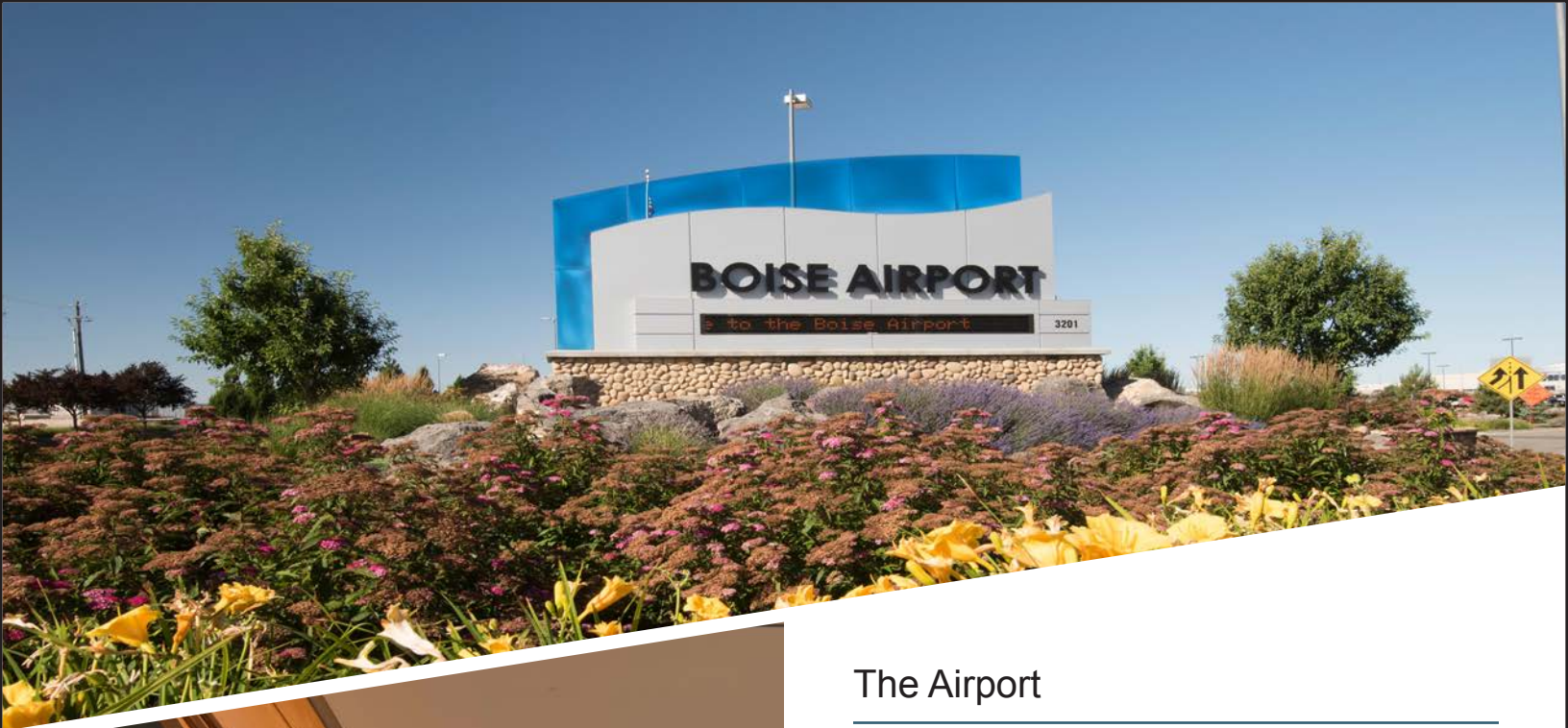




The City of Boise Department of Aviation invites applications for  
**Airport Revenue Development Manager**

