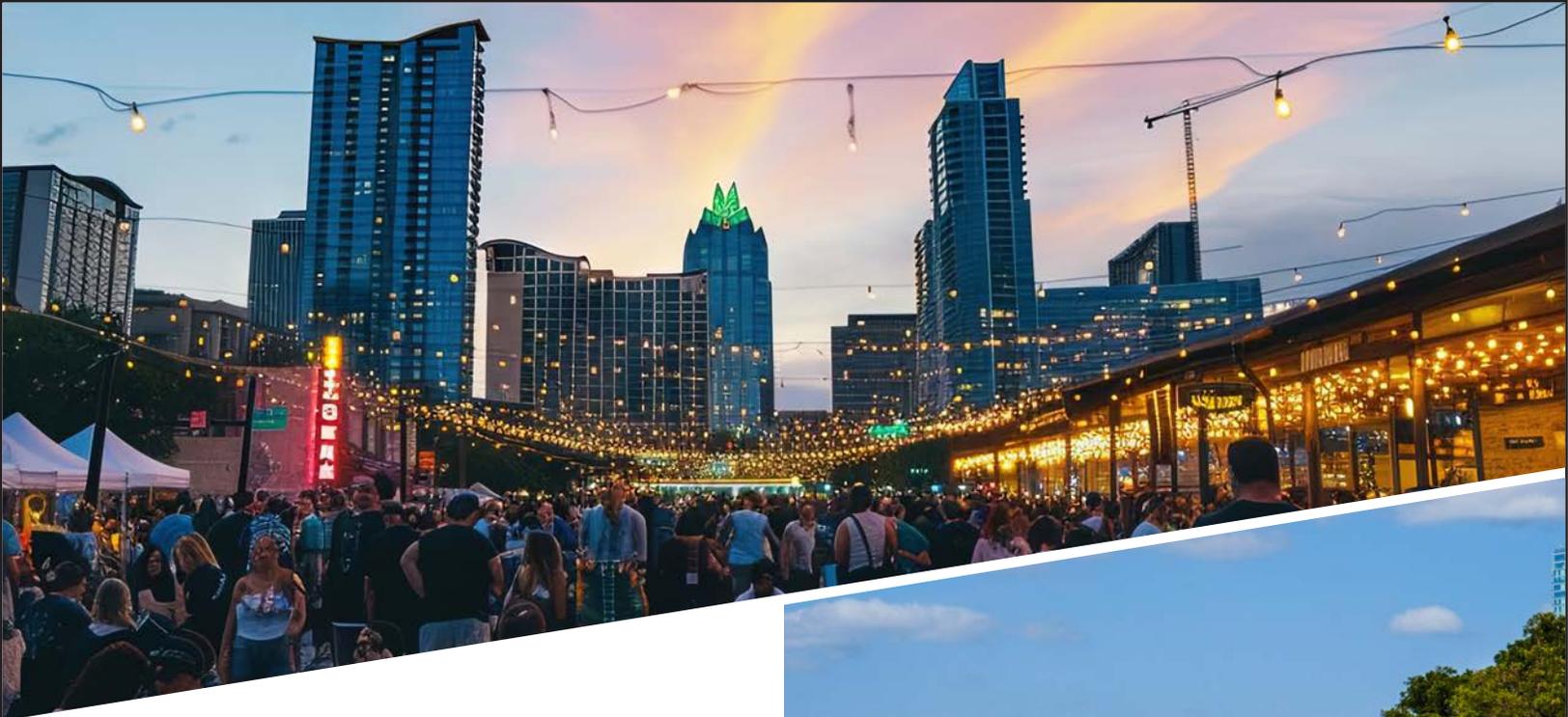
About Austin

People in Austin enjoy the wide variety of what the city offers, including restaurants, museums, and nature trails, attending world class arts, culture and sporting events at The University of Texas at Austin, browsing uniquely local retailers and vintage shops, and cheering on Austin FC at the Q2 Stadium.

