

EXECUTIVE DIRECTOR OF AVIATION

AUSTIN BERGSTROM INTERNATIONAL AIRPORT

THE CITY OF AUSTIN

Executive Search Conducted by Lincoln Leadership Advisors, LLC.



LINCOLN
LEADERSHIP ADVISORS

AUSTIN, TEXAS!

The City of Austin is the capital of the State of Texas and has transformed itself into