Boise Airport (BOI)  
Boise, Idaho

*EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH*



## The Airport

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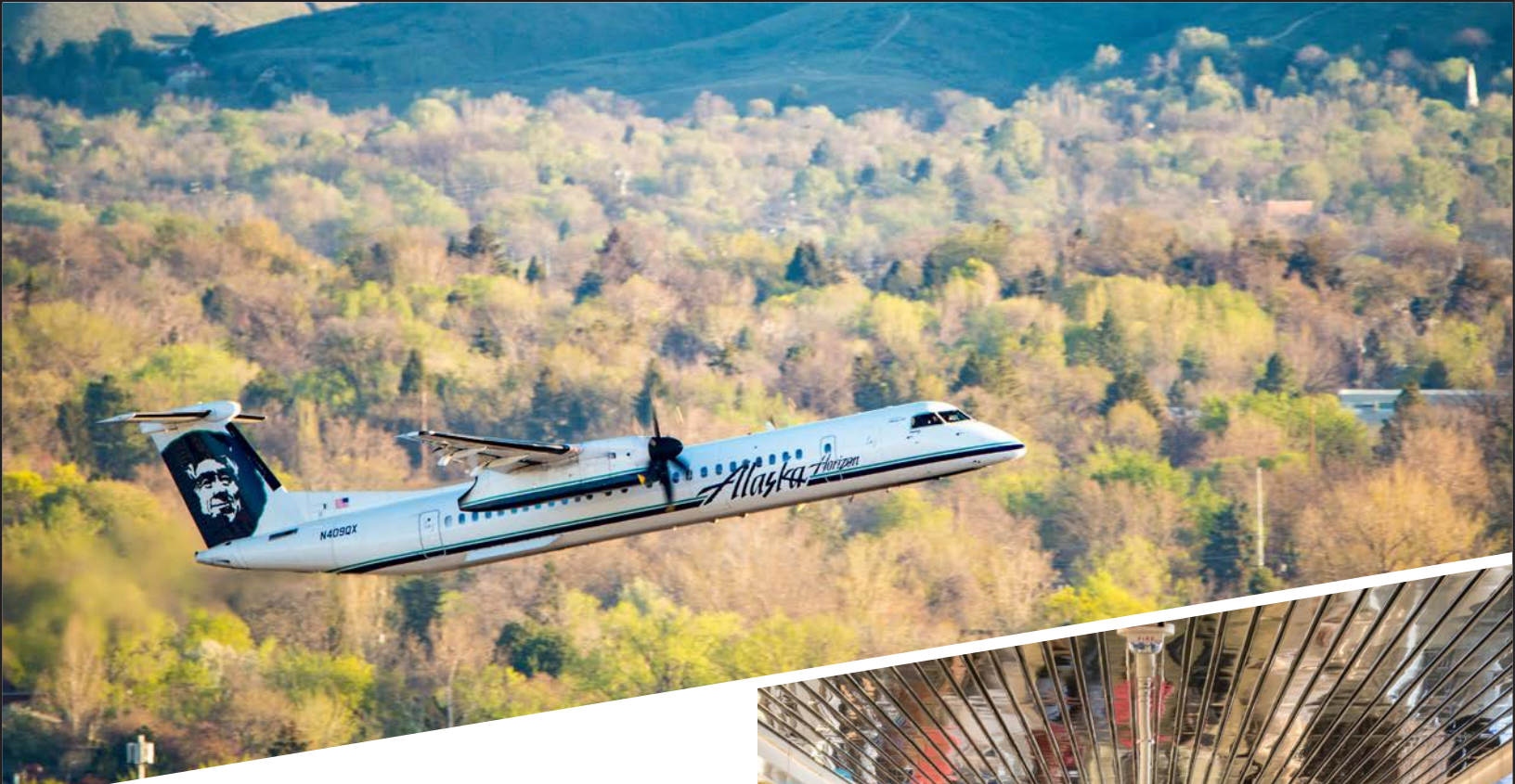
Boise Airport (BOI) is a joint civil-military airport just 10 minutes from downtown Boise, Idaho. Classified as a medium-hub airport, BOI is operated by the City of Boise Department of Aviation and is served in an advisory role by an Airport Commission.

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.

