



The San Diego County Regional Airport Authority invites applications for
Director, Terminal Business Development

San Diego International Airport (SAN)
San Diego, California

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH



The Airport

Owned and operated by the San Diego County Regional Airport Authority, San Diego International Airport (SAN) is one of the busiest single-runway commercial service airports in the world and the third-busiest airport in California. Located along San Diego Bay near downtown San Diego, the airport serves more than 80 nonstop destinations around the globe and contributes nearly \$12 billion in economic activity to the region. SAN serves more than 25 million passengers a year.

In September 2025, the Airport Authority opened the first phase of the \$3.8 billion New Terminal 1 (New T1), a transformational project in the airport's history. The New T1 project replaces an outdated facility with a larger, more modern and more efficient facility to provide a better experience for our customers. The final phase of construction is due for completion in 2028, just in time for the airport's 100th anniversary.

SAN is built upon the vision that every team member has a stake in the passenger experience. Here at the Airport Authority, we love San Diego as much as we love traveling, and we see our airport as an extension of the always friendly and sunny city we call home. If you're looking for a team that values each other, does great work, and most importantly, has a lot of fun along the way, please apply today.



About San Diego

San Diego's unique blend of outdoor lifestyle, sun-soaked beaches and dynamic city experiences creates an unparalleled balance of relaxation and excitement. Through our laid-back, friendly, refreshingly down-to-earth attitude, this is a destination that more than shines. We inspire optimism and positivity like no place else on Earth and bring out the best in everyone. Which is why we like to say, in San Diego, the outlook is always sunny.

With near perfect weather year-round, 70 miles of spectacular coastline, world-class attractions, and a thriving urban core complete with a sophisticated art, dining and nightlife scene, San Diego has earned the name "America's Finest City."

San Diego is part of a binational region, home to more than three million residents and comprises diverse coastal, urban and inland neighborhoods, each with its own flavor. It is also home to Baja California cuisine and hundreds of craft beers and wines bottled in the region.

It's hard to find a better destination for families. Whether you love engaging with animals at the zoo or thrill rides at one of many amusement parks, building sandcastles or beach bonfires, there's plenty to entertain the entire family from sunup to sundown.

After a day at the beach or other outdoor adventure, head downtown to one of the sizzling nightclubs or rooftop bars. If art and culture are your passion, you'll find an exciting hub of creativity in San Diego. Balboa Park, a 1,200-acre urban cultural park listed on the National Register of Historic Places, as well as one of the Great Places in America, features 17 museums, numerous galleries and performing arts venues, and the world-famous San Diego Zoo & Safari Park.

Life in San Diego also means easy access to international travel with the Mexican border just 17 miles from downtown. Explore Baja California's culture in the bustling city of Tijuana, the resort community of Rosarito, the port town of Ensenada and the premier, trendy Valle de Guadalupe wine region.

Regional Economy

With breakthrough technology companies and research organizations, the largest military concentration in the world and a strong tourism industry, the San Diego region has one of the most dynamic economies in the country. Below are the highlights of our diverse economic market:





San Diego Economic Market

Aerospace

Home to some of the world's largest aerospace, aircraft, and research and development companies, San Diego is a North American aerospace hub. Accounting for nearly a fifth of the region's innovation employment, the aerospace industry has evolved rapidly, creating new industry ecosystems, talent demands, and collaborative efforts within the region.

Biotech

The biotechnology industry is a major driver of San Diego's innovation economy. Major pharmaceutical companies including Eli Lilly, Pfizer, Illumina, and Takeda maintain a presence in San Diego to foster collaboration with major research institutes, universities, and small life sciences companies. These unique assets, combined with one of the most talented workforces in the world, make San Diego one of the top three life sciences markets in the world.

Defense

San Diego's defense cluster is critical for the region's innovation and military economies, and ultimately, to the United States' national security priorities. San Diego is home to the largest federal military workforce in the country.

Tourism

San Diego is one of the top visitor and convention destinations in the world. Dubbed by Fodor's as a "vacationer's paradise" and by the U.S. Weather Bureau as "the closest thing to perfect weather in America," San Diego's world-class waterfront and award-winning international airport make it accessible from destinations across the globe.

Telecommunications

A world leader in wireless technologies, San Diego companies are driving local and global innovation that keeps us all connected. Founded in San Diego in 1985, Qualcomm invented technologies at the heart of 3G and 4G wireless and the first smartphone and continues to pioneer new technologies that range from 5G to artificial intelligence, and more.

Software

With more than 3,600 technology companies and 80 research institutions in the region, the technology industry is a major driver of the innovation economy in San Diego. The research institutes – along with UC San Diego, San Diego State University, and other major universities – provide the sector with breakthrough technologies that fuel company growth and product development and ultimately make San Diego one of America's most innovative markets.