Austin is thriving and is fueled by an influx of people and businesses, making Greater Austin one of the country's fastest-growing regions. Austin is currently the 11th largest city in the U.S. and is projected to be the 3rd largest metro in the U.S. by 2100.

The City of Austin was recognized on the Forbes list of America's Best Large Employers 2025, ranking fourth among local government employers and is the only government entity in Texas to make the list. U.S. News & World Report releases a series of lists each year, including the highly respected 150 Best Places to Live. They consider many factors to determine the best, including quality of life, the local job market, value for money, and the place's desirability. Austin is ranked #9 in the U.S. and #1 in Texas for 2025-2026 on that list. Austin is also ranked #9 for Best Place to Find a Job and #32 for Best Places to Retire in the US for 2025. In addition, U.S. News and World Report ranked the University of Texas at Austin as the #1 public university in Texas, 7th best public university in the nation, 30th among private and public universities, and 15 Austin Metro area high schools made the Best High Schools list. The highest ranked high school in Austin is AISD's Liberal Arts and Science Academy (LASA), which is ranked #6 in Texas and #38 nationally.

Austin's support of LGBTQ people who live and work in Austin led to the City scoring 100 points out of 100 on the 2024 Municipal Equality Index from the Human Rights Campaign.



About Austin (*continued*)

Austin attracts many visitors with its live music events. It's one of the top things to do in Austin all year round – not only during internationally recognized events like South by Southwest and Austin City Limits Music Festival. As the “live music capital of the world,” Austin serenades the community with live music in the airport terminal, on downtown streets, and at about 200 venues. Museums in town include The Contemporary Austin, the Blanton Museum of Art, and the Mexic-Arte Museum. Austin offers many community centers, gardens, parks, libraries, churches, synagogues, temples, and other houses of worship and contemplation.

Emerging as a player on the international scene, Austin is well known for its diverse events such as the Austin Food and Wine Festival, Rodeo Austin, Urban Cultural Fest, Reggae Fest, Blues on the Green, Austin Pride Festival, Austin Trail of Lights, NASCAR, and Formula 1. The city is home to notable employers such as the State of Texas, Tesla, Amazon, Apple, the University of Texas, Samsung Austin Semiconductor, Dell Technologies, Oracle, Meta, IBM, Google, Applied Materials, St. David's Medical Center, Indeed, U.S. Internal Revenue Service, Emerson, and Ascension Seton Health.

Located at the edge of the Texas Hill Country – rolling terrain of limestone bluffs, springs, rivers, and lakes – Austin's climate is ideal for year-round jogging, cycling, hiking on the city's many trails, or swimming at Barton Springs Pool or one of the area's many other swimming holes. There are several excellent golf courses in the area, as well as opportunities for rowing, kayaking, canoeing, camping, rock climbing, disc golf, mountain biking, fishing, and more. Austin has something for everyone.

