



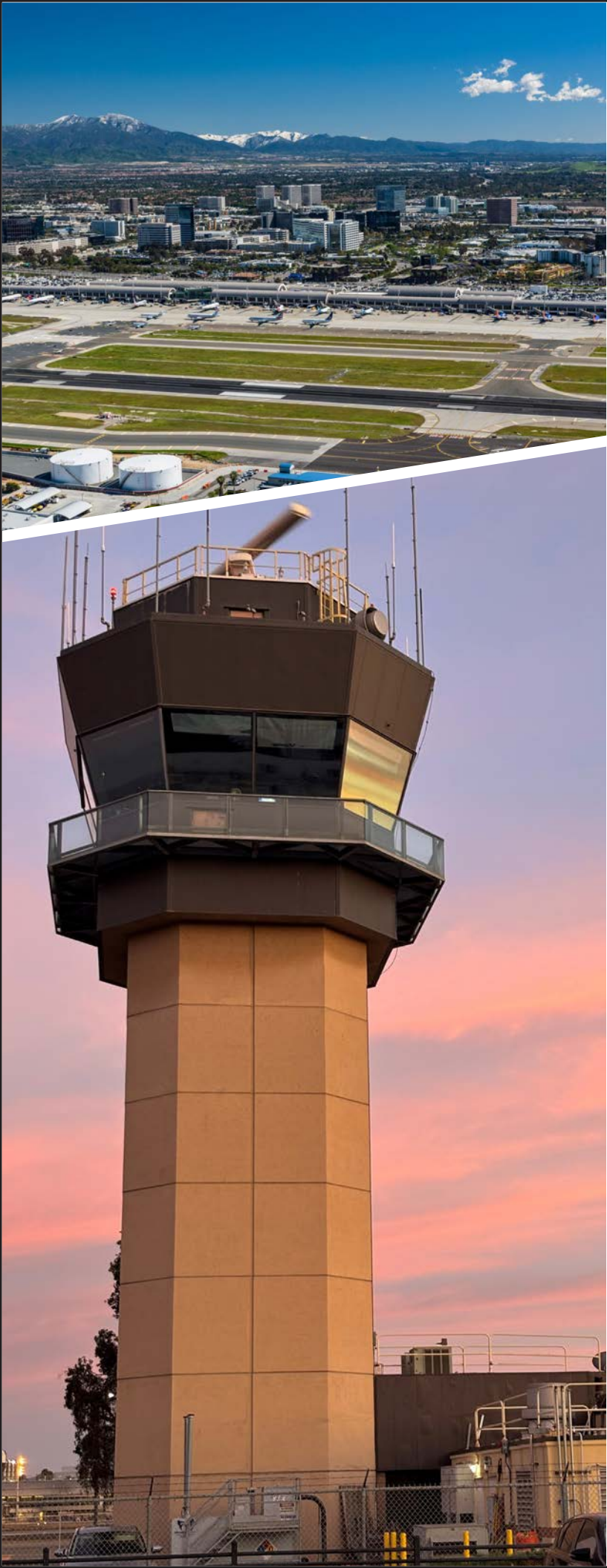
JOHN WAYNE AIRPORT
ORANGE COUNTY



The County of Orange invites applications for
Senior Engineering Manager

John Wayne Airport, Orange County (SNA)
Santa Ana, CA

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH



The Airport

Ranked #1 in Customer Satisfaction among Large Airports in the J.D. Power 2025 North America Airport Satisfaction Study for the second consecutive year, John Wayne Airport (SNA) is owned by the County of Orange and is operated as a self-supporting enterprise that receives no general fund tax revenue. The Airport serves more than 11.3 million passengers annually and reaches more than 40 nonstop destinations in the United States, Canada, and Mexico.

John Wayne Airport is a medium hub airport with approximately 300,000 commercial and general aviation operations each year, placing it in the top 30 busiest airports in the country. John Wayne Airport plays a unique and crucial role in the Orange County community providing commercial passenger and air-cargo service and is the primary provider of general aviation services and facilities. It is home to local law enforcement, air operations, and to medical/mercy flights. SNA is the gateway through which millions of passengers travel each year to their homes, their families, their vacations, and their businesses.

