



**COUNTY of VENTURA**

Department of Airports

The County of Ventura invites applications for  
Deputy Director, Operations and Maintenance

Camarillo Airport (CMA)  
Oxnard Airport (OXR)  
Ventura County, CA

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

## The Airports

The County of Ventura Department of Airports includes the Camarillo Airport (CMA) and the Oxnard Airport (OXR).

CMA, the former Oxnard Air Force Base, was established in the early 1950s for coastal defense. A variety of military aircraft operated here until 1969 when the base was deactivated. After a surplus process, CMA officially opened as a General Aviation airport in 1976. It occupies approximately 650 acres of land and is owned and operated by the County of Ventura in partnership with the City of Camarillo through a Joint Powers Authority (JPA).

Today CMA is the proud home of over 600 general aviation aircraft and there are between 170,000 and 200,000 takeoffs and landings per year. The airport community includes several aviation businesses providing flight instruction (fixed wing and helicopter), aircraft maintenance, charter and storage. CMA is home to the Experimental Aircraft Association (EAA), the Commemorative Air Force (CAF), the Ventura County 99's, and an Ultralight Airpark. There is also an Airport Business Park that includes several County agencies, and a variety of businesses.

CMA provides more than \$200 million in positive economic benefit to the local community and supports over 1,000 jobs. The Federal Aviation Administration recently categorized CMA as a National Asset. It certainly is a jewel to our local community and the County of Ventura.

OXR covers 230 acres and is located on the coastal edge of the 200-square-mile Oxnard Plain, a mile and a half from the coastline on the southwest corporate limits of the City of Oxnard. The airport is classified as a non-hub commercial service airport and is home to a flight school and two full service fixed base operators providing services such as aircraft charters, aircraft maintenance, and pilot supplies. The airport also hosts several car rental agencies, and shuttle bus service to Los Angeles International Airport. The Federal Aviation Administration recently categorized OXR as a Regional Asset.



