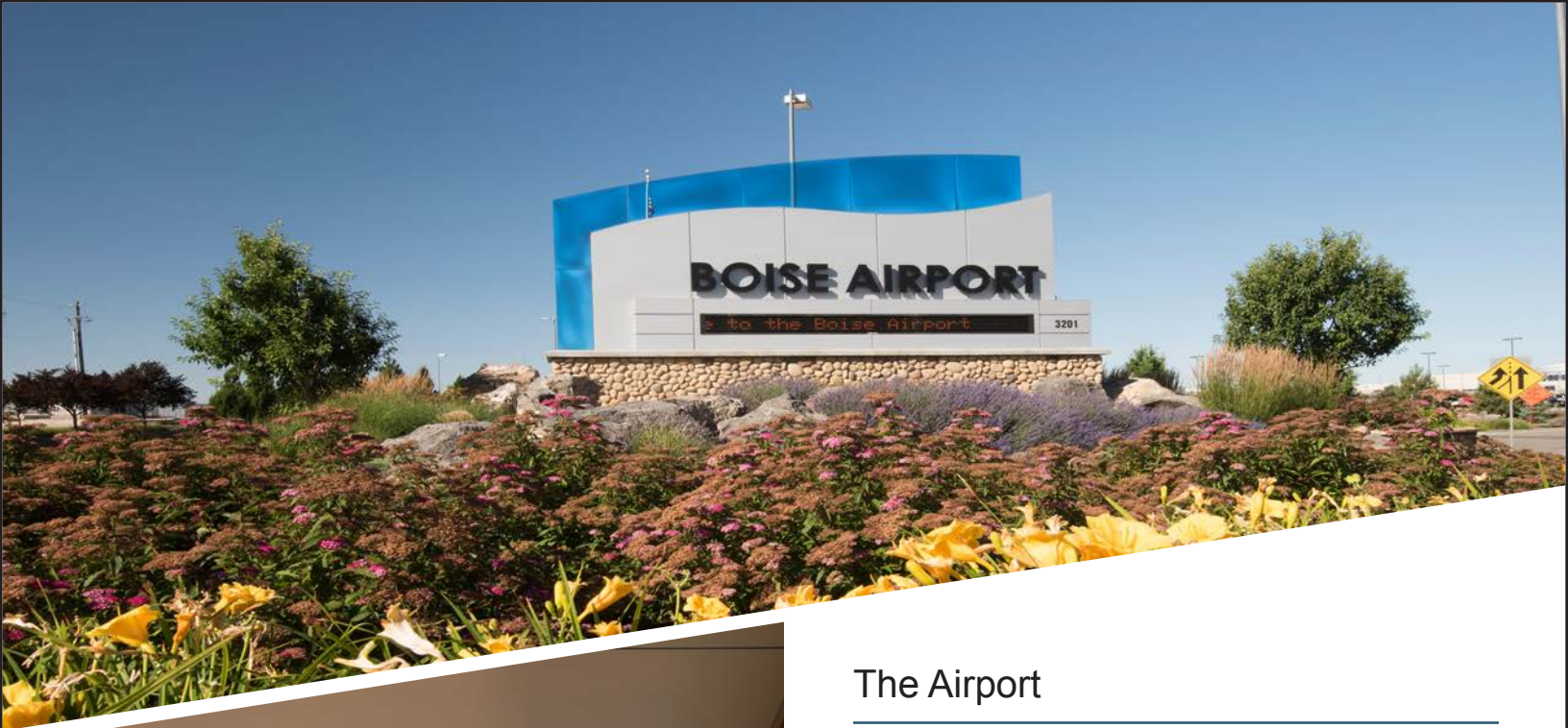




The City of Boise Department of Aviation invites applications for
Airport Business Development Manager

