



The City of Charlotte invites applications for
Deputy Director Airport/Chief Infrastructure Officer

Charlotte Douglas International Airport (CLT)
Charlotte, NC

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH



The Airport

Charlotte Douglas International Airport (CLT) is a City of Charlotte department comprised of more than 950 full- and part-time employees.

CLT serves as an enterprise fund and uses no local tax dollars to support daily operations. Revenue generated through parking, concessions, landing fees, rental cars, advertising, cargo operations, fixed-base operators, and airline rentals fund the airport's operating expenses.

One of the world's busiest airports and a major hub for American Airlines, CLT welcomed more than 53.5 million passengers in 2025. The airport ranked as the seventh busiest airport in the world for aircraft arrivals and departures and the 11th busiest airport in the United States for total passengers.

CLT offers nonstop service to 194 destinations, including 44 international destinations and three U.S. territories, with approximately 1,600 daily arrivals and departures. The airport is served by six domestic airlines and four foreign flag carriers, connecting the Carolinas to destinations across the globe.

Charlotte Douglas remains one of the fastest-growing airports in the country with a keen eye toward the future. The airport continues to advance its long-term Destination CLT capital development program, delivering transformational investments in terminal expansion, roadway improvements, airfield infrastructure, concourse renovations, and future capacity enhancements to meet sustained passenger growth.





The Airport *(continued)*

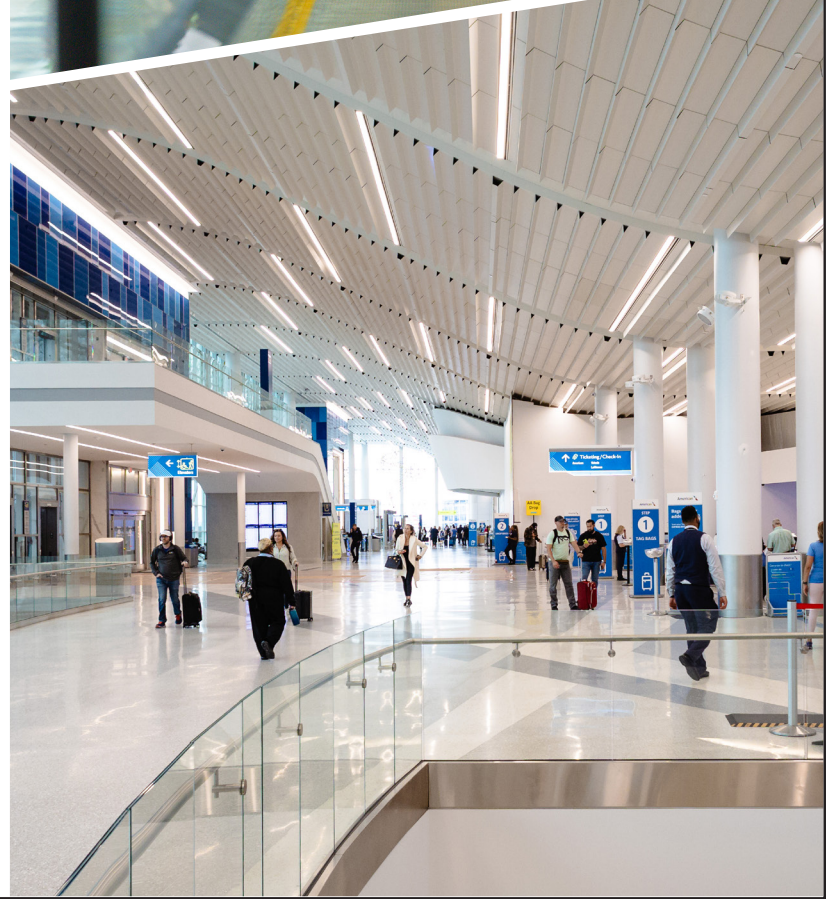
A powerful economic engine for North Carolina, CLT generates an estimated \$40 billion in annual economic impact, contributes approximately 5% of the state's gross product, and supports \$2.1 billion in annual state and local tax revenue.

CLT management provides executive oversight of one of the nation's largest commercial airports through a leadership team dedicated to operational excellence, strategic growth, financial stewardship, and customer service. The management team follows six core strategic principles: Safety and Security, Customer Experience, Strategic Growth, Asset Preservation, Employee Success, and Positive Partnerships.