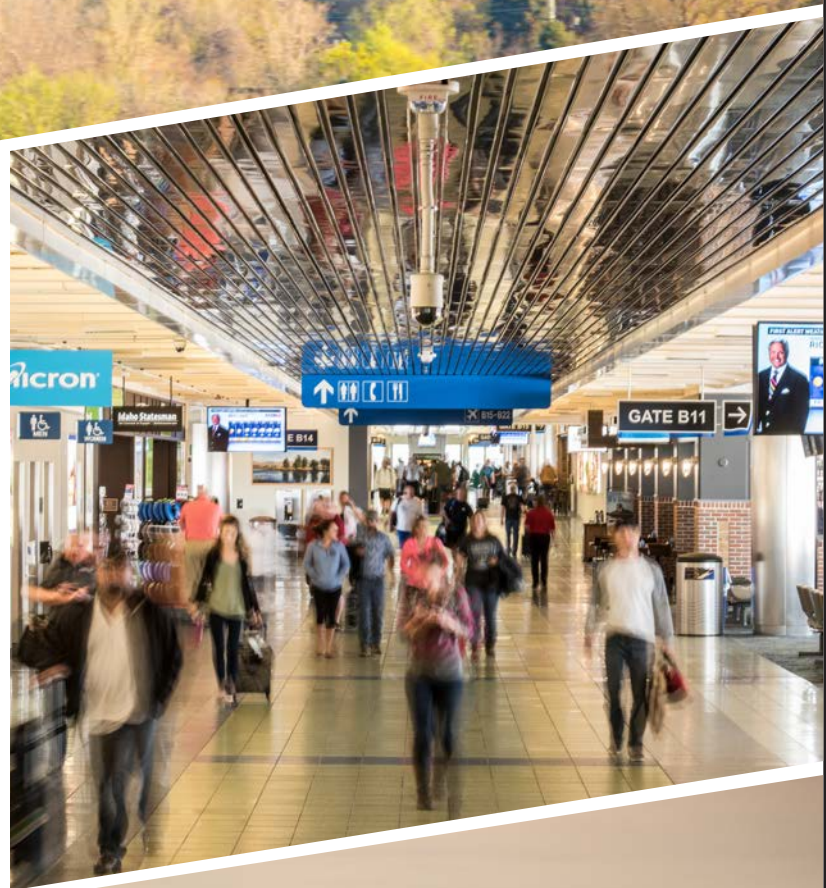




## The Airport *(continued)*

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

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**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.