John Wayne Airport's Mission
is Connecting People, Places and Opportunities.

Vision: To be an airport of choice by creating exceptional experiences.

Orange County's aviation history is rooted in general aviation operations. In 1923, aviation pioneer Eddie Martin founded the airfield that ultimately became John Wayne Airport. Until 1939, the Airport operated as a privately owned general aviation facility. After serving as a military base during World War II, the Airport was returned to the County of Orange with the stipulation that it remain open to all types of aviation uses.

SNA is respected for its fiscally conservative management approach. The Airport currently has 198 positions, supplemented with staff from Orange County Sheriff's Department, Auditor-Controller, Human Resource Services, and County Counsel. Additionally, the airport contracts with the Orange County Fire Authority for Aircraft Rescue and Fire Fighting (ARFF) services.



The Airport (*continued*)

General Aviation

John Wayne Airport is the home base for more than 500 private general aviation aircraft, ranging from vintage biplanes to sleek corporate jets and helicopters.

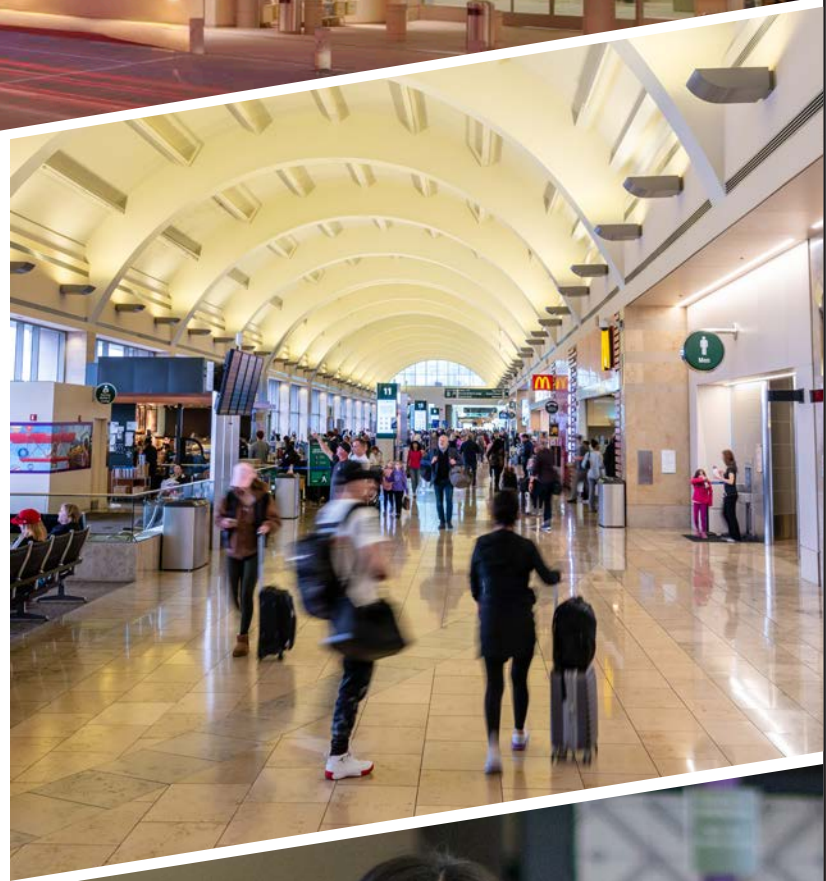
General aviation accounts for 70 percent (236,229) of the Airport's total aircraft operations. The airport is home to two full-service Fixed Based Operators (FBOs) and one limited-service FBO. The airport is also home to several fixed wing and helicopter flight schools. SNA is redeveloping all of its general aviation infrastructure supporting investment into modernizing FBO structures and spaces.

Commercial Air Service

Commercial air service is provided by most major U.S. carriers: Alaska, Allegiant, American, Breeze, Delta, Frontier, JSX, Southwest, Spirit, and United. International destinations are served by Air Canada, Southwest, and WestJet. Currently, these carriers serve more than 40 nonstop destinations. Commercial Air Traffic consistently serves over 11 million passengers, with strong load factors (up to 90%).