Historically, CLT is revered within the aviation industry as an exceptional value by providing a cost-effective and reliable platform for its airline business partners. CLT's net cost per enplaned passenger is among the lowest for large hub airports in the country.

CLT boasts a 2.4-million-square-foot terminal with five concourses, 123 gates, more than 100 concessions, three runways, 25,000 parking spaces, and 6,000 acres of airport property.

Charlotte Douglas is located approximately seven miles from the city's central business district in Uptown Charlotte. It occupies 6,000 acres of land within the city and is accessible within minutes of Interstate 85, Interstate 77, and Interstate 485.





The Community

People keep coming to live in the Charlotte area. Nearly 100 people a day, in fact. Why do they come to the Charlotte region? They come for jobs in a healthy and growing economy with thriving health care, strong finance and professional services sectors and a prosperous tech sector growing twice as fast as the national average. They come to start and grow businesses in a state with the lowest corporate tax rate and a city with an educated, talented, and innovative workforce, consistently ranked in the top three best places to start a business. They come for a lower cost of living and affordable real estate in neighborhoods suitable for any lifestyle – from vibrant urban centers to suburban cul-de-sacs to quaint small towns and rural areas. And 226 days of sunshine a year doesn't hurt either.

Charlotte boasts a friendly, diverse, and creative class of people who thrive on adventure, inclusiveness, and the constant curiosity to seek what's new and what's next.

What makes us a standout on this great, big map of phenomenal places? We're not just one of a kind; we're one of every kind.

From the diversity of our residents to our colorful history, which you'll find represented in every corner, Charlotte is a melting pot. We're a heaping spoonful of natural beauty and metropolitan splendor. We're a blend of inventive chefs, talented artists, fierce athletes and mission-minded game changers. We're equal parts funky and eclectic, traditional, and charming. We're a mix of night owls, early risers, and all-day adventurers. We're a dash of every different language and a sprinkle of the world's cultures.

Want a taste of the town? Order a plate of barbecue or a banh mi sandwich from one of the food trucks roaming the streets. Admire the rare artwork housed in our many museums. Snap a selfie with an 18th-century statue. Sip something crafty at a South End brewery. Take in a Broadway show in Uptown. Shop stylish threads in South Park. Scale Crowders Mountain. Ride the Booty Loop in Myers Park. Groove to live music in NoDa. Toast cocktails in Plaza Midwood. Get behind the wheel of a race car in Concord. Celebrate at a cultural festival in Dilworth. Whatever you do in Charlotte, we invite you to make it your own.

Charlotte was founded by European settlers in 1768, when King George III still ruled the Colonies. They named the new hamlet after the King's wife, Queen Charlotte, and gave the surrounding county the name Mecklenburg in honor of her majesty's birthplace in Germany. Today, find statues of the queen on North College Street and inside of Charlotte Douglas International Airport.



The Community *(continued)*

Arts & Culture: A haven for talent, Charlotte is a canvas for artistic expression. State-of-the-art performance venues set the stage for mesmerizing productions spanning Broadway to local theater. Eye-catching public art begs for photo ops. And renowned art museums showcase work by the greatest visionaries from across the globe and across time.

Outdoors: Whether your thrill comes from conquering mountains, navigating whitewater rapids, skipping waves, or trekking through nature-filled trails, Charlotte invites you to experience every kind of offering under the sun. Lace up your tennis shoes, slather on some sunscreen and get ready for unforgettable adventure.

Family Friendly: Charlotte is a city that knows how to play. Whether your kid's idea of fun is riding the rapids, rocketing around a racetrack, or standing so still butterflies land on their shoulders, Charlotte will bring out their smiles. The Discovery Place museums take "interactive" to a new level. At Discovery Place Science, kids can create music with light beams, build PVC pipe structures or take in a show in the The Charlotte Observer IMAX® Dome Theatre and Discovery 3D Theatre.

An innovative joint-venture between Children's Theatre of Charlotte and the Public Library of Charlotte and Mecklenburg County, ImaginOn features a full season of theater for kids and an award-winning children's library with free activities sprinkled throughout the whimsical building. While preschoolers play dress-up on a stage, teens create animation videos in their own studio.

Adult race fans appreciate the 40,000 square feet of exhibits celebrating the Piedmont's homegrown sport, but kids really love the interactive features at the NASCAR Hall of Fame.