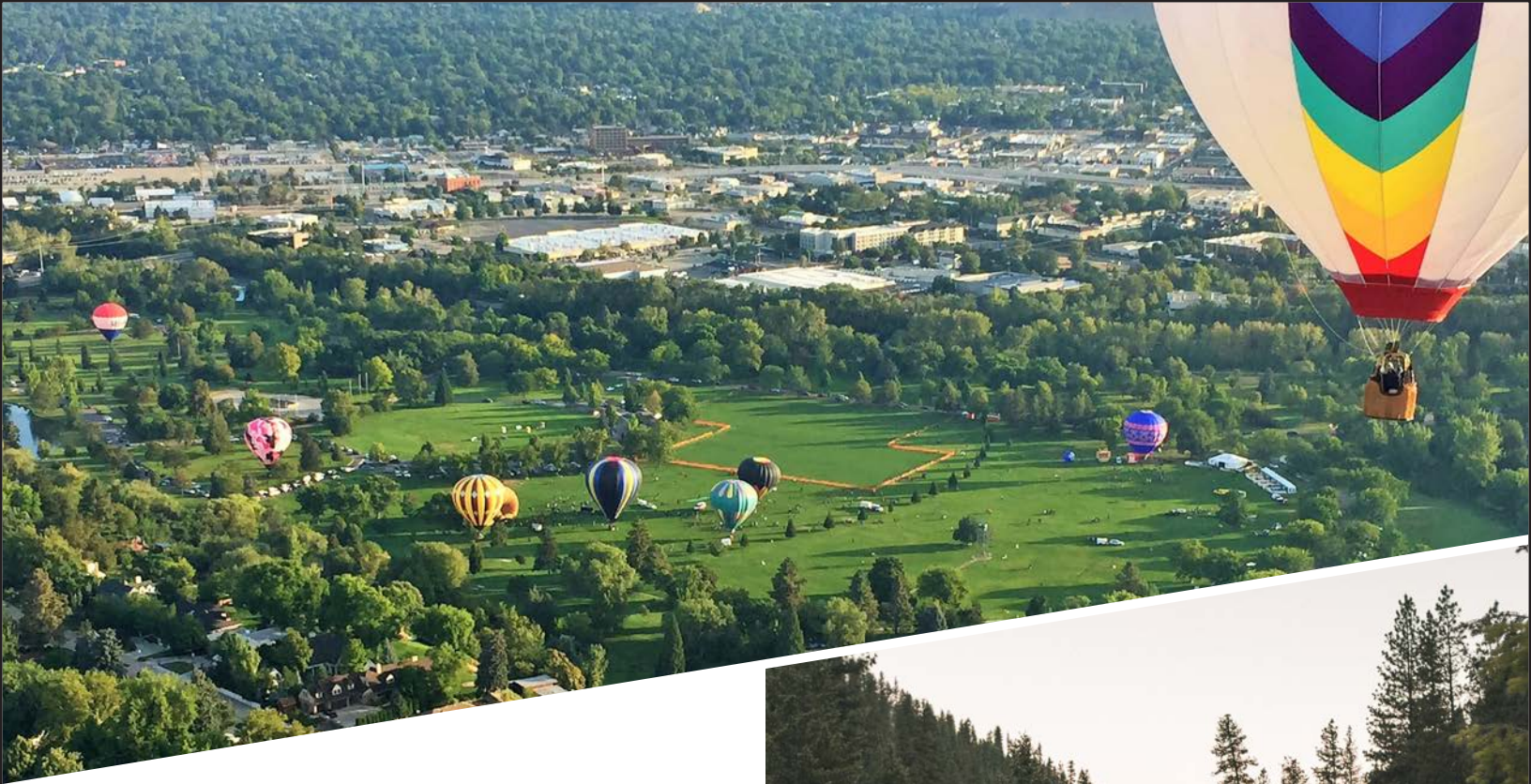
**Boise is Vibrant.** First-time visitors often comment on Boise's vibrancy, vitality and energy. With an active arts community and lively downtown filled with shops, restaurants, night spots and—yes—people, Boise is alive with entertainment options.

