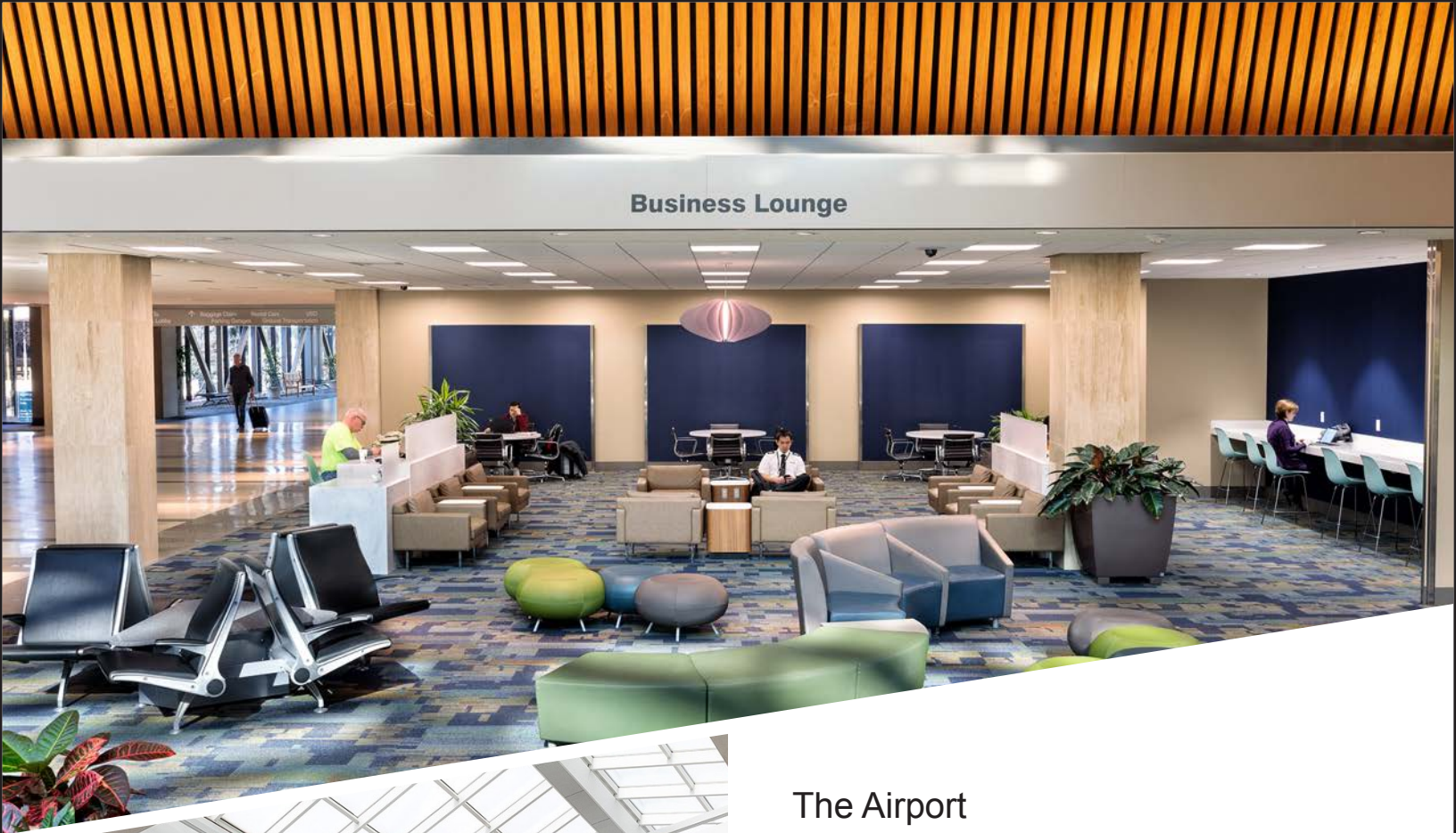




The Norfolk Airport Authority invites applications for
Vice President & Chief Commercial Officer

Norfolk International Airport (ORF)
Norfolk, Virginia

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH



The Airport

From our modest beginnings in 1938 to our current status as the region's primary link to the global air transportation network, Norfolk International Airport continues to grow and adapt to meet ever-changing aviation needs.

OUR COMMITMENT: As an industry leader, we take pride in the integrity of our work and the high standards by which we operate. Our success is built on collaboration, mutual respect and the creation of a welcoming environment for all who pass through our airport. We strive for operational excellence by empowering our employees, partners and passengers, recognizing that a strong, connected community is the foundation of our success.

OUR MISSION: The mission of Norfolk Airport Authority is to connect our community with the world by safely, reliably, and efficiently operating Norfolk International Airport.



Norfolk International Airport (ORF)

Norfolk International Airport (ORF) serves southeastern Virginia and northeastern North Carolina, a region synonymous with history, commerce, military power, tourism, and hometown hospitality. Located at the confluence of the Atlantic Ocean and Chesapeake Bay, the area is home to approximately 1.7 million residents living in the cities and counties of Norfolk, Virginia Beach, Williamsburg, Chesapeake, Portsmouth, Suffolk, Hampton, Newport News, York County, James City County and Smithfield/Isle of Wight.