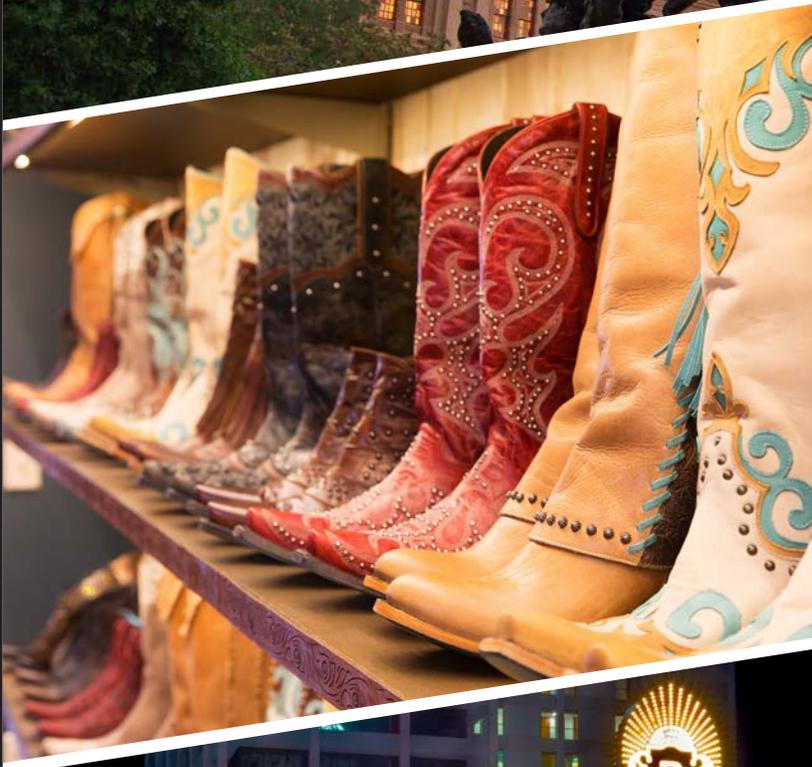




Austin City Government

The City of Austin is a progressive, full-service municipal organization operating under the Council-Manager form of government. Austin's Mayor is elected from the city at large, and ten City Council members are elected from single-member districts. Terms of the Mayor and City Council members are four years, and terms are staggered so that a general election is held every two years, with half the council being elected at each election. Term limits for the Mayor and City Council members provide for two consecutive four-year terms. The City Council is responsible for the appointment of the City Manager, who is the Chief Executive Officer of the City, the City Clerk, the City Auditor, Municipal Court Judges, and the Municipal Court Clerk.

To learn more about the dynamic City of Austin, visit austintexas.gov.



Join the Austin Team

At the City of Austin, we are more than just an employer—we are a vibrant community dedicated to shaping one of the nation’s most dynamic and innovative cities. As we strive to fulfill our commitment as public servants, it is important that we ground our efforts in a set of guiding principles – Empathy, Ethics, Excellence, Engagement, and Equity – and anchor our approach in delivering services that significantly impact the lives of Austin residents. Joining the City of Austin means embarking on a purposeful career, contributing to the community, and being part of a forward-thinking organization that values every employee.

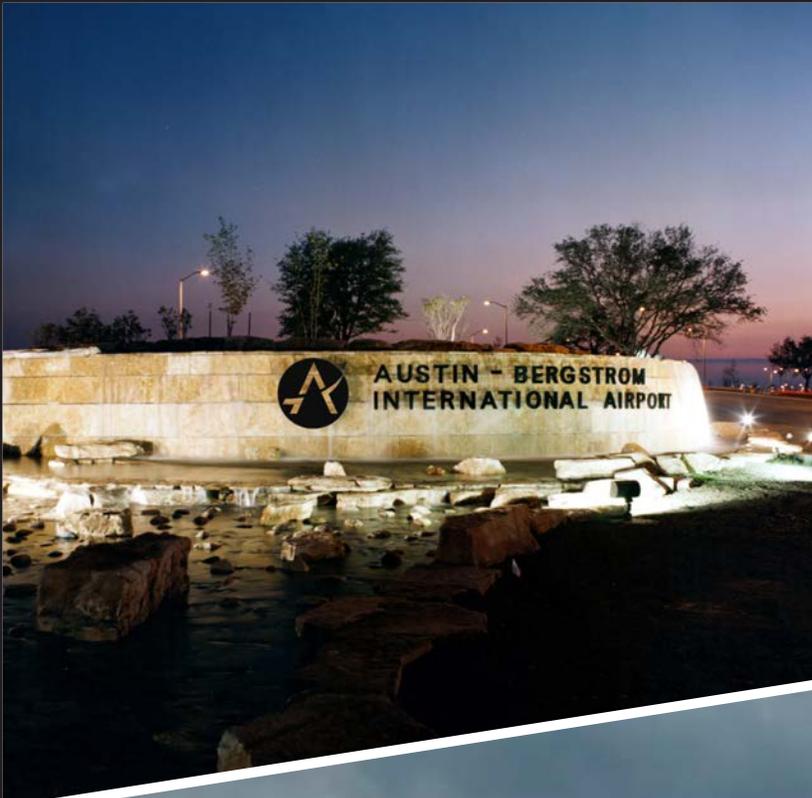
To learn more about the City of Austin’s guiding principles, [click here](#).