Boise Airport (BOI)
Boise, Idaho

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH



The Airport

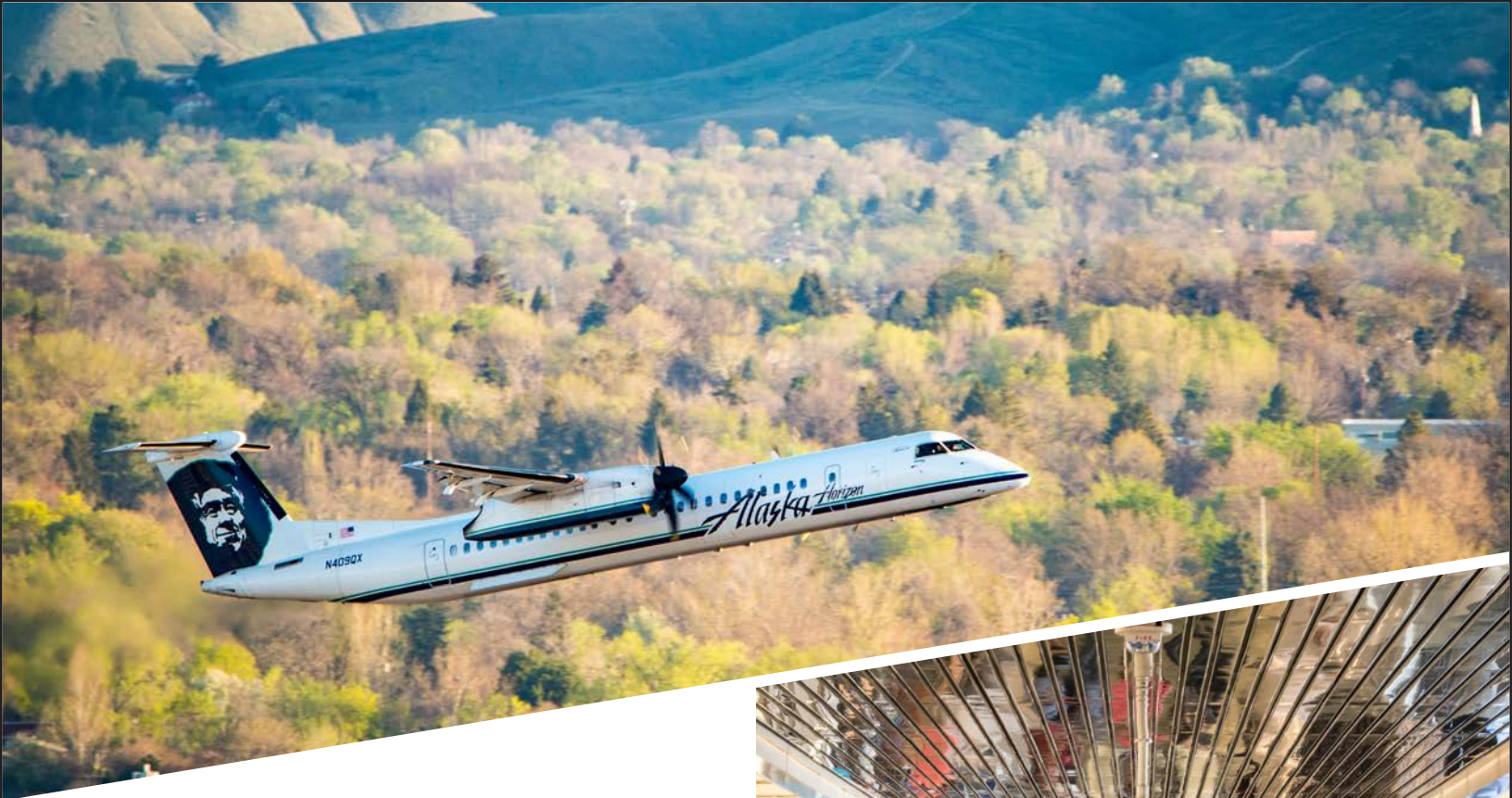
Boise Airport (BOI) is a joint civil-military airport just 10 minutes from downtown Boise, Idaho. Classified as a medium-hub airport, BOI is operated by the City of Boise Department of Aviation and is served in an advisory role by an Airport Commission.

The Boise Airport is Idaho's only medium-hub airport and is conveniently located in the heart of the Treasure Valley—a region that has recently seen an explosion in population growth. This exponential growth in our community has translated to an increased demand for air service, with passenger travel increasing 81% over the last decade (2014-2024). In 2024, nearly 5 million total passengers arrived or departed through the airport, a record for the third consecutive year.

To right-size the airport to meet the needs of the traveling public, BOI is in the midst of a multi-year capital improvement plan called BOI Upgrade, which is increasing capacity and improving the passenger experience. Completed projects include a new public garage and an employee garage. A new rental car center is scheduled to open in the Fall of 2026, and planning is underway for a new concourse with up to 10 gates.

