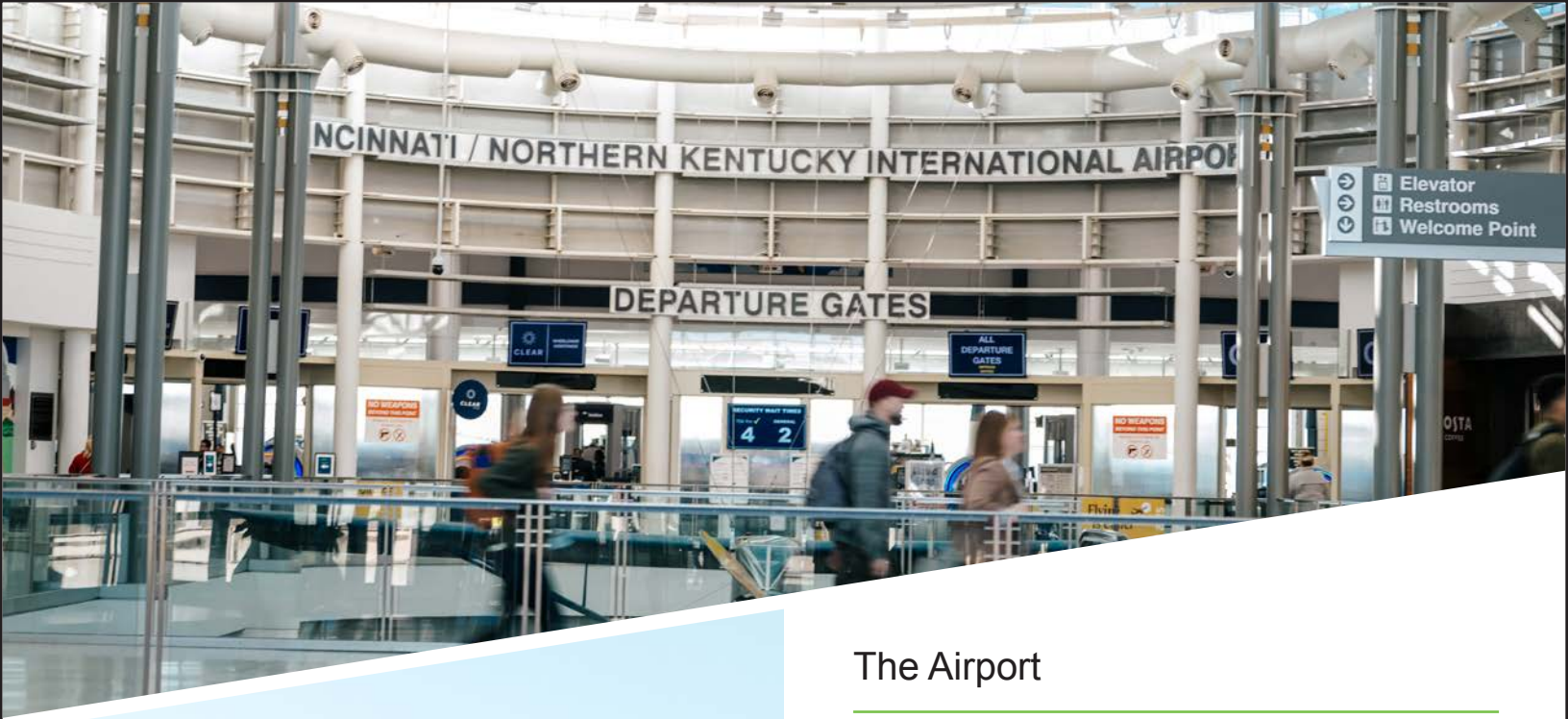




The CVG Airport invites applications for
Chief Development Officer

Cincinnati/Northern Kentucky International Airport (CVG)
Hebron, KY

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH



The Airport

CVG is one of the largest passenger airports serving the Ohio, Kentucky and Indiana region and ranks as the seventh-largest cargo airport in North America. In 2026, CVG was named the Best Regional Airport in North America by London-based Skytrax at the World Airport Awards. This achievement is driven by a dedicated team committed to making CVG the airport of choice for employees, travelers, and business partners alike. In all that we do, we foster a culture of teamwork, innovation, and continuous improvement.