What Makes the City of Austin Special?

- **Make a Difference:** Join a team driving meaningful change in one of the fastest-growing cities in the nation.
- **Diverse and Inclusive Workplace:** Work in an environment where every voice is valued, and innovation thrives.
- **Competitive Benefits:** Enjoy a comprehensive compensation package that includes generous leave, work-life balance programs, and extensive benefits.
- **Retirement Security:** Plan for the future with the City of Austin Employees’ Retirement System.
- **Sustainable Transportation Options:** Commute easily with access to public transit and bike-friendly infrastructure.
- **Focus on Wellness:** Stay healthy through wellness programs, on-site fitness centers, and mental health support.
- **Career Growth:** Advance your skills and expertise with professional development and leadership opportunities.
- **Modern Workspaces:** Work in innovative and sustainable environments that foster collaboration and inspiration.

By joining us, you become part of a community that values its people and is committed to making Austin the most thriving and resilient city in the country.





About Austin-Bergstrom International Airport (AUS)

Austin-Bergstrom International Airport (AUS) is owned by the City of Austin and operated by the Department of Aviation. The airport is self-sustaining and generates revenue to cover operating costs. What was once the site for the Bergstrom Air Force Base, the federally owned property was transformed into a commercial airport with the opening of Austin-Bergstrom International Airport on May 23, 1999, replacing the former, smaller Austin Robert Mueller Municipal airport.

Since then, AUS has connected more Austin and Central Texas travelers to the world all while providing a uniquely authentic Austin experience to every customer that travels through the Barbara Jordan Terminal. Known for live music, local concession brands, and Texas hospitality, AUS prides itself on reflecting the culture and values of the community it serves.

In 2023, AUS served a record-breaking 22 million annual passengers, more than a quarter percent increase in total annual travelers since the world's pre-pandemic benchmark year of 2019. To address the rapid pace of passenger and airline activity, AUS has launched the Journey With AUS airport expansion and development program, multi-year capital improvement and development effort that will improve and modernize AUS facilities in the near-term and for generations to come.

The Position

Reporting to the Airport Chief Executive Officer (CEO), the Airport Chief Officer – Infrastructure and Systems operates with a high level of autonomy and provides strategic leadership and oversight for the operational continuity of mission-critical airport systems and multiple support business units at Austin-Bergstrom International Airport (AUS). This role is responsible for ensuring the reliability, efficiency, and safety of all airport infrastructure, utilities, and technological systems while driving innovation, regulatory compliance, and continuous improvement in alignment with AUS's long-term infrastructure vision and the Airport Expansion and Development Program (AEDP).



Austin-Bergstrom
International Airport

Duties, Functions and Responsibilities

Essential duties and functions, pursuant to the Americans with Disabilities Act, may include the following. Other related duties may be assigned.