## The Community

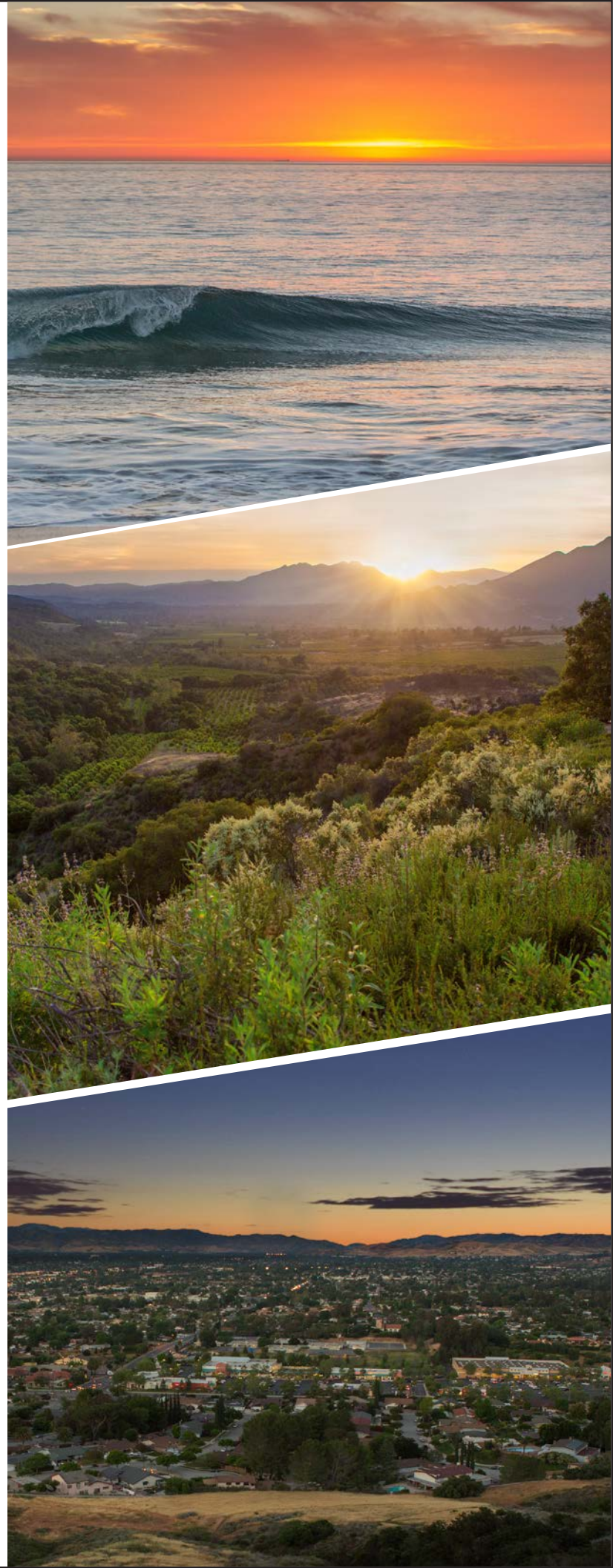
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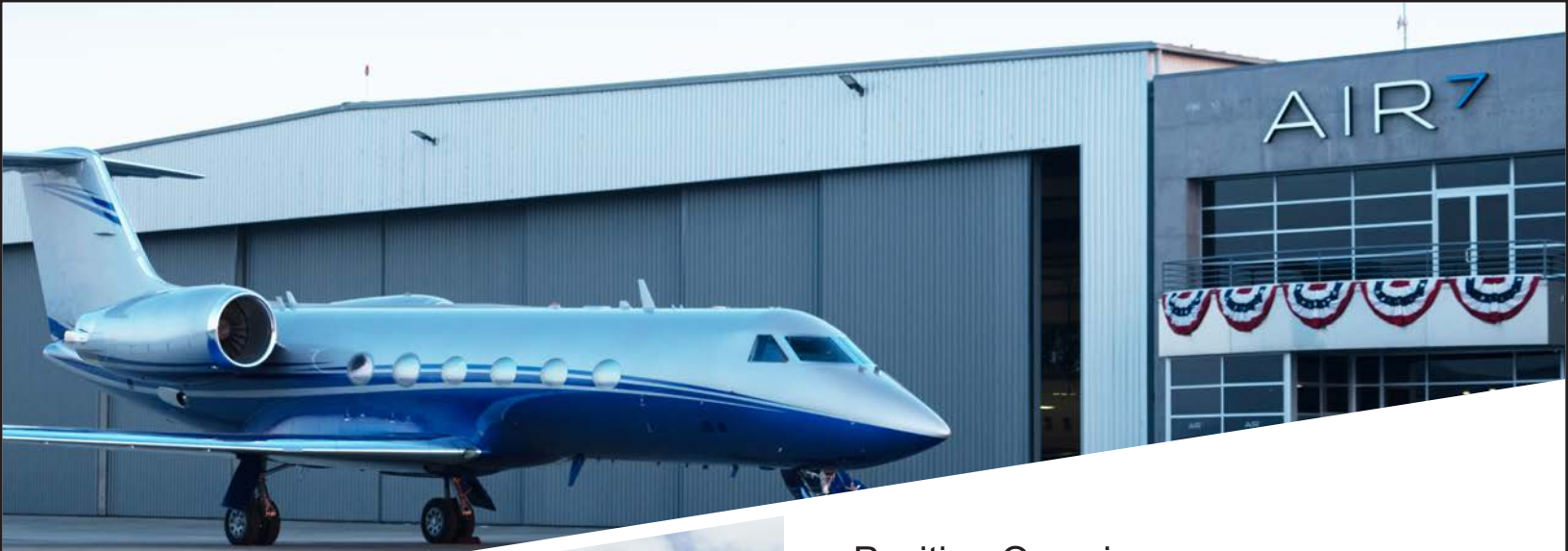
Ventura County is located on California's "Gold Coast," approximately 35 miles northwest of Los Angeles and 20 miles southeast of Santa Barbara. Residents enjoy rolling hills and sweeping ocean views in a nearly perfect Mediterranean climate with an average annual temperature of 74.2 degrees. The beauty and weather combined with a wonderful quality of life are among the many reasons our residents choose to call Ventura County "home."