The Kenton County Airport Board sets the policies under which the airport operates to ensure that CVG is well-positioned for the future and remains an economic catalyst for the entire Cincinnati/Northern Kentucky region. The CVG Airport team is responsible for implementing the Board's policies, operating the airport's day-to-day business, and ensuring an environment that values the individuality of the more than 500 people who work at the airport.

Over the past several years, CVG has experienced considerable success. Following the COVID-19 pandemic, passenger volumes rebounded to more than 9 million passengers annually, reaching record levels in 2024. As the 7th largest cargo airport in North America, CVG is home to one of three DHL Express Global Superhubs, as well as the largest Amazon Air Hub in the world. CVG continues to embrace what's next in all areas of the business and is committed to innovation for many years to come.

If this sounds like the environment for you, we invite you to take off with us.



The Airport *(continued)*

The CVG of Tomorrow

CVG's strategic plan established the airport's mission and vision: to redefine and elevate the role of an airport and serve as a catalyst for regional transformation. The plan included objectives and success-defining measures such as:

- Fueling performance via operational excellence
- Ensuring financial sustainability by maintaining airline CPE below peer airports
- Growing air service through various initiatives like leveraging aircraft maintenance and support services and land development
- Leveraging ventures, partnerships, and collaborations to support regional aviation development
- Creating a customer-centric CVG brand and experience

Operational Excellence

CVG sets high standards for customer service and safety. Passengers have repeatedly rated CVG as a top regional airport in North America through independent Skytrax passenger surveys, most recently earning Best Regional Airport in North America in 2026.

CVG was the first airport to receive SAFETY Act certification from the U.S. Department of Homeland Security for achieving the highest levels of security compliance. Airport leadership approaches airport operations as a business, with lean and efficient financial management as a key to sustained success. CVG remains competitive with industry peers to ensure fees and charges for airline and business partners are carefully managed.

Diversified Air Service Success

As the largest airport in the Cincinnati/Northern Kentucky region, and one of the largest in the Midwest, CVG offers approximately 170 peak-day departures to more than 55 nonstop destinations across the United States, Canada, Mexico, the Caribbean, the United Kingdom, and Europe. Prudent financial management has led to increased competition between carriers and lower average airfares for passengers.

Cargo operators move more than 1.7 million tons of cargo annually through CVG. The DHL Express Global Superhub at CVG employs approximately 5,000 people. Amazon Air's more than \$1.5 billion air cargo hub employs nearly 3,000 people.





The Airport (*continued*)

A Driver of Economic Growth for the Community
CVG takes its role as a regional leader seriously. Whether spurring economic growth and creating jobs, showcasing the region as the front door to visitors, or acting as a good steward of resources and a good neighbor, CVG is committed to the community that enables its success.

As part of CVG's business diversification strategy, more than 200 acres of airport property are leased for nonaeronautical purposes, adding hundreds of new jobs for the community. CVG is a vital component of the region's economic health, with more than 16,000 badged individuals authorized to work on the airport campus.

CVG is actively executing a multi-year capital improvement program called Elevate CVG. To create a more modern terminal, expand capacity, and develop more efficient passenger facilities, hundreds of millions of dollars will be invested over the coming years. As air service continues to expand and customers demand new amenities and technology, a comprehensive approach is required to maintain superior airside infrastructure and top-notch landside facilities.

The Community

The Cincinnati/Northern Kentucky region stands out in the Midwest and across the U.S. as one of the best places to live, work, and play. Below are some of the reasons we think you will love it here:

- Average commute time — 24.5 minutes
- Top 25 Most Affordable Cities to Live and Work (BusinessStudent.com)
- Top 25 Best Foodie Cities in America (WalletHub)
- Top 10 Best Cities for Raising a Family (Forbes)
- Top 50 Best Places to Live (U.S. News & World Report)