The Boise Airport is served by eight airlines that offer nonstop flights to 27 destinations, with easy one-stop connections to over 350 cities worldwide. There are currently more than 77 aviation-related tenants and numerous subtenants at the Boise Airport. Boise Airport serves as the gateway for leisure travelers visiting the Treasure Valley as well as those accessing Idaho's wild backcountry.

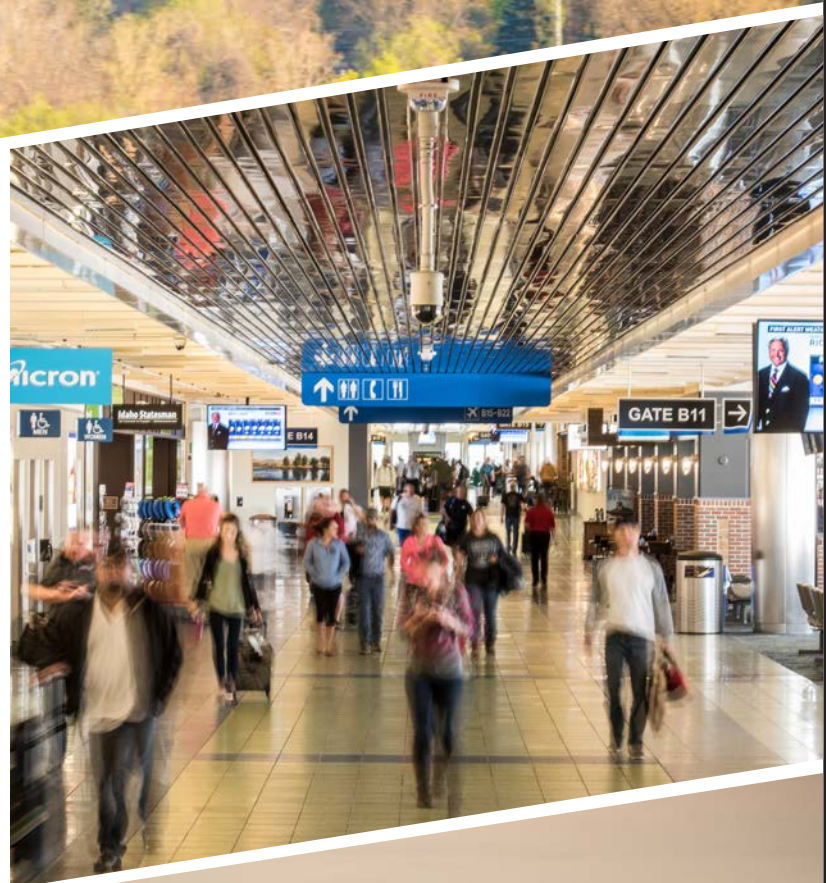




The Airport (*continued*)

As an essential hub for business transportation, BOI has helped shape the region's commercial landscape. Warehousing, office parks, hotels and aviation-related operations have been drawn to the efficiency, convenience and proximity of the airport. BOI is also a land of opportunity: the airport owns or controls more than 5,000 acres surrounding the airfield. To support long-term growth and diversify revenue, the Boise Airport is partnering with a local commercial real estate developer to transform some of the airport's non-aeronautical land holdings into light-industrial space.

The Idaho Transportation Department Aeronautics Division conducts an Economic Impact Study for Boise Airport and other aviation facilities throughout the state approximately every 10 years. The most recent survey, released in 2020, showed that the airport has an annual impact of \$2.9 billion in total economic activity on the local economy.





The Community

Boise is Livable. The Treasure Valley—home to Boise and its surrounding communities—offers a wide range of housing options, from downtown lofts and historic neighborhoods to newer developments in Meridian, Eagle, Nampa and beyond. Whether you're drawn to a vibrant urban setting or prefer quieter suburban or rural living, there's something for every lifestyle. The region continues to invest heavily in infrastructure and commute times remain relatively short, with most residents traveling 20–40 minutes into Boise from surrounding cities. With strong transportation access and diverse living choices, the Treasure Valley supports a balanced, connected lifestyle.

Boise is Vibrant. First-time visitors often comment on Boise's vibrancy, vitality and energy. With an active arts community and lively downtown filled with shops, restaurants, night spots and—yes—people, Boise is alive with entertainment options.

Boise is Active. When in Boise, do as the locals do: get outside! The city's mild, four-season climate and easy access to mountains, rivers, lakes, and more make it a haven for those looking to explore beyond the city.