**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, and is 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*)

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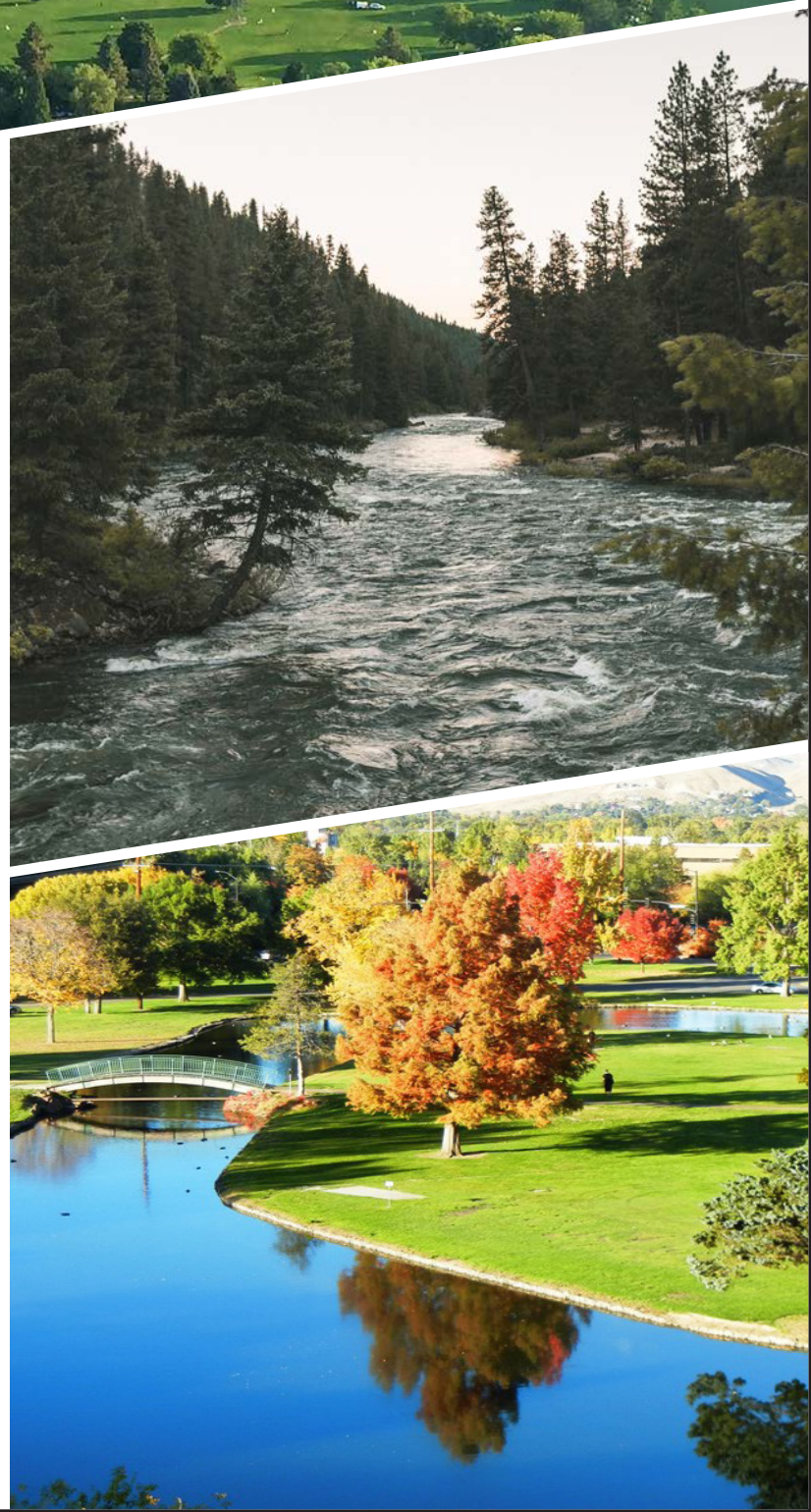
Boise, the capital of Idaho and the largest metropolitan center between Portland and Salt Lake City, offers beauty and adventure both outdoors and within its thriving arts scene. You'll find installations, murals and public art around the city, and can tour the Boise Art Museum, Idaho Anne Frank Human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