Position Overview

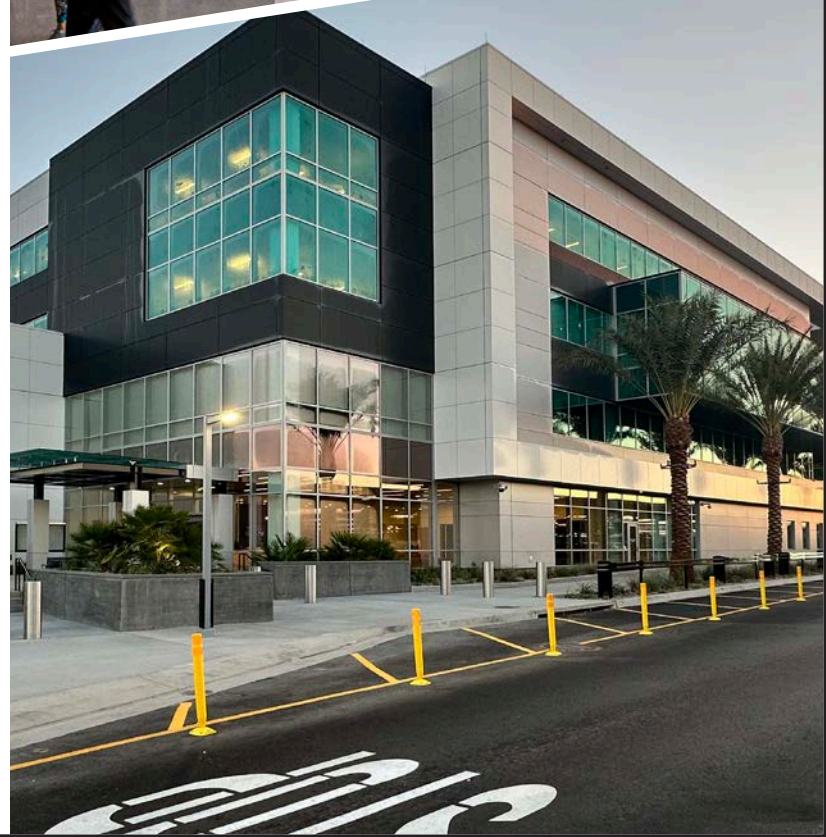
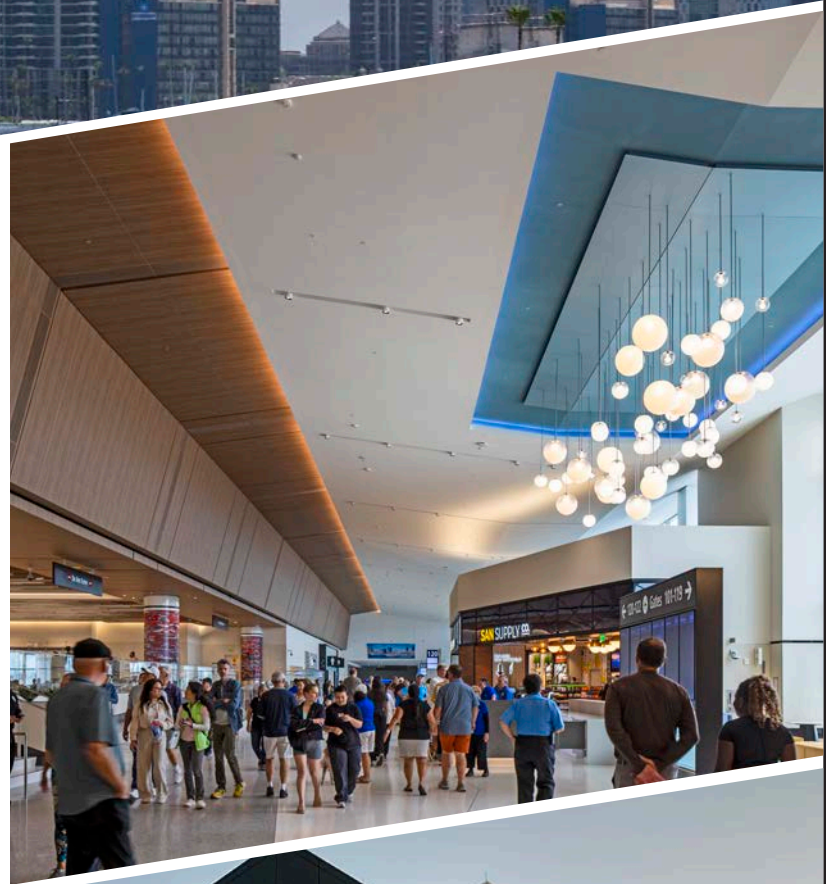
The Revenue division is looking for a Director, Terminal Business Development with a strategic, forward-thinking focus on enhancing and optimizing commercial performance, passenger experience, and long-term value across the airport's terminal environment. This role is responsible for shaping and executing in-terminal revenue and concession strategies within SAN's highly active and dynamic airport campus.