Boise is Unforgettable. Memories are made in moments; in the cheer of a crowd, the thrill of experiencing something new or unexpected. That's what makes Boise, with so many different events, sports, and other exhilarating experiences, so extraordinary.

Boise is No Ordinary Place. Here, outdoor pursuits exist in perfect sync with city life. In minutes, you can escape to float a river, ski, boat, hike, bike, and more. Boise is becoming a hub for sports fans, too. Home to the famous blue turf of the Boise State Broncos, minor league baseball, and ice hockey teams. Come watch a game, even a rodeo, or play on one of the many golf courses or other sporting venues available in the city.



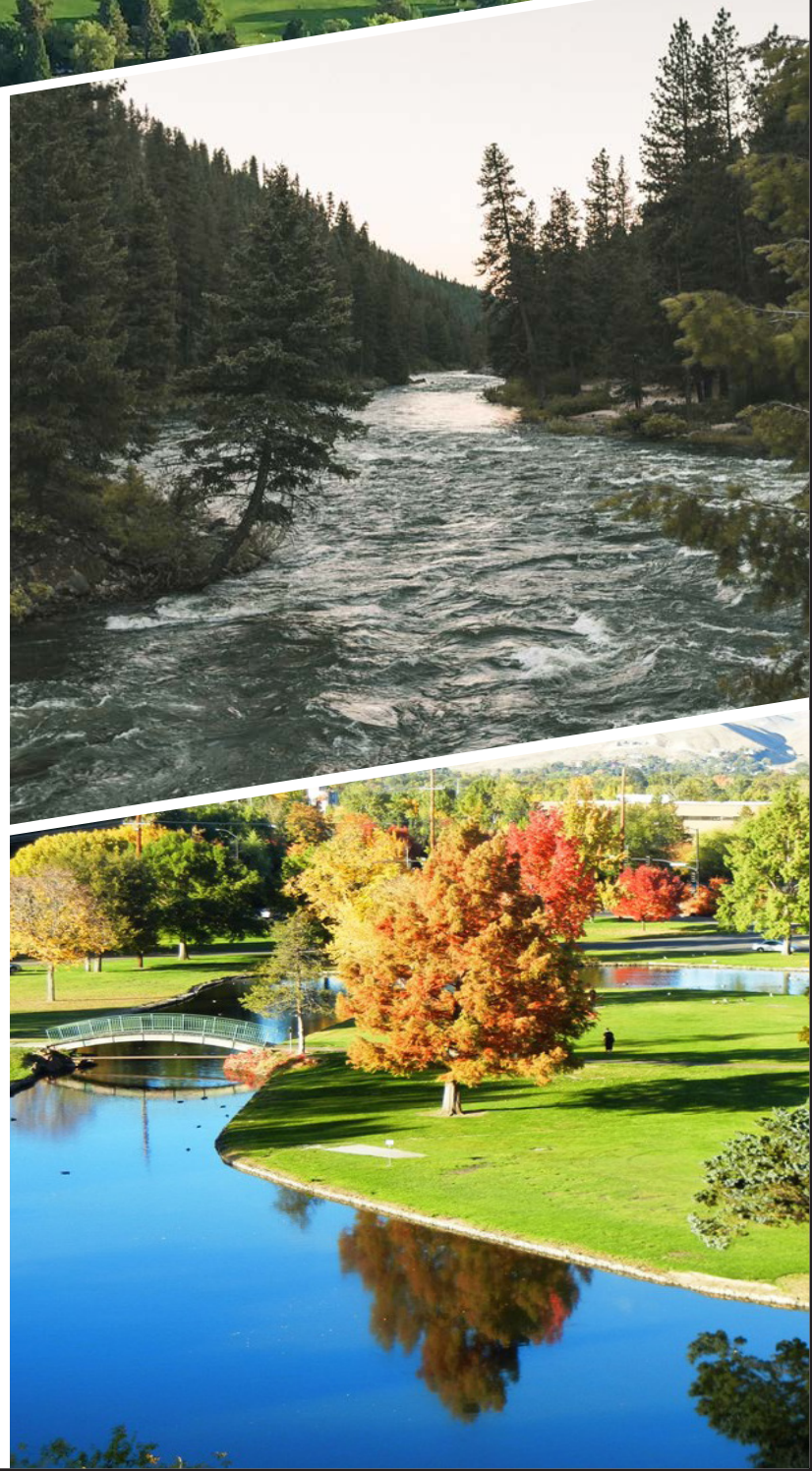
The Community (*continued*)

Boise, the capital of Idaho and largest metropolitan center between Portland and Salt Lake City, offers beauty and adventure both outdoors and within our thriving arts scene. You'll find installations, murals and public art around the city, and can tour the Boise Art Museum, Idaho Anne Frank Human Rights Memorial, Zoo Boise, Discovery Center of Idaho, historical museums and other cultural hot spots.