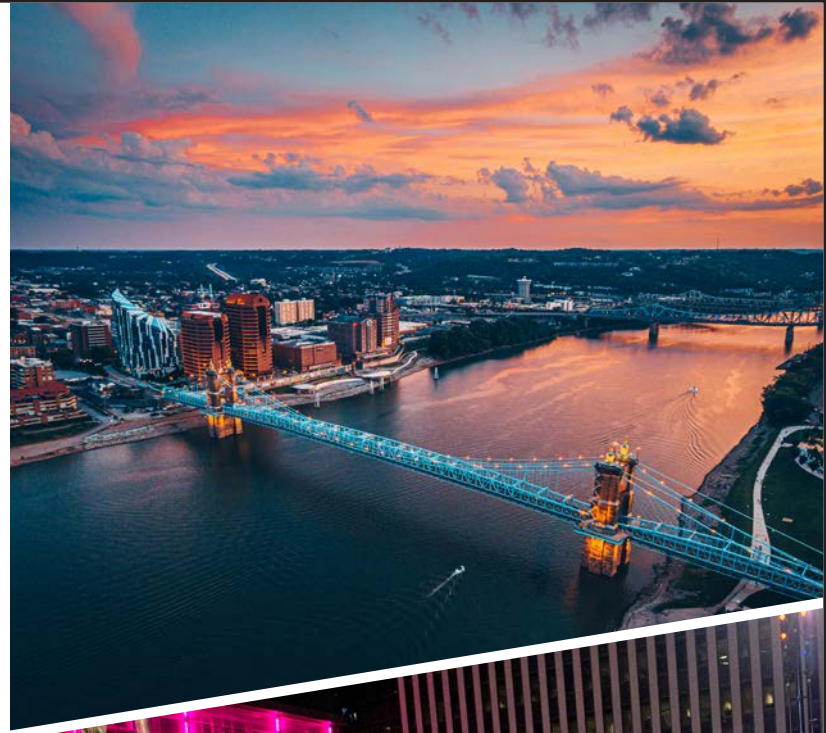
Whether you thrive in vibrant urban nightlife, enjoy walking to a coffee shop along tree-lined streets, or are looking for a suburban backyard, the region has a neighborhood for you.