Norfolk International Airport is the aviation gateway to Coastal Virginia and northeastern North Carolina, including the Outer Banks. It has enjoyed three consecutive years of record traffic, including nearly 4.9 million passengers in 2025. Its eight commercial airlines offer nonstop service to more than 40 cities coast to coast. American, Breeze, Delta, Frontier, JetBlue, Southwest and United offer daily arrivals and departures to major cities throughout the United States. Skytrax has awarded ORF a 4-Star Regional Airport rating. Among 572 airports rated in the 2023 survey, ORF is one of just seven 4-Star airports in the United States. Skytrax annual ratings are known as a global benchmark of airport standards.

Norfolk Airport Authority is governed by a nine-member Board of Commissioners appointed by Norfolk City Council. The Authority employs 230 non-union workers. The mission of the Norfolk Airport Authority is to manage the operation, maintenance, development, and marketing of the Airport. ORF is a significant asset, generating nearly \$2.7 billion in economic impact for the region.

ORF is undertaking the largest modernization endeavor since the opening of the existing departures terminal in 1974. More than \$1 billion in phased projects over the next several years will enhance the passenger experience and increase operational efficiencies for the airlines, tenants and Norfolk Airport Authority. Project updates are available at www.TransformORF.com





The Community

Coastal Virginia offers a unique combination of economic opportunity, military significance, educational excellence and exceptional quality of life. Home to a diverse and resilient economy, the region is a national leader in defense, maritime commerce, logistics, healthcare, education and tourism.

The military plays a vital role in the region's identity and economy. Hampton Roads is home to all branches of the U.S. Armed Forces, including Naval Station Norfolk, the world's largest naval base, and Naval Air Station Oceana, the East Coast's Master Jet Base. The region also hosts Allied Command Transformation and Joint Force Command Norfolk, NATO's only two commands in North America. Together, the area's military installations support hundreds of thousands of active-duty personnel, civilian employees, military families and veterans, creating a strong culture of service and leadership.

As one of the nation's premier maritime centers, Coastal Virginia has a long history of shipbuilding, international trade and naval operations. The Port of Virginia is among the busiest ports on the East Coast, supporting global commerce and thousands of jobs throughout the region. Major employers, including shipbuilding, ship repair, logistics and advanced manufacturing organizations, provide diverse career opportunities across multiple industries.

Beyond the workplace, residents enjoy an exceptional coastal lifestyle. Virginia Beach offers miles of shoreline, outdoor recreation, family-friendly attractions and year-round events. Norfolk serves as the region's cultural and entertainment hub, featuring renowned museums, performing arts, waterfront festivals, dining and vibrant neighborhoods.





The Community *(continued)*

The surrounding region provides something for every interest. Explore the rich history of Williamsburg, Jamestown and Yorktown, enjoy outdoor adventures on Virginia's Eastern Shore, or take advantage of easy access to the beaches and natural beauty of North Carolina's Outer Banks.

Coastal Virginia is also home to a highly educated workforce and a strong network of higher education institutions, including Old Dominion University, William & Mary, Norfolk State University, Christopher Newport University, Hampton University, Regent University and several community colleges. These institutions help support innovation, workforce development and lifelong learning throughout the region.

Coastal Virginia offers an outstanding place to build your future. With a diverse economy, strong military presence, world-class maritime industries and an exceptional quality of life, the region continues to attract talented professionals from across the nation.





Position Overview

Reporting to the President & Chief Executive Officer, the Vice President & Chief Commercial Officer (CCO) leads the planning, development, and implementation of Norfolk Airport Authority's commercial strategy, including airline business, concessions, cargo operations, rental car and Fixed Base Operator agreements, and on- and off-airport property development. As a key member of the Executive Management Team, the CCO leads negotiations, cultivates partnerships, and ensures regulatory compliance to grow and diversify revenue. The role offers a significant opportunity to shape the Airport's commercial program as ORF advances its more than \$1 billion modernization program and plans for a future consolidated rental car (CONRAC) facility.



About the Role

The CCO oversees a broad commercial portfolio encompassing airline partners, the concession program, air cargo, rental car operations, the Fixed Base Operator, and the Airport's commercial properties, from terminal space and hangars to office and warehouse facilities. Serving as the primary point of contact for airlines, concessionaires, and rental car companies, the CCO leads the monthly tenant meeting, consults with local municipalities on commercial development, and participates in the planning and design of terminal facilities. The role also evaluates industry and business trends to identify new concepts that fit the Airport's commercial strategy.



Key Responsibilities

- Direct the development and implementation of goals, policies, and strategic plans that advance commercial operations and revenue development.
- Manage airline, cargo, and concession agreements, including contract origination, compliance, interpretation, and enforcement.
- Drive commercial development of off-airport properties through lease negotiations, property utilization, and strategic planning to diversify revenue.
- Direct cargo operations, revenue management, and capacity analysis, and develop market expansion strategies in the cargo and logistics sector.
- Oversee management agreements for the Fixed Base Operator and rental car operations, including the Airport's future CONRAC facility.
- Monitor concession performance and lead quality assurance initiatives that enhance the customer experience and maximize revenue.
- Oversee the Airport Concessionaire Disadvantaged Business Enterprise (ACDBE) program.
- Ensure commercial operations comply with FAA, TSA, U.S. Customs and Border Protection, and other federal, state, and local requirements.
- Prepare and manage departmental budgets, and lead, develop, and motivate commercial staff.