Eating and Drinking: Charlotte dinners pair ambiance with exceptional flavor. Welcoming and cozy, Mama Ricotta's has served New Haven-style pizza and authentic Italian cuisine since 1992. And at Kindred Restaurant in Davidson, a James Beard-nominated chef serves incomparable homemade pastas in a restored 1920s structure. Try Fahrenheit for a meal with a sky-high view or experience the city's culinary innovation at 5Church, seated at the corner of 5th and Church streets. Mimosa Grill, Aria, Halcyon Flavors from the Earth, Rooster's Wood-Fired Kitchen and more are within walking distance in Uptown.

Source: <https://www.charlottesgotalot.com/>





Position Overview

Reporting to the Director, the Deputy Director Airport / Chief Infrastructure Officer serves as a key executive leader responsible for the strategic planning, delivery, and long-term stewardship of the aviation infrastructure program. This role provides executive oversight of capital development, engineering, maintenance, and infrastructure modernization initiatives that support one of the nation's largest and most complex airport systems. Leading multidisciplinary teams and collaborating across internal departments and external partners, the Deputy Director ensures that infrastructure investments align with organizational priorities, operational excellence, regulatory requirements, and the long-term needs of the region's aviation network.

About the Role

The Deputy Director balances strategic leadership with operational execution across a diverse portfolio of infrastructure programs, capital projects, and asset management initiatives. Working closely with airport leadership, engineering, planning, finance, operations, and external stakeholders, the role guides the development and implementation of infrastructure strategies that enhance safety, reliability, sustainability, and customer experience. The position oversees major redevelopment efforts, establishes priorities for capital investment, and ensures projects are delivered efficiently while maintaining fiscal responsibility, regulatory compliance, and alignment with long-range business objectives. Through collaborative leadership and forward-thinking planning, the Deputy Director helps shape the future of the airport system's critical infrastructure.

Key Responsibilities

- Lead the strategic planning and execution of airport infrastructure and capital development programs.
- Oversee engineering, maintenance, asset management, and infrastructure modernization initiatives.
- Direct the delivery of complex capital projects while ensuring scope, schedule, budget, and quality objectives.
- Develop long-range infrastructure strategies that support operational growth and system resilience.
- Collaborate with internal departments, regulatory agencies, consultants, and industry partners to advance key initiatives.
- Ensure compliance with applicable federal, state, and local regulations, standards, and best practices.
- Manage multidisciplinary teams while fostering accountability, collaboration, and continuous improvement.
- Represent the organization in executive discussions involving infrastructure planning, investment, and stakeholder engagement.

Leadership Qualities and Style

The ideal candidate is a visionary, collaborative executive who combines strategic thinking with exceptional operational leadership. They inspire high-performing teams, build trusted relationships across diverse stakeholder groups, and communicate effectively with executive leadership, government agencies, and business partners. Success in this role requires sound judgment, political acumen, financial discipline, and the ability to navigate complex organizational challenges while driving innovation, continuous improvement, and long-term infrastructure excellence. The successful leader embraces collaboration, accountability, and a commitment to delivering transformative results in a fast-paced, high-profile aviation environment.





Qualifications

- Master's degree plus five years of experience, or bachelor's degree plus seven years of experience is required.
- Major coursework should have included an aviation-related field, business or public administration, engineering, or related field.
- Must have previous experience working in an airport or aviation environment.
- Experience in the program management and/or construction management functions of airport development; in the engineering and development functions of significant airports that have managed large capital programs.
- Experience managing large-scale maintenance functions including complex mechanical systems.
- Demonstrated success overseeing complex, multi-million-dollar capital projects within aviation, transportation, or similarly complex public infrastructure environments.
- Strong knowledge of capital planning, asset management, regulatory compliance, and financial stewardship.
- Proven ability to lead multidisciplinary teams, build strategic partnerships, and communicate effectively with executive stakeholders.

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

Salary and Benefits

The hiring salary range for this position is \$240,000–\$275,000, depending on qualifications and experience. An exceptional candidate may be eligible for a starting salary above the stated range, subject to the appropriate approvals. The position offers a competitive executive benefits package, relocation assistance, and participation in a profit-sharing incentive program.

How To Apply

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

Deadline for applications: August 23, 2026

The contacts for this search are:

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