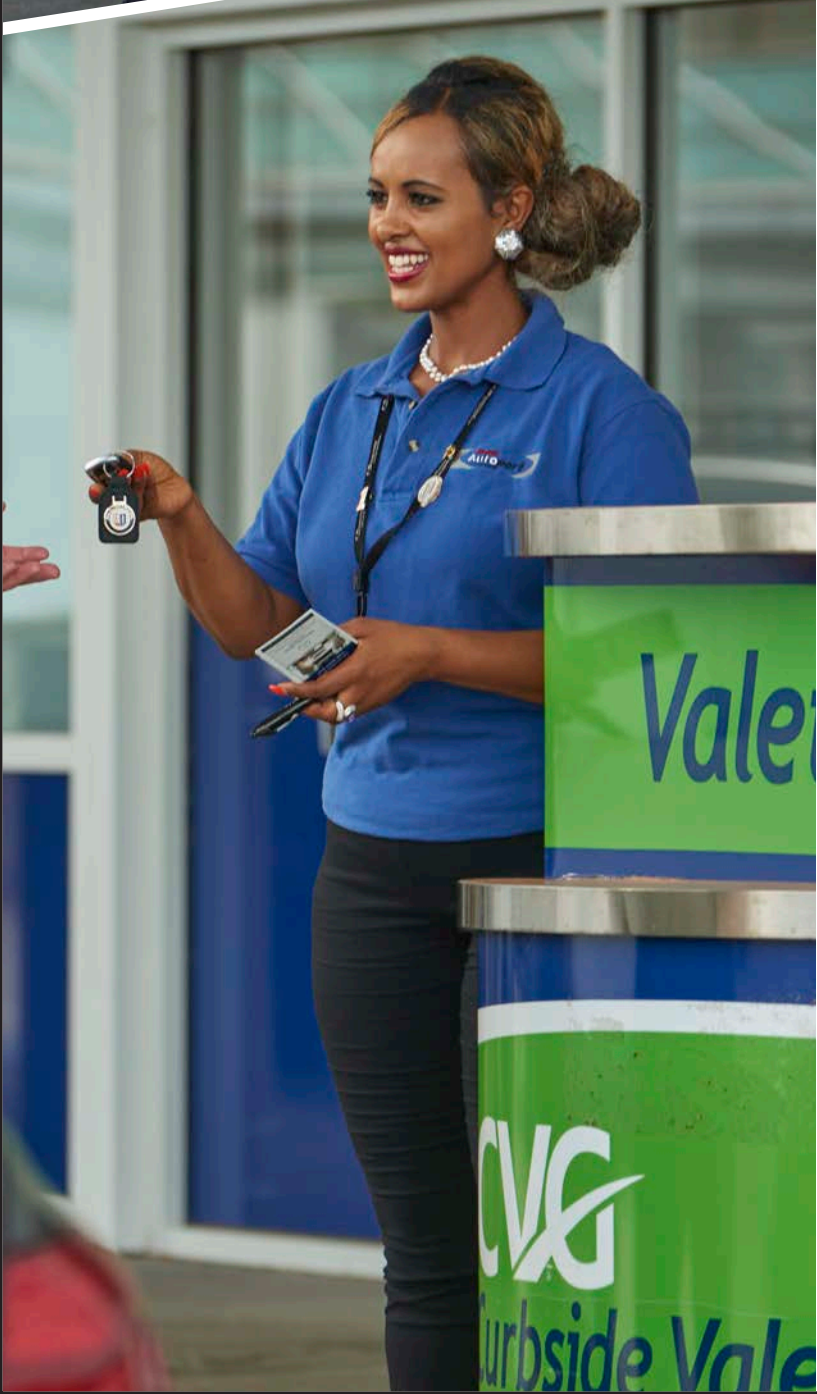
Across Cincinnati and Northern Kentucky, historic buildings have found new life as restaurants, taprooms, and entertainment spaces. You'll find a lively dining and nightlife scene along Vine Street in Cincinnati's Over-the-Rhine neighborhood and in MainStrasse Village in Covington. Cincinnati's craft beer market supports numerous breweries throughout the region, while Northern Kentucky's B-Line offers access to bourbon distilleries, restaurants, and experiences that serve as a gateway to the Kentucky Bourbon Trail.

Cincinnatians enjoy a wide range of special events throughout the year, from the Flying Pig Marathon and the region's renowned Oktoberfest to the Cincinnati Open tennis tournament and games played by teams including the Cincinnati Reds, the Bengals, FC Cincinnati and the Cyclones.

From classical to cutting-edge, the region is also home to an impressive arts scene—including world-class orchestras, ballet, theater, and visual arts—ensuring there is always something to do that entertains and inspires.

So, whether it's catching a major-league game or reconnecting with a romantic weekend of art and theater, there's always more to explore and more memories to be made across Cincinnati and Northern Kentucky.





Position Overview

The Chief Development Officer (CDO) serves as a key member of the executive leadership team, providing strategic direction for the long-term planning, development, and infrastructure growth of CVG Airport. Reporting to executive leadership, the CDO leads the airport's planning and development functions, ensuring that capital investments, infrastructure initiatives, and development programs align with organizational priorities, regulatory requirements, and financial stewardship objectives. This executive role is responsible for shaping the airport's future through integrated planning, capacity development, and governance frameworks that support sustainable growth, operational resilience, and long-term value creation. The CDO serves as a trusted advisor on development strategy, infrastructure investment, and capital risk, while guiding transformational projects that position CVG for continued success.