- Develops and implements strategic initiatives to enhance the efficiency, safety, and sustainability of airport infrastructure and technology systems.
- Sets direction and drives performance by implementing best practices, business models, and technology-driven solutions to optimize service delivery and system reliability.
- Collaborates with airport executive leadership to ensure system strategies are integrated into operational planning and airport-wide performance goals.
- Leads cross-departmental collaboration to integrate infrastructure, operations, and IT strategies for seamless airport functionality.
- Ensures that all AUS facilities, utilities, and technological systems operate efficiently, safely, and in compliance with regulatory requirements.
- Oversees the effectiveness of the airport's asset management program, optimizing lifecycle costs, resource allocation, and long-term capital planning.
- Leads the implementation of reliability-centered maintenance (RCM) programs to proactively address system vulnerabilities and minimize operational disruptions.
- Establishes and monitors key performance indicators (KPIs) to measure facility and system effectiveness, drive continuous improvement, and ensure accountability.
- Drives the integration of smart airport technologies, automation, and digital transformation initiatives to enhance system efficiency and passenger experience.
- Drives performance by executing, implementing, and integrating business models, best practices, and systems to optimize service delivery.
- Ensures compliance with Federal, State, Local, and industry regulations.
- Cultivates partnerships with AUS business partners and stakeholders to improve service delivery and airport systems' reliability.
- Represents the department's interests in policy, aviation, and technical issues with governmental/regulatory agencies, boards, councils, commissions, and oversight bodies.