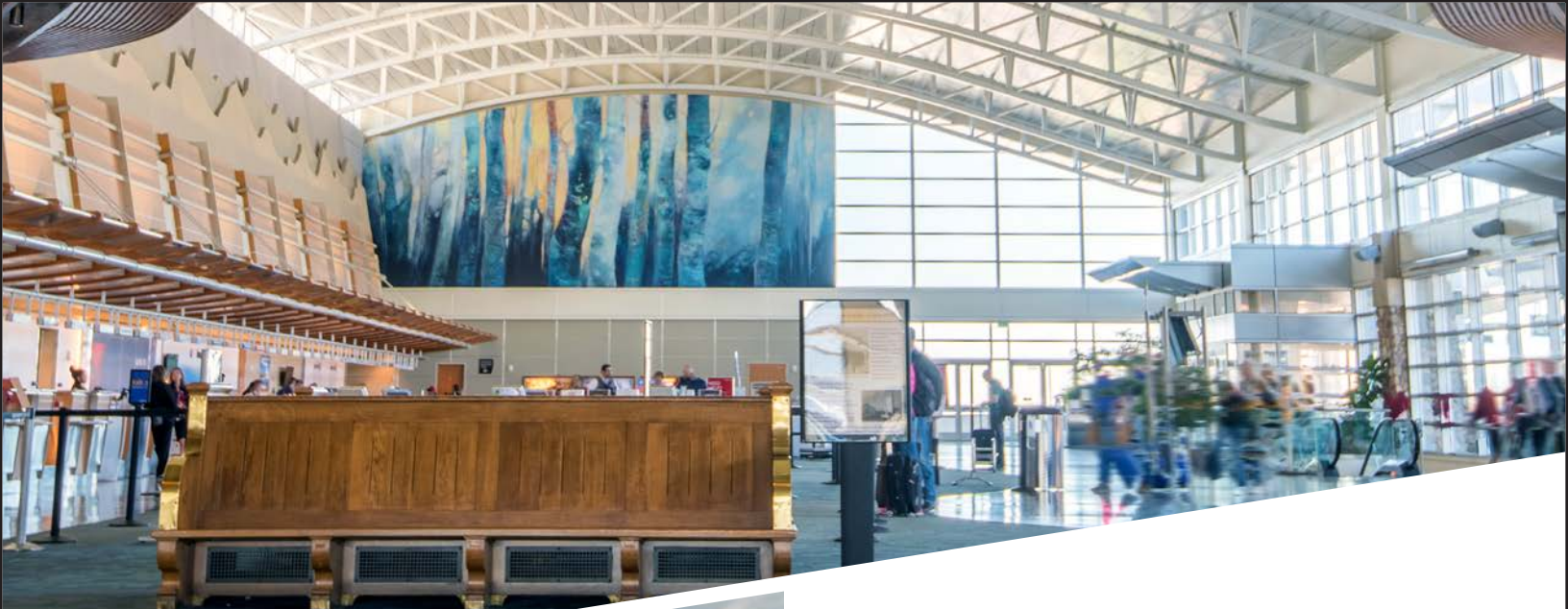
Nationally renowned theater and performing arts companies also call Boise home, including Boise Contemporary Theater, Idaho Shakespeare Festival, Ballet Idaho, Opera Idaho and the Velma V. Morrison Center for the Performing Arts, which hosts traveling Broadway shows every season through the Broadway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

Boise's food scene is diverse and delicious, featuring distinctly Idaho flavors and 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](https://www.visitboise.com)