About the Role

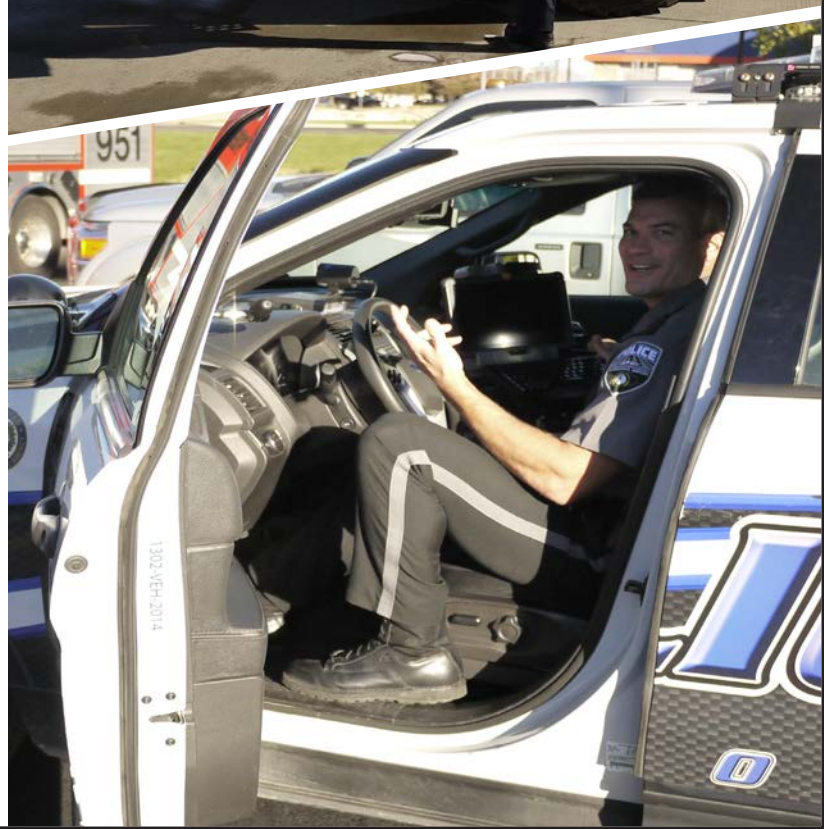
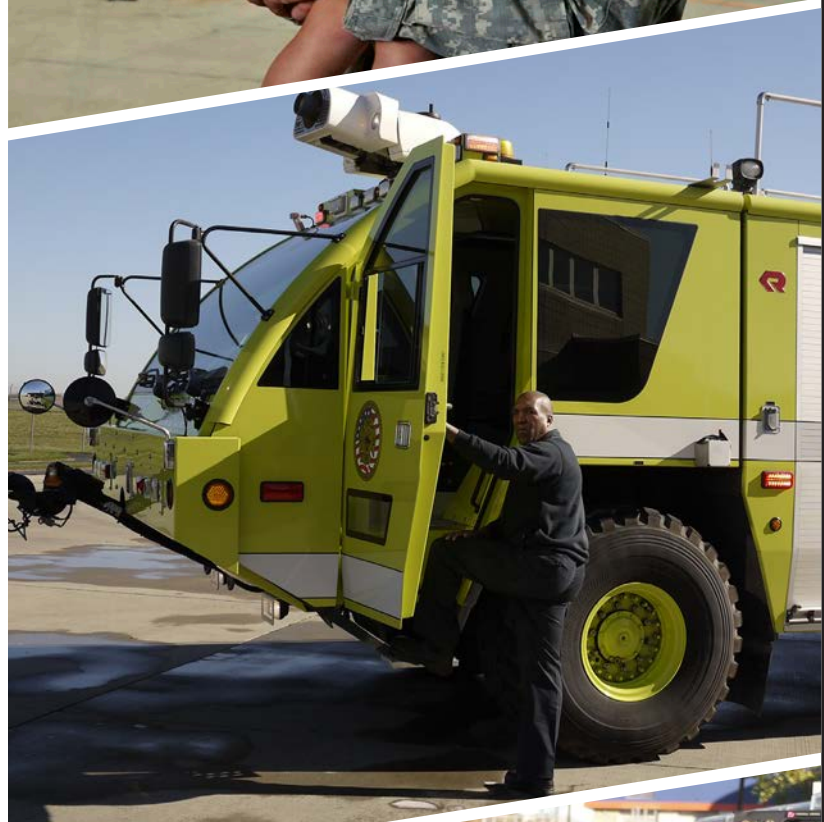
The Chief Development Officer provides enterprise-wide leadership for airport planning, programming, capital development, and infrastructure strategy. This role oversees the implementation of the Airport Master Plan and directs the governance, prioritization, sequencing, and performance oversight of major capital initiatives. Working closely with executive leadership, finance professionals, regulatory agencies, and regional stakeholders, the CDO ensures development programs are strategically justified, financially sound, and aligned with long-term operational needs. The position serves as the primary liaison for planning and development matters with the FAA and other governmental agencies while fostering collaborative relationships that support coordinated regional growth, land-use compatibility, and future airport expansion opportunities.