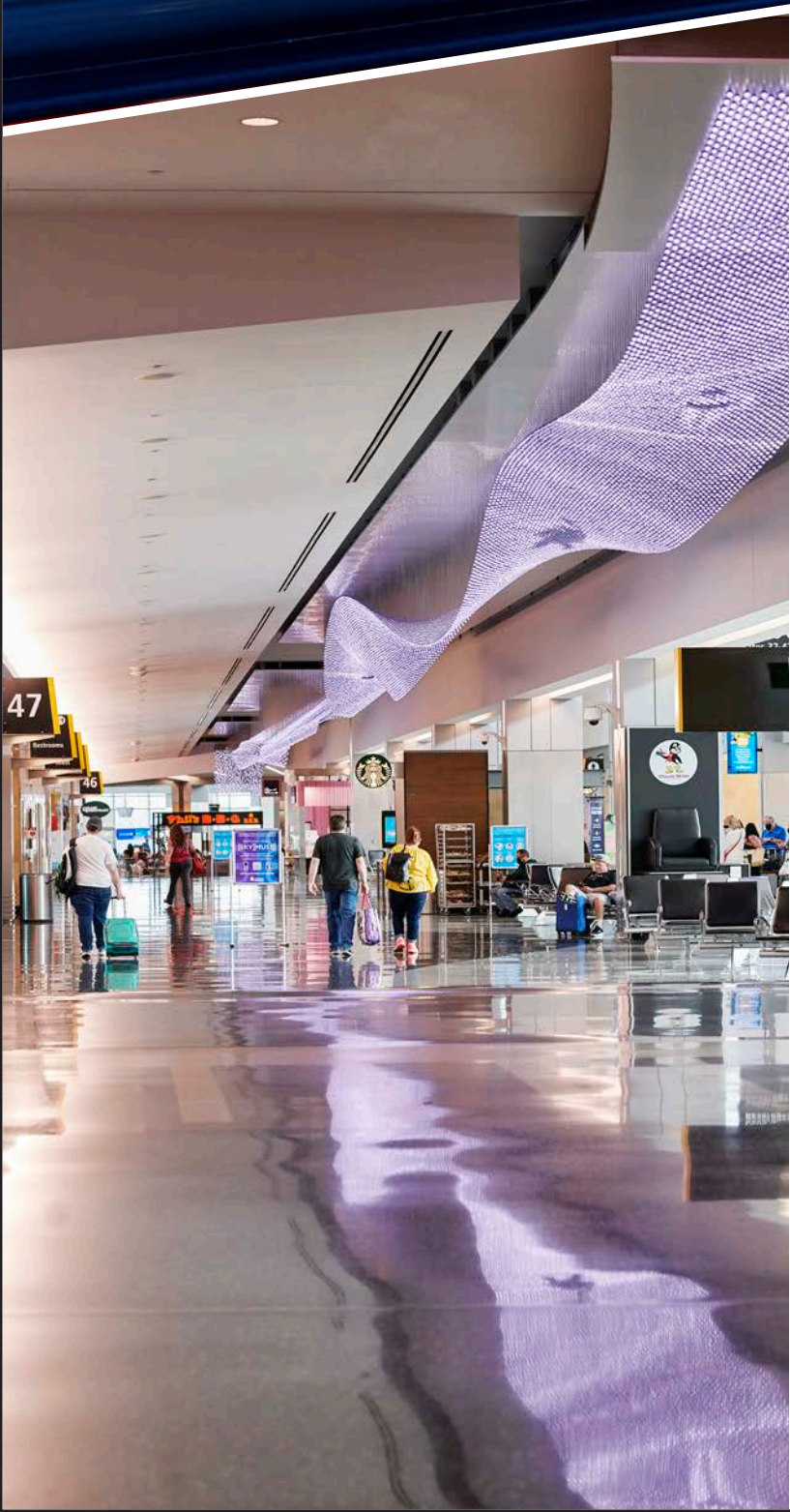
Why This Role Matters:

SAN is entering a pivotal period of terminal transformation, balancing active operations with major redevelopment. The Director, Terminal Business Development will shape how passengers experience the terminal environment during change – ensuring commercial programs remain lucrative, resilient, and financially strong while positioning the airport for long-term growth.