Ventura County is a "general law" county, governed by a five-member, elected-by-district Board of Supervisors. The Supervisors appoint a County Executive Officer (CEO) to oversee the County budget, day-to-day operations, as well as to advise, assist and act as an agent for the Board of Supervisors in all matters under the Board's jurisdiction.

County operations have an operating budget of approximately \$2.7 billion with a staffing allocation of 8,900. The County has excellent financial standing with its AAA rating, the highest possible long-term bond rating, from Moody's and Standard & Poor's. The County excels in its financial and business operations which are based in continuous process improvement.

The County of Ventura is committed to developing, nurturing, and sustaining an equitable community and workforce where all individuals can thrive. We strive to ensure that equity, diversity, and inclusion are embedded at all levels of Ventura County programs and departments through acknowledging, analyzing, and addressing the root causes of inequities. We advance equitable policies, practices and procedures, including, but not limited to County services, recruitment and retention, policies and practices, budgeting and procurement. We commit to being transparent and will continually evaluate and update our strategies when identified goals and objectives are not being achieved or sustained. The County of Ventura strives to create an inclusive environment where every community member feels like he/she/they belong.





## Position Overview

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The **Deputy Director, Operations and Maintenance** reports to the Director of Airports and serves as one of the department's two second-in-command executives, providing executive leadership for the daily management and strategic direction of Ventura County's airport system. This role oversees a broad portfolio that includes airport operations, facilities maintenance, security, properties, financial management, capital development, emergency services, grants, and administration.

Acting on behalf of the Director as needed, the Deputy Director ensures the safe, efficient, and financially responsible operation of both County airports while advancing organizational goals, maintaining regulatory compliance, and supporting long-term airport development. The position plays a critical role in fostering operational excellence, strengthening stakeholder relationships, and positioning the airports for sustainable growth.

## About the Role

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The **Deputy Director, Operations and Maintenance** provides strategic and operational leadership across multiple airport functions while balancing day-to-day management with long-range planning. The role works closely with airport staff, County leadership, tenants, regulatory agencies, and the community partners to oversee airport operations, maintenance programs, emergency operations, and the new advanced air mobility test range (Area 805). The position also serves as Airport Security Manager, ensuring compliance with FAA, TSA, and California Division of Aeronautics regulations while leading emergency preparedness and response efforts. Success in this role requires the ability to manage complex operational priorities, guide multidisciplinary teams, and support the continued growth and economic vitality of Ventura County's airports.