## Position Overview

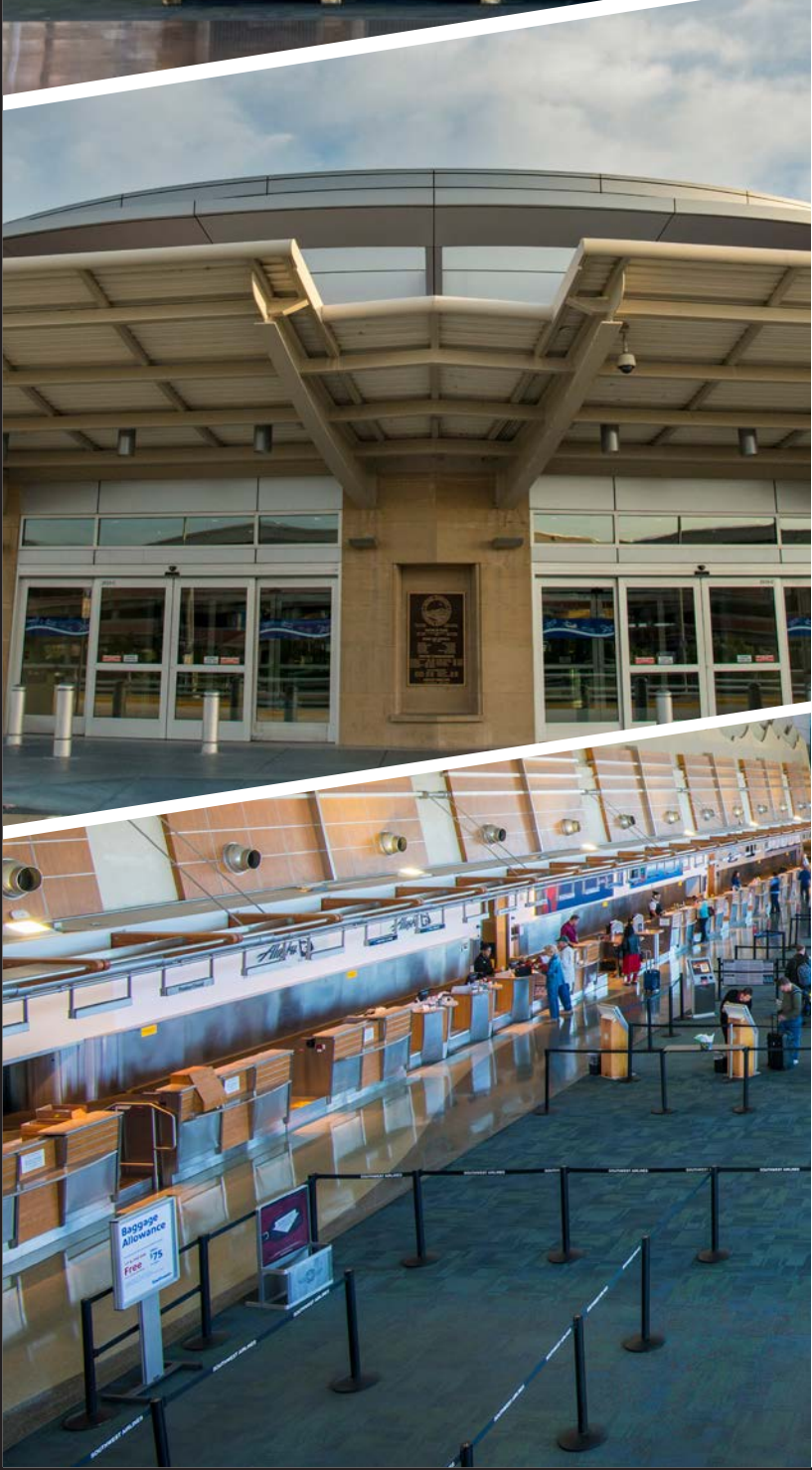
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The Airport Revenue Development Manager serves as a senior leader within Boise Airport's business development and commercial services functions, reporting to the Deputy Director of Finance and Business Development. This position leads initiatives that drive long-term financial sustainability through strategic revenue generation, commercial development, and property utilization. The role oversees a multidisciplinary team responsible for real estate management, commercial partnerships, air service development, contract negotiations, and media relations. By aligning business opportunities with airport growth objectives, the Airport Revenue Development Manager plays a vital role in strengthening Boise Airport's economic impact, enhancing stakeholder relationships and supporting the airport's continued expansion as Idaho's premier aviation gateway.

## About the Role

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The Airport Revenue Development Manager develops and executes strategies that maximize both aviation and non-aviation revenue streams while supporting the airport's long-term business objectives. The position combines strategic planning, commercial development, and stakeholder engagement to identify opportunities for growth, improve asset utilization, and enhance financial performance. Working closely with airlines, tenants, developers, public agencies, and regional partners, the role leverages market analysis, data-driven decision-making, and industry best practices to strengthen the airport's commercial portfolio. The position also provides leadership for real estate development initiatives, lease administration, and air service marketing programs while fostering strong relationships that support economic development and customer engagement.