SNA is also served by two cargo airlines—FedEx and UPS. In CY 2024, Air Cargo exceeded 35.78 million pounds.

SNA supports a superior guest experience through programs such as [Helping Hands](#), [AirPaws](#) (therapy dogs), [Terminal Music and Arts programs](#), special events, and the [OC AirPASS](#).



The Airport (*continued*)

Facilities

With two runways, an airfield, three terminals, four parking garages, a central utility plant supporting facilities on over 500 acres, SNA maintains over \$1.2 billion worth of facilities and assets. The Thomas F. Riley Terminals (A, B, and C) total 730,505 square feet, with 22 gates. These terminals are retrofitted to survive an 8.0 earthquake.

Airport Development and Improvement

Progress is happening at John Wayne Airport! Utilizing operating revenue, grants, and other funding sources, the Airport has embarked on a substantial \$700 million [Capital Improvement Program \(CIP\)](#) to modernize, upgrade and keep our facilities in excellent operating condition for years to come. The phased CIP includes new baggage handling systems, elevators, escalators, lighting, and signage; improvements to parking structures, runways, and taxiways; Common Use Passenger Processing System (CUPPS), a central utility plant and electrical distribution infrastructure, terminal and airfield security, and a stormwater management system; and electric vehicle charging stations.

Through the [General Aviation Improvement Program \(GAIP\)](#), JWA is also redeveloping general aviation facilities, FBO's, hangars, tie downs, and related support infrastructure to better support general aviation community.

The terminal experience will also be improved with the redevelopment of 80% of its retail and food concessions. These new tenants will include a blend of local concepts that reflect the vibrancy of Orange County's dining and retail scene, along with top-tier national brands.

CIP, GAIP, and Terminal Concession Tenant redevelopment projects are happening concurrently over multiple years. The combination of these concurrent and overlapping programs creates exciting challenges and opportunities.



The Community

Whether it's beach towns or theme parks, all framed by stunning coastal views and luxury yachts, Orange County stands out as one of the nation's most iconic destinations. With a population of over three million residents, and 34 cities, Orange County is the sixth largest county in the United States.

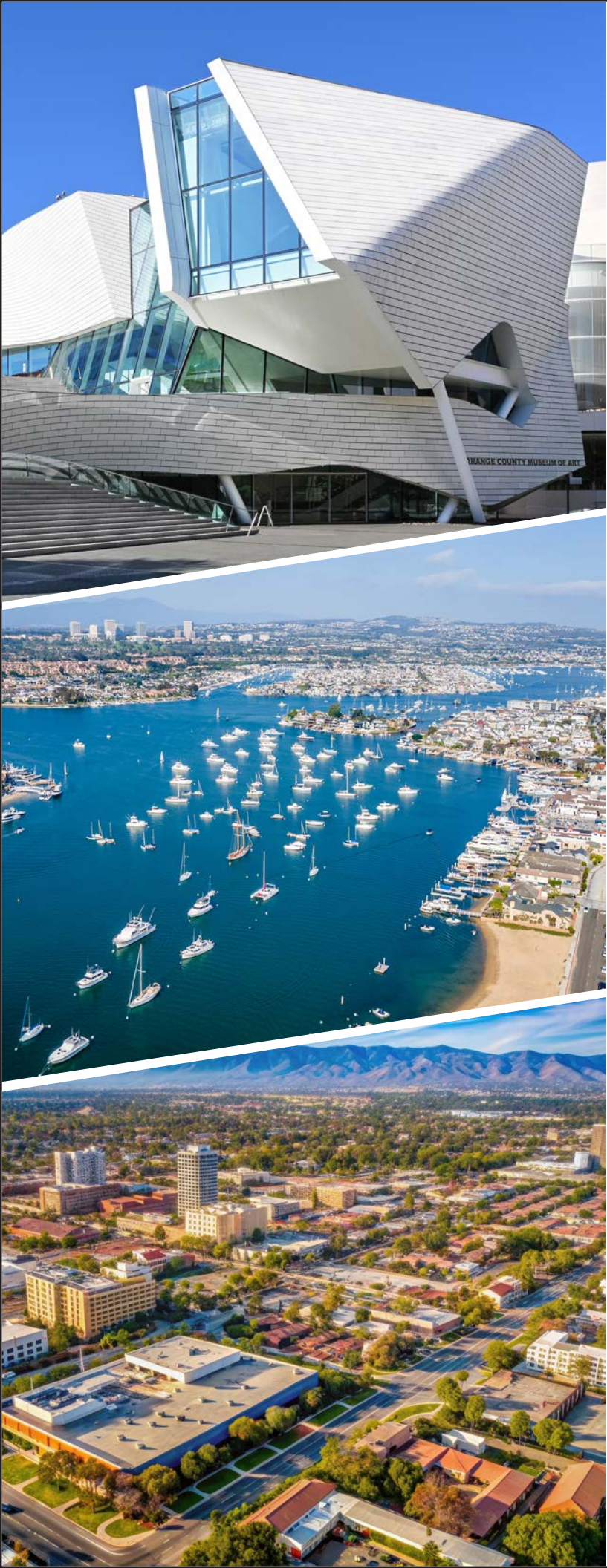
Orange County features excellence in education, a low crime rate, a wide variety of businesses, and unlimited recreational opportunities. Orange County offers a high quality of life and a nearly perfect climate year-round. Residents enjoy over 42 miles of pristine beaches, three major harbors, vast wilderness parks, beautiful nature preserves, and approximately 402 miles of riding and hiking trails. It is also part of the broader dynamic southern California region. Where else can you surf and ski in the same day? Visitors and residents alike have an opportunity to enjoy an abundance of world-class shopping, dining, and resort accommodations. This county is rich with top-notch universities and colleges, some of the highest quality public and private schools in the nation, and many corporate headquarters and technology firms.