- Responsible for the full range of supervisory activities including selection, training, evaluation, counseling, and recommendation for dismissal.





Qualifications

The following are the minimum qualifications required for the Airport Chief Officer - Infrastructure and Systems:

Education: Graduation with a Bachelor's degree from an accredited college or university in Public or Business Administration, Business or Aviation Management, Finance, Engineering, Computer Science, or in a field related to the job.

Experience: Eight (8) years of senior-level experience at airports, airlines, or comparable organizations, including six (6) years of experience which were in a managerial or executive capacity. Graduation with a Master's degree from an accredited college or university may substitute for two (2) years of the required experience up to a maximum of two (2) years.

Preferred Qualifications

The following are the preferred qualifications for the Airport Chief Officer - Infrastructure and Systems:

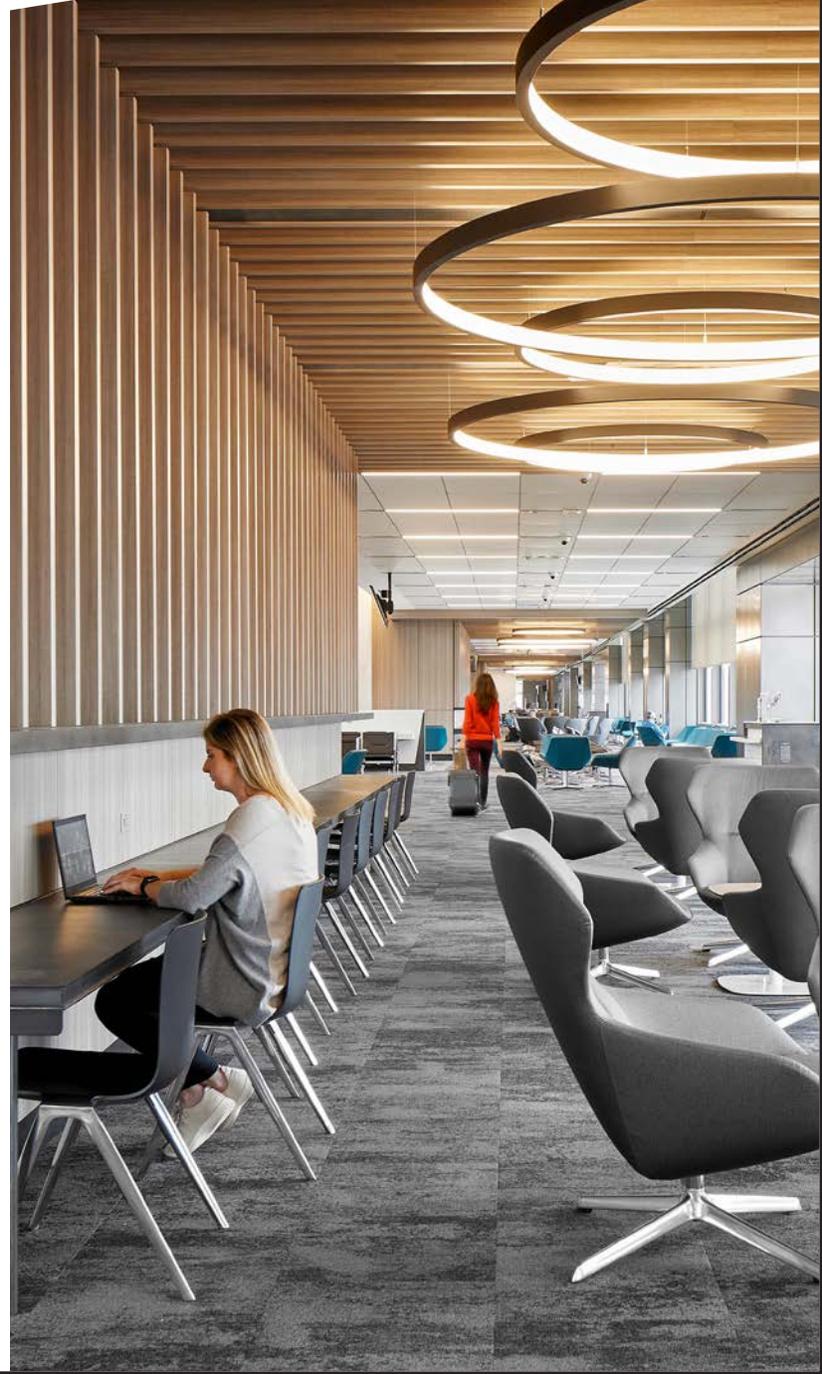
- Executive leadership experience in airport operations, facilities, engineering, or technology within a complex organization.
- Expertise in managing mission-critical airport infrastructure, utilities, and technology systems, including implementation of asset management and reliability-centered maintenance practices.
- Proven success guiding strategic capital planning and major infrastructure programs in alignment with regulatory requirements and organizational objectives.
- Strong ability to represent the organization with governing bodies, regulatory agencies, business partners, and community stakeholders.
- Demonstrated record of driving innovation, digital transformation, and organizational change to enhance efficiency, reliability, and customer experience.