Nationally renowned theater and performing arts companies also call Boise home, including Boise Contemporary Theater, Idaho Shakespeare Festival, Ballet Idaho, Opera Idaho and the Velma V. Morrison Center for the Performing Arts, which hosts traveling Broadway shows every season through the Broadway in Boise series.

Boise's food scene is diverse and delicious, with distinctly Idaho highlights, often using ingredients sourced from local farms and ranches. For endless variety in one stop, try downtown Boise. Nearly every style of food and attitude is on display—from swanky lounge menus to casual pub fare to ethnic cuisines.

At night, the downtown core becomes a playground. With an active local and regional music scene, several clubs and venues often feature live entertainment. Home to a distillery and several breweries, you can easily find a perfectly made cocktail or small-batch brew.
Community Information: visitboise.com





Position Overview

Boise Airport (BOI) is seeking an Airport Business Development Manager to lead strategic initiatives that drive air service growth, commercial development, and long-term revenue sustainability. This senior leader oversees passenger and cargo air service development, real estate and properties management, commercial programs, lease and contract negotiations, marketing, media relations, and customer service functions. The role plays a central part in shaping the airport's economic impact, brand perception, and stakeholder partnerships while supporting BOI's continued growth as a key regional transportation hub.

About the Role

The Airport Business Development Manager is responsible for developing and executing short- and long-term strategies that strengthen both aviation and non-aviation revenue streams while maintaining a strong focus on customer experience. This position leads a multidisciplinary team and collaborates closely with airlines, tenants, public agencies, and regional partners. Using data, market analysis, and industry best practices, the role guides decisions related to air service expansion, air cargo growth, and the strategic use of airport-owned property.

Key Responsibilities

- Lead and develop a professional team, setting organizational structure, staffing plans and performance expectations
- Create and implement revenue strategies that maximize aviation and non-aviation income while supporting airline sustainability
- Oversee airport real estate and commercial property management, including leases, agreements and contract negotiations
- Identify and pursue public and private partnerships that enhance revenue and reduce operating costs
- Build and maintain strong relationships with airline leadership to support passenger and cargo air service growth
- Prepare and deliver air service development analyses and presentations, including route, fleet, and schedule evaluations