With 280+ days of sunny weather per year, Orange County is perfect for golfing on world-class courses, hiking, and mountain biking. Many world-recognized entertainment venues, convention centers, and attractions (Disneyland, Disney California Adventure, Knott's Berry Farm), and major sports teams (Anaheim Angels and the Anaheim Ducks) call Orange County home.

From fishing to yachting, water sports of every kind abound on the beaches and in the harbors and marinas that dot the Orange County coast. Orange County's regional park system consists of 39,000 acres of 25 urban and wilderness parks. Orange County is also home to multiple sports parks with dedicated facilities for soccer, baseball, softball, swimming, and football. Dining and food options include chef-driven restaurants, farmers markets, boba tea shops, and taquerias. Orange County embraces vibrant, historic, and diverse neighborhoods and welcomes millions of visitors per year, truly making it where the world comes to live, work, and play.

John Wayne Airport is centrally located, adjacent to the 405, 55, and 73 freeways providing access to diverse housing options in cities such as Irvine, Costa Mesa, Tustin, Fountain Valley, Huntington Beach, Santa Ana, Orange, Lake Forest, and Mission Viejo.





The County Government

Orange County is a Charter County governed by a five-member Board of Supervisors elected to four-year terms. The Board is supported by a group of dedicated, public-spirited individuals and together, they comprise a regional service provider and planning agency committed to maximizing resources and improving the quality of life for residents in Orange County. The 22 departments that make up the County government strive to make Orange County a safe, healthy, and fulfilling place to live, work and play, by providing vital services to the community. The County's core businesses are public safety, public health, environmental protection, regional planning, public assistance, social services, and aviation.

Position Overview

John Wayne Airport (SNA) is seeking an experienced Senior Engineering Manager to lead a multidisciplinary team that supports the airport's current and long-range infrastructure vision and needs. This role operates within the Planning and Development Division, which oversees SNA's \$700 million Capital Improvement Program and key initiatives involving airside, landside, terminal, and major utility projects. The Senior Engineering Manager plays an essential part in advancing the Capital Improvement Program, shaping engineering standards, and ensuring safe, reliable, and efficient airport operations.