## Key Responsibilities

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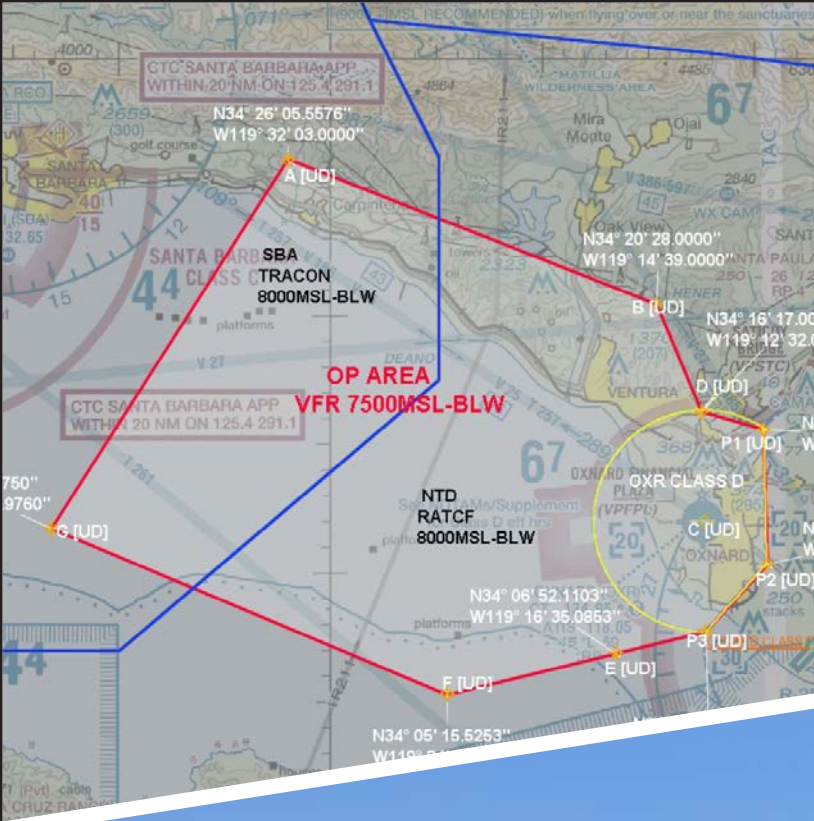
- Lead the daily operation, maintenance, and administration of Ventura County's airport system.
- Oversee annual budget planning and development for the Operations and Maintenance sections.
- Guide capital improvement projects, facility maintenance, and long-range airport development initiatives.
- Lead the Departments support and coordination in the annual air show.
- Ensure compliance with FAA, TSA, Caltrans Division of Aeronautics, and Airport Certification requirements.
- Serve as Airport Security Manager and lead emergency preparedness, safety, and incident response programs.
- Oversee the new Area 805 Advanced Air Mobility Test Range.
- Supervise, mentor, and develop professional staff while fostering collaboration across County departments and external partners.

## Leadership Qualities and Style

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The ideal candidate is a collaborative and results-oriented aviation leader who combines strategic vision with operational expertise. They communicate effectively with elected officials, regulatory agencies, tenants, and community stakeholders while building strong internal partnerships and developing high-performing teams. This executive demonstrates sound judgment, financial acumen, and a commitment to continuous improvement, bringing a proactive leadership style that balances accountability, innovation, and exceptional customer service. The successful candidate thrives in a dynamic public-sector environment and leads with integrity, professionalism, and a focus on long-term organizational success.





## Preferred Qualifications

- Bachelor's degree in Business Administration, Airport Management, Public Administration, Finance, or a related field; an advanced degree is desirable.
- Minimum of three years of progressively responsible managerial experience in public airport administration, including direct supervision of staff.
- Demonstrated expertise in airport operations, financial management, property and lease administration, capital planning, and regulatory compliance.
- Accredited Airport Executive (A.A.E.) designation is desirable at hire and required within two years of appointment. Financial assistance to accomplish this task is available.
- Proven ability to build productive relationships with public agencies, tenants, community organizations, and industry stakeholders.
- Possession and maintenance of a valid California driver's license, or the ability to obtain one within the first 90 days of employment.

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

## Salary and Benefits

The annual salary range for this position is \$138,647.51 to \$194,106.51. Ventura County has approved two upcoming General Salary Increases (GSIs), providing an additional 3.5% salary increase effective December 20, 2026, and another 3.5% increase effective December 19, 2027. In addition, the County offers educational incentive pay of 2.5% for an associate's degree, 3.5% for a bachelor's degree, and 5% for a master's degree, subject to verification. Relocation assistance is available.

## How To Apply

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

Deadline for applications: **August 19, 2026**

The contacts for this search are:

**Rod Dinger, A.A.E.**

[rod@adkexecutivesearch.com](mailto:rod@adkexecutivesearch.com)

**Barry Bratton, A.A.E.**

[barry@adkexecutivesearch.com](mailto:barry@adkexecutivesearch.com)

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