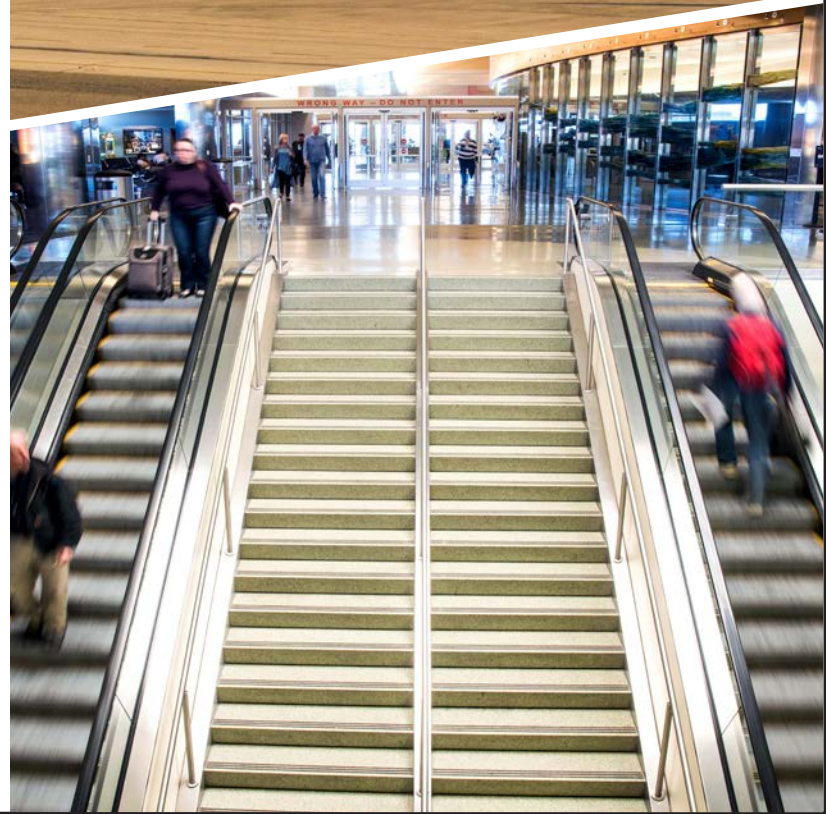
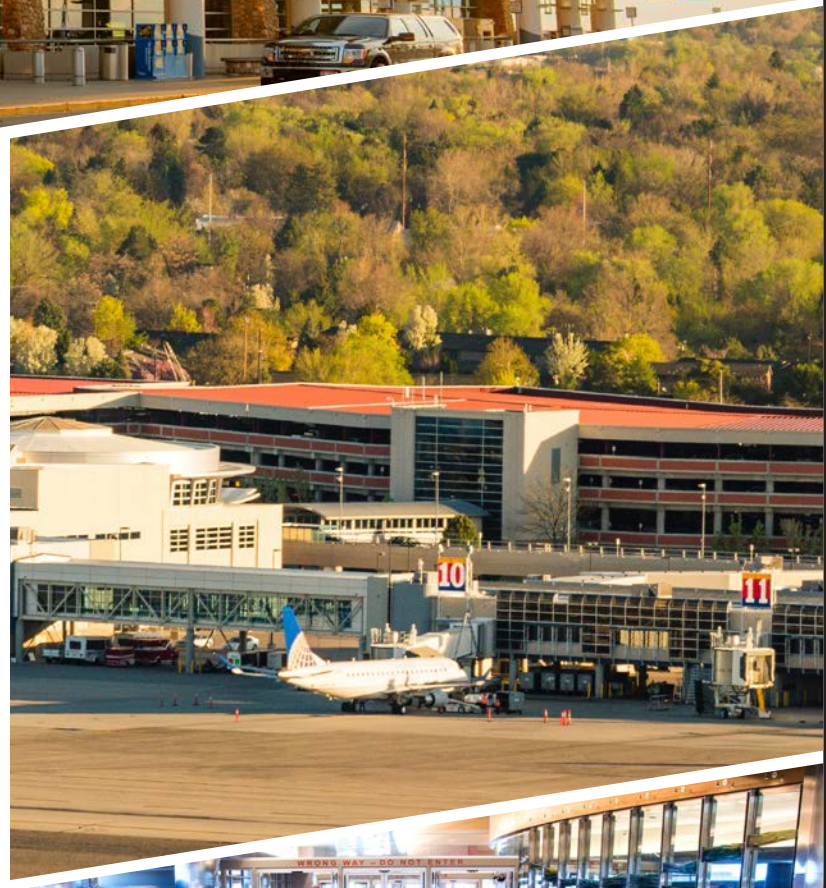


Leadership Qualities and Style

This role calls for a collaborative, analytical leader who balances strategic vision with operational execution. The ideal candidate brings sound judgment, clear communication and the ability to gain cooperation across diverse stakeholder groups. A strong commitment to staff development, accountability and thoughtful decision-making is essential, along with the ability to address complex issues with professionalism and discretion.

Preferred Qualifications

- Bachelor's degree in business, public administration, or a related field
- Eight (8) years' experience in airport business development, air service development, marketing, or contract management
- An equivalent combination of education and experience may be considered in lieu of these requirements
- Demonstrated success increasing revenue through real estate, commercial programs, and strategic partnerships
- Advanced knowledge of aviation industry practices, regulations, and air service development methodologies





Salary and Benefits

The successful candidate will be offered a very competitive salary with an outstanding benefits package. The compensation range is \$105,000 - \$125,000. A starting salary near the top of the range is possible for the exceptional candidate reflecting the candidate's work experience and track record of career success.

How To Apply

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

Deadline for applications: February 22, 2026

The contacts for this search are:

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Sybil Murphy, SHRM-SCP, CCP, CBP

sybil@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 Boise Department of Aviation is an equal-opportunity employer. We support diversity and are committed to creating an inclusive environment for employees.