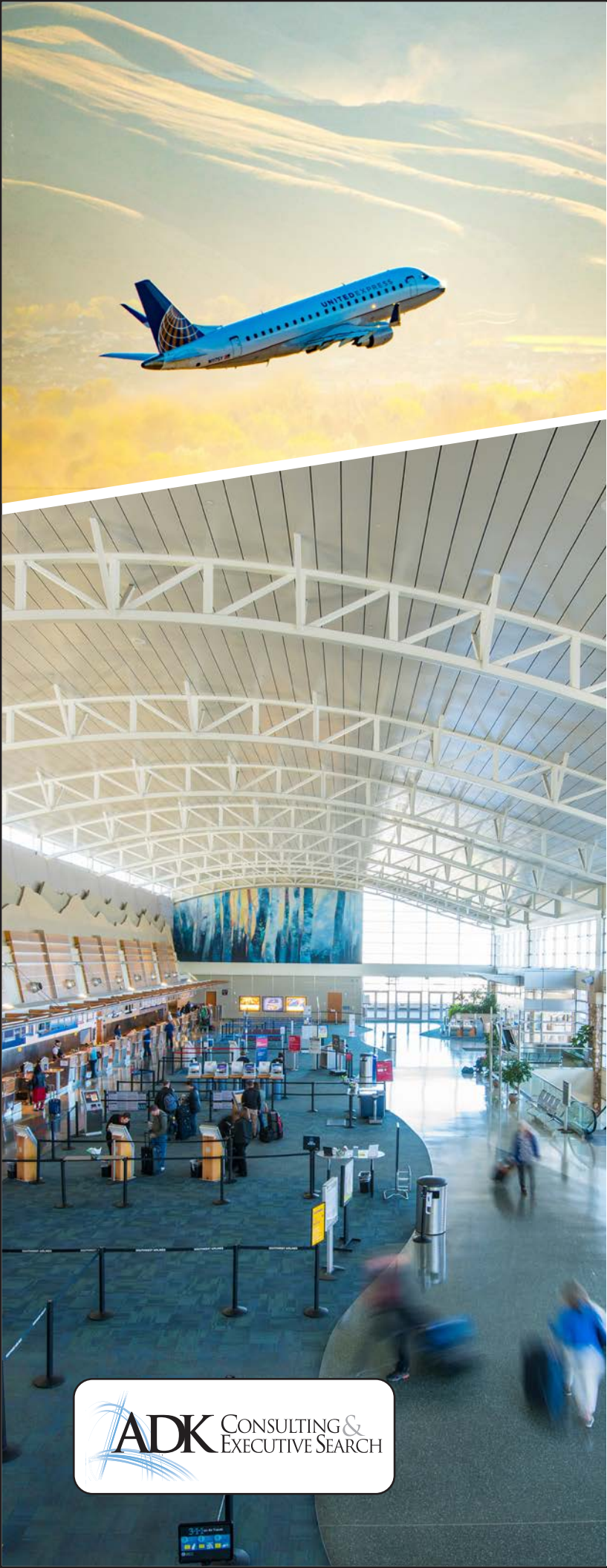


## Key Responsibilities

- Lead the development and execution of strategies that maximize aviation and non-aviation revenue opportunities.
- Oversee airport real estate development, commercial property management, and asset utilization initiatives.
- Direct lease administration, contract negotiations, and commercial agreement management.
- Identify and pursue public-private partnerships that generate revenue and support airport growth.
- Develop innovative approaches to increase profitability through technology, analytics, and market insights.
- Guide airport rates, charges, and revenue optimization strategies.
- Build and maintain strong relationships with airlines, tenants, developers, and regional stakeholders.
- Supervise air service development, marketing, media relations, and community engagement programs.
- Lead and develop a high-performing team while promoting collaboration, accountability, and professional growth.

## Leadership Qualities and Style

The ideal candidate is a strategic and entrepreneurial leader who combines strong business acumen with a collaborative leadership approach. They possess the ability to analyze complex opportunities, negotiate effectively, and build consensus among diverse stakeholders. Success in this role requires excellent communication skills, sound judgment, and the ability to translate data and market intelligence into actionable business strategies. The successful leader will be relationship-oriented, innovative, and results-driven, with a commitment to developing talent, fostering partnerships, and advancing the airport's long-term vision for growth and financial sustainability.



## Preferred Qualifications

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- Bachelor's degree in Business, Public Administration, or a related field; master's degree preferred.
- Eight or more years of progressively responsible experience in business development, commercial development, or revenue management.
- Demonstrated success in real estate development, property management, lease negotiations, and contract administration.
- Strong knowledge of aviation industry practices, regulations, and air service development methodologies.
- Experience utilizing data analytics and strategic planning to drive revenue growth and operational performance.
- Aviation industry experience in marketing, commercial development, or contract management preferred.

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

## Salary and Benefits

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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: **July 19, 2026**

The contacts for this search are:

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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.