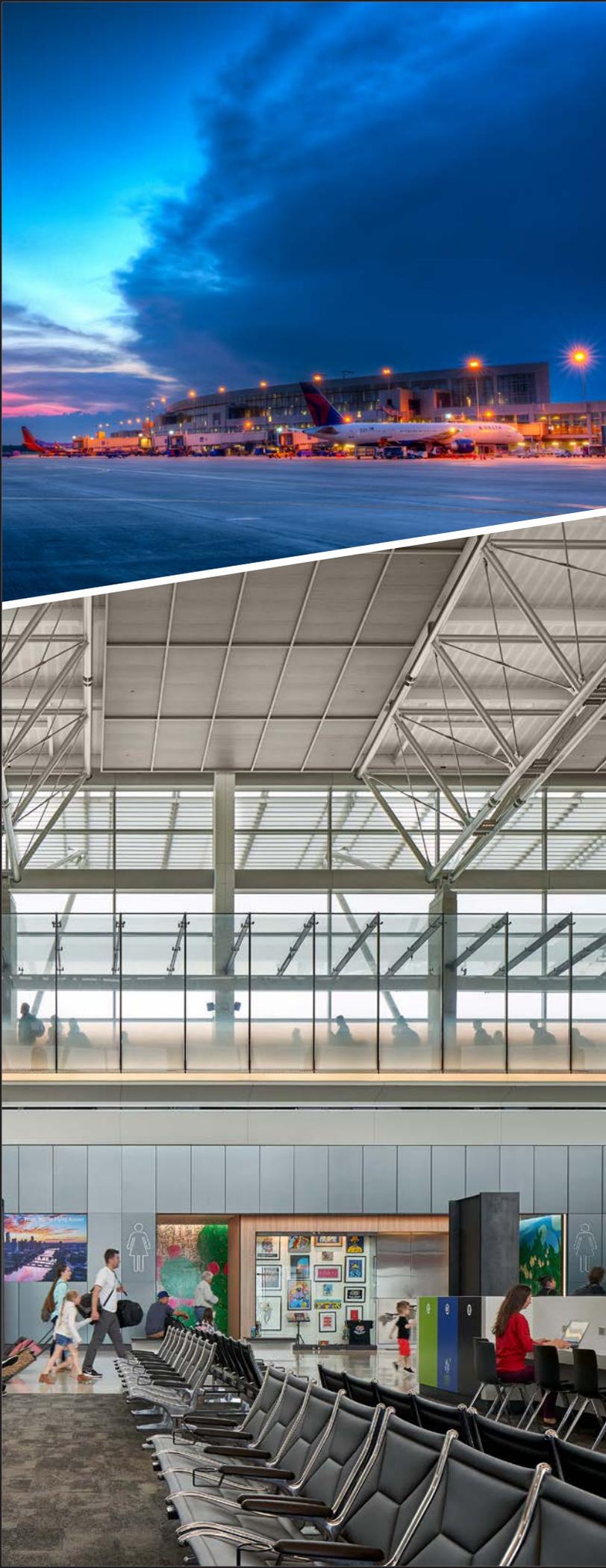
The Ideal Candidate

AUS is seeking a forward-thinking and innovative leader with extensive experience in managing complex airport infrastructure, facilities, and technology systems. The ideal candidate will be a strategic executive who excels in overseeing mission-critical airport operations while fostering collaboration across diverse business units. This individual will have a proven ability to integrate smart airport technologies, drive capital planning initiatives, and ensure operational continuity in alignment with AUS's long-term growth and the Airport Expansion and Development Program (AEDP). The next Airport Deputy Chief Officer will inspire teams, champion organizational change, and deliver results that enhance efficiency, reliability, and the passenger experience.

The following core competencies are important for this role:

- **Exceptional Leadership** – A collaborative executive who builds strong relationships with stakeholders, business partners, City departments, and regulatory agencies, while motivating teams toward common goals.
- **Operational and Technical Acumen** – Deep understanding of airport systems, infrastructure, and technology operations, with the ability to ensure safety, reliability, and regulatory compliance.
- **Thinks Analytically and Strategically** – A visionary leader who can assess complex operational needs, anticipate future challenges, and develop strategies that align with AUS's long-term objectives.
- **Agility** – Demonstrates resilience and adaptability in guiding teams through organizational change, capital expansion, and emerging technology integration.
- **Customer Focus** – Committed to delivering a superior passenger experience while balancing the expectations of airport stakeholders and business partners.
- **Equity Lens** – Applies an equity-focused approach to build inclusive, diverse, and safe workspaces that reflect AUS's values and community.
- **Business Ethics** – Recognized for integrity, accountability, and ethical decision-making in leading large-scale operations.
- **Boundary-less Perspective** – Brings a broad, systems-level perspective to complex challenges, connecting cross-departmental strategies and anticipating future trends in aviation.





Compensation and Benefits

The salary range is \$289,000 to \$299,000 annually. The benefits package includes medical, dental and vision coverage, life insurance, compensated leave, short-term disability, and retirement benefits. The city is a member of the Proportionate Retirement Program. Optional benefits include supplemental life insurance, a 457 deferred compensation plan, long-term disability plan, and a legal plan. Visit austintexas.gov/department/active-employee-benefits to learn more about the City's employee benefits.

Reasonable relocation benefits will be provided to the successful candid.

How To Apply

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

Deadline for applications: November 30, 2025

The contacts for this search are:

Kenneth Gwyn, A.A.E.

kenneth@adkexecutivesearch.com

Chuck McFall, Ph.D., A.A.E., PMP

chuck@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 Austin is an equal-opportunity employer. We support diversity and are committed to creating an inclusive environment for employees.

Information submitted for consideration may be made available to the public in compliance with the Texas Open Records Act.

The City of Austin is committed to compliance with the Americans with Disabilities Act. Reasonable modifications and equal access to communications will be provided upon request. For assistance, please contact 512-974-3210 or Relay Texas 7-1-1.