About the Role

The Senior Engineering Manager leads a team of engineering and architecture professionals responsible for planning, evaluating, and implementing maintenance and capital improvement projects. The position requires strong technical judgment, an ability to guide complex engineering work, and a leadership style that supports collaboration across the airport. The ideal candidate brings experience in airport environments, sound administrative skills, and the ability to balance strategic planning with hands-on project oversight.

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Key Responsibilities

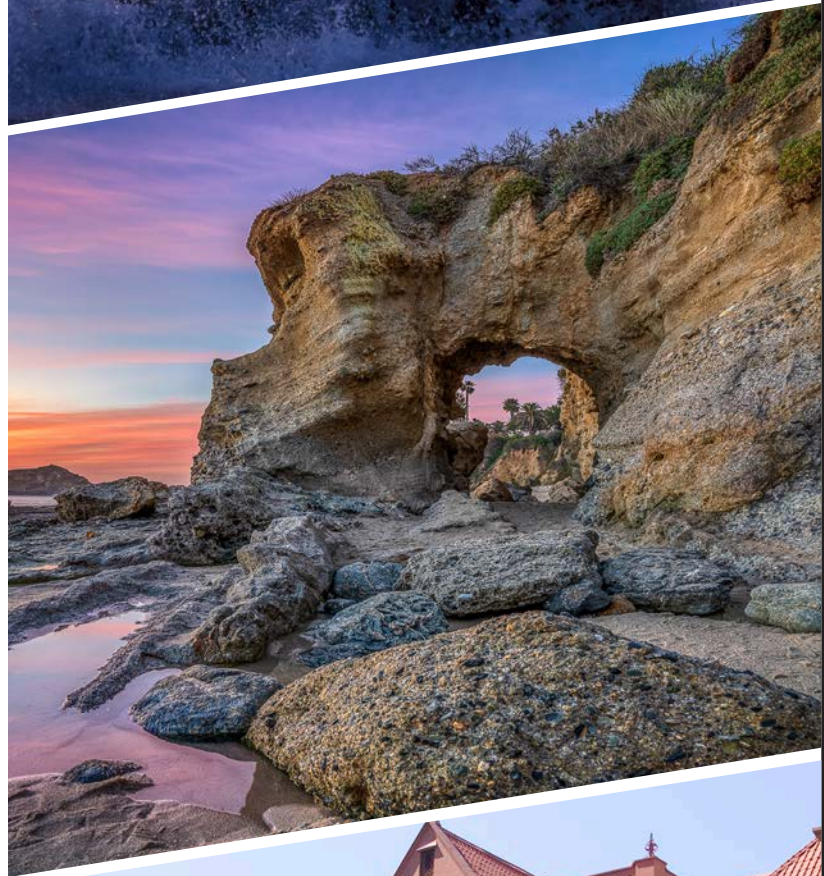
- Lead and mentor a team of Airport engineers, architects, and technical staff on complex projects
- Direct engineering studies of the current condition and future development of airport systems, facilities and infrastructure, and ensure appropriate input into the development of the Capital Improvement Program
- Oversee the development of Project Definition Documents and Architectural/Engineering Standards across all airport projects and facilities
- Manage utilization/contracting of A/E consultants and to ensure timely delivery and quality
- Oversee budgeting, scheduling, and operational planning for the engineering team
- Collaborate with internal partners to support airport-wide initiatives
- Oversee the management of engineering-specific capital projects to ensure on-time, on-budget delivery
- Foster open communication with leadership and project stakeholders, Airport Commission, understand stakeholder needs
- Promote safe practices and support innovation