Key Responsibilities

- Leads the airport's long-term planning and development strategy, integrating the, Airport Master Plan, and capital program development.
- Establishes governance frameworks for capital planning, prioritization, project controls, sequencing, and performance oversight.
- Directs implementation of the Airport Master Plan and enterprise development strategy to support long-term airport growth, sustainability, capacity, and resilience.

Key Responsibilities *(continued)*

- Provides strategic oversight of capital development programs to ensure projects are strategically justified, fiscally responsible, and aligned with Board priorities.
- Serves as a key advisor to executive leadership on development strategy, infrastructure investment, timing, and risk.
- Serves as executive sponsor for current and future long-term, high-impact capital programs, providing strategic oversight, risk management, and decision support to executive leadership and governing bodies.
- Aligns development initiatives with funding, financing, grant, and bond strategies in partnership with finance leadership.
- Ensures development initiatives support operational flexibility, sustainability, and long-term organizational value.
- Oversees compliance with applicable federal, state, and local regulations related to planning and development.
- Serves as the primary strategic liaison with the FAA and other regulatory agencies on development and planning matters.
- Maintains senior-level relationships with local governments and regional partners to ensure land-use compatibility and coordinated development.
- Represents the airport at executive-level meetings with governmental agencies, regulatory bodies, and industry organizations.
- Provides executive leadership and direction to planning and development functions; builds high-performing teams and leadership capacity.
- Ensures projects are properly identified, scoped, prioritized, and delivered across the full project lifecycle.
- Responsible for all contract management activities as documented in KCAB Policy 1014, Contract Management. As the subject matter expert, responsible for all key aspects of contract management ensuring Board interests are represented in any business activities regarding the agreement.
- Serves as a member of KCAB's Covered Entity and is responsible for ensuring the privacy and security of Protected Health Information in accordance with the Health Insurance Portability and Accountability Act and KCAB Policy 1040.
- Monitors enterprise development performance and adjusts priorities and resource allocations as conditions change.





Leadership Qualities and Style

The ideal candidate is a visionary and collaborative executive who combines strategic thinking with disciplined execution. They possess exceptional leadership skills, sound judgment, and the ability to navigate complex development environments while balancing competing priorities. This leader is an effective communicator and relationship builder who can influence stakeholders at all levels, from governing boards and regulatory agencies to community partners and internal teams. Success in this role requires a commitment to innovation, accountability, fiscal stewardship, and continuous improvement, along with the ability to guide large-scale initiatives that create lasting organizational value.

Preferred Qualifications

- Bachelor's degree in airport planning, engineering, architecture, transportation, or a related field; master's degree preferred.
- Minimum of 15 years of progressively responsible experience leading airport planning, programming, construction management, or capital development programs.
- Significant senior-level leadership experience in airport planning or development at a comparable or larger airport.
- Professional accreditation through AAE or ACI and professional licensure as a Planner, Engineer, or Architect.
- Extensive knowledge of FAA regulations, airport planning, capital funding programs, environmental requirements, and development processes.
- Demonstrated expertise in strategic planning, capital program management, stakeholder engagement, and organizational leadership.

For the full job description, [click here](#).

Salary and Benefits

The position offers a salary range of \$257,500 – \$341,200. A starting salary at or near the top of the range may be considered for an exceptional candidate, based on experience, qualifications, and demonstrated leadership success.



How To Apply

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

Deadline for applications: August 2, 2026

The contacts for this search are:

Gale LaRoche, Ph.D., J.D., SHRM-SCP
gale@adkexecutivesearch.com

Dan Sprinkle, A.A.E.
dan@adkexecutivesearch.com

The CVG Airport is an equal-opportunity employer. We support diversity and are committed to creating an inclusive environment for employees.