The Director oversees comprehensive revenue management programs and teams that include concessions, leasing, and in-terminal commercial assets while partnering closely with internal teams and external stakeholders to maintain continuity across active terminal operations and deliver thoughtful, data-informed outcomes.

The ideal candidate will be energized by complexity, grounded in sound judgment, and committed to leading a high-performing team with clarity and trust—helping shape how SAN evolves during a pivotal moment of growth while translating constraints into strategies that deliver lasting value for passengers, partners, and the region.





What You'll Do

- **Set Commercial Strategy:** Lead customer-centric, data-informed strategies that optimize in-terminal revenue, passenger experience and long-term asset value.
- **Lead through Change:** Guide commercial outcomes during active terminal redevelopment (New Terminal 1 Phase B, Terminal 2 West and East), adapting strategies to sequencing, space constraints and operational realities.
- **Oversee Revenue Programs:** Direct in-terminal food and beverage, retail, leasing and other commercial assets to drive performance, continuity and innovation.
- **Govern Assets and Align Policy:** Establish and administer policies for commercial assets and real estate, aligning development priorities across the department and tenants.
- **Execute Transactions:** Oversee complex leases, easements, and agreements in compliance with Authority and regulatory requirements.
- **Partner & Influence:** Serve as a trusted advisor to internal leaders, concessionaires, tenants and external partners.
- **Build the Team:** Lead, develop and retain a high-performing team grounded in accountability, trust and professional growth.
- **Strategic Leadership:** Develop and execute departmental customer-centric strategies aligned with organizational vision, revenue objectives and measurable outcomes.
- **Financial Stewardship:** Direct department budgeting and establishes work practices to support strategic priorities and operational effectiveness.
- **Regulatory Compliance:** Ensure compliance with applicable laws, regulations, standards, and internal policies across all departmental activities.

The Skills We Are Looking For

1. **Strategic Execution** — Develops and executes strategies that advance organizational goals while balancing commercial performance, customer experience, operational realities, and long-term stewardship.
2. **Change Leadership** — Leads through periods of change by anticipating impacts, navigating ambiguity, fostering cross-functional collaboration, and adapting strategies as conditions evolve.
3. **Influence & Stakeholder Partnership** — Builds trusted relationships and uses influence to align diverse stakeholders, resolve competing priorities, and advance outcomes through collaboration.
4. **Communication** — Communicates complex ideas clearly and effectively across audiences, including internal teams, external partners, executive leadership, and governing bodies.
5. **People Leadership & Emotional Intelligence** — Leads with self-awareness, empathy, and accountability; sets clear expectations, fosters constructive dialogue, and builds a high-performing, engaged team culture.
6. **Decision Quality** — Makes sound, timely decisions grounded in data, experience, and judgment, considering risk, tradeoffs, and downstream impacts in a public-serving environment.
7. **Integrity & Public Stewardship** — Demonstrates discretion, ethical judgment, and respect for confidentiality while ensuring compliance with applicable laws, policies, and public accountability standards.

About the Team

The Terminal Business Development team is responsible for airport revenue-generating programs that reflect the San Diego region the airport serves. They ensure the revenue-generating aspects of the terminal represent San Diego by providing products and services that passengers require in a welcoming and intuitive environment. Working closely with internal departments and external partners, they balance long-term vision with day-to-day operations and evolving passenger needs within a uniquely constrained airport footprint.

The team is known for its high standards, thoughtful approach, and ability to influence outcomes across a complex organization. Whether guiding major redevelopment efforts, refining concession strategies, or solving problems that don't have obvious answers, Terminal Business Development plays a central role in ensuring the airport's commercial environment is both lucrative and sustainable.





Minimum Experience

- Eight years of progressively responsible business development, real estate management or commercial leasing experience, at least five of which were in a supervisory or program management capacity, or any equivalent combination of education, training, and/or experience.
- Graduation from an accredited four-year college or university with a major in business or public administration, real estate, finance, architecture, construction management, or a closely related field.

Preferred Experience

- Professional certification such as Accredited Airport Executive (A.A.E.), Certified Member (C.M.), or Airports Council International (ACI), Project Management Professional (PMP), Certified Concession Manager (CCM) credential.
- Real Estate License or demonstrated experience in commercial real estate, leasing, or land-use strategy.

Salary and Benefits

The salary range is \$134,372 - \$235,151 - starting salaries target the midpoint (\$184,762). SAN offers short- and long-term incentive opportunities accompanied by a generous benefits package.

How To Apply

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

Deadline for applications: March 22, 2026

The contacts for this search are:

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