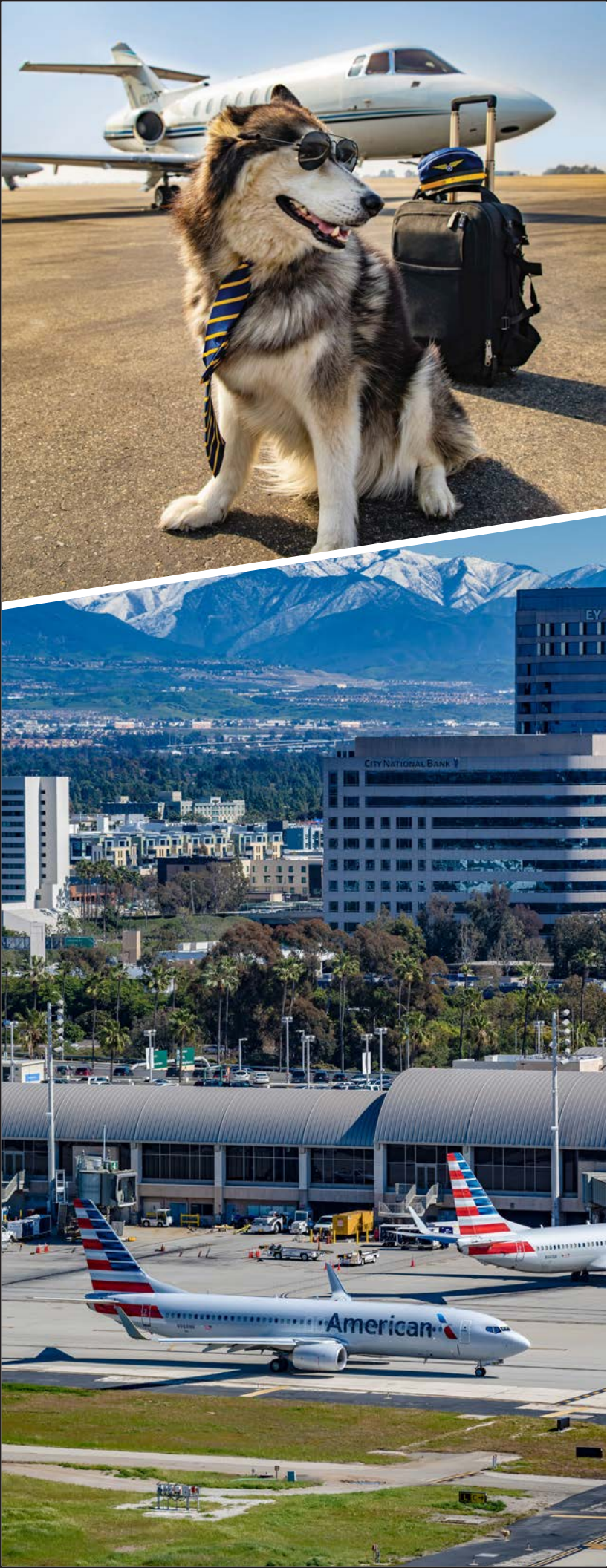
Leadership Qualities and Style

The successful candidate demonstrates strong technical competence, sound decision-making, and the ability to build trust across teams. They excel at setting priorities, motivating staff, and cultivating a work environment grounded in accountability, communication, and continuous improvement. A strategic mindset, paired with the ability to manage complex workflows and adapt to evolving challenges, will be essential. Able to communicate complex issues to technical and non-technical audiences.

Preferred Qualifications

- Five (5) or more years as a professional civil engineer, including at least two (2) years of supervisory experience
- Three (3) or more years working on airport-related engineering projects
- Expertise in engineering principles, airport maintenance operations, and applicable codes and regulations
- Skill in preparing technical evaluations, reports, and project documentation
- Ability to navigate multi-agency coordination, stakeholder engagement, and public settings
- State of California Professional Engineer license and ability to meet all airport access requirements is required





Salary and Benefits

The annual salary range for the incoming Senior Engineering Manager is \$140,670 - \$194,833; placement within this range is dependent upon qualifications and internal parity. For additional information about Orange County benefits, visit: <https://hrs.oc.gov/benefits-prospective>. Relocation assistance is available.

How To Apply

It will be necessary for all interested parties to apply to both the ADK website and through the County of Orange's website. Links to both websites are included below:

To apply with ADK, [click here](#).

To be considered, all candidates must complete the County of Orange's employment application. To complete the application, [click here](#).

**Deadline for complete applications:
December 29, 2025**

Contact for this search is:

Rod Dinger, A.A.E.
rod@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 County of Orange is an equal-opportunity employer. We support diversity and are committed to creating an inclusive environment for employees.