Leadership Qualities and Style

The ideal candidate is a strategic, revenue-focused executive with strong negotiation skills and thorough knowledge of airport commerce and the airline industry. The individual builds trust and consensus with tenants, airline partners, regulators, and colleagues at every level, and communicates clearly and persuasively both in writing and in person. The CCO fosters an environment of accountability, high standards, and innovation, pursues new ideas to meet changing conditions, and recruits and develops skilled, diverse teams. Integrity, discretion, and sound judgment are essential.

Destination	Airline	Flight	Gate	Status
Atlanta	Delta	4778	B21	7:45 am
Atlanta	Delta	4295	B23	9:00 am
Atlanta	Delta	4095	B23	12:10 pm
Atlanta	Frontier	3071	B18	12:10 pm
Atlanta	Air France	2849	B23	3:04 pm
Baltimore	Southwest	2287	A5	11:35 am
Charlotte	Delta	5607	A2	11:26 am
Charlotte	Delta	5304	A2	2:44 pm
Chicago	Delta	4255	A4	12:54 pm
Chicago	United	1464	B29	1:05 pm
Chicago	Delta	3530	A8	3:18 pm
Dallas	Delta	2638	A6	3:26 pm
Denver	Southwest	2901	A5	2:00 pm
Ft. Lauderdale	JetBlue	1799	B27	12:35 pm
Ft. Lauderdale	Allegiant	569	B17	3:01 pm
Las Vegas	Frontier	508	B18	9:32 am
Nashville	Southwest	933	A5	10:00 am
New Haven	Frontier	473	B16	1:56 pm
New York JFK	Air France	4762	B19	3:37 pm
New York LGA	Delta	7354	B19	11:35 am
Newark	United	3662	B28	11:41 am
Philadelphia	Delta	5799	A4	10:07 am
Philadelphia	Delta	5805	A4	2:45 pm
Washington Dulles	United	4378	B30	10:46 am
Washington Dulles	United	4247	B30	2:47 pm

Origin	Airline	Flight	Gate	Status
Atlanta	Delta	4531	B21	10:59 am
Atlanta	Delta	3072	B18	1:09 pm
Atlanta	Frontier	7115	B23	1:57 pm
Baltimore	Southwest	2901	A5	1:25 pm
Charlotte	Delta	5607	A2	10:55 am
Charlotte	Delta	5314	A2	2:14 pm
Charlotte	Delta	5882	A4	3:50 pm
Chicago	Delta	3114	B29	10:38 am
Chicago	Delta	4255	A4	12:22 pm
Chicago	United	6005	B29	2:10 pm
Chicago	Delta	4274	A8	2:48 pm
Dallas	Delta	2638	A6	2:48 pm
Denver	Southwest	2901	A5	3:35 pm
Ft. Lauderdale	JetBlue	3800	B27	11:43 am
Ft. Lauderdale	Allegiant	568	B17	2:06 pm
New Orleans	Delta	473	B16	1:16 pm
New York LGA	Delta	7990	B19	2:57 pm
New York LGA	Delta	4358	A2	4:55 pm
Newark	Delta	3899	B28	10:58 am
Newark	Delta	2287	A5	10:55 am
Orlando	Delta	429	B16	5:00 pm
Orlando	Delta	5799	A4	9:42 am
Philadelphia	Delta	5805	A4	2:30 pm
Philadelphia	Delta	4819	B30	9:55 am
Washington Dulles	United	4234	B30	2:12 pm





Qualifications

- Bachelor's degree in Airport Management, Business Administration, or related field required; master's degree in business administration, finance, or related field preferred.
- Five years of supervisory managerial experience in marketing, commercial, and/or business development; strong project management skills.
- Knowledge of airport concessions, ACDBE programs, commercial development, and airline/airport operations preferred.
- AAAE Certified Member (C.M.) preferred.
- Valid driver's license meeting NAA driving record standards and eligibility for a SIDA badge.

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

Salary and Benefits

The salary range for this position is \$163,781 - \$229,293, with a generous benefits package. Details regarding the benefits package can be found here: [Benefits Guide for Plan Year 2026 – 2027](#). An exceptional candidate may be eligible for a starting salary toward the higher end of the pay range. Relocation assistance is available.

Benefits include medical, dental, vision, Flexible Spending Account plan, membership in the Virginia State Retirement System, voluntary 457 plan and Roth IRA, retiree healthcare stipend, short-term disability, life insurance, employee assistance plan, tuition assistance, certification incentive program, employee bonus program, 12 paid holidays, flex day, paid time off, birthday leave and parental leave.

How To Apply

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

Deadline for applications: Open Until Filled

The contacts for this search are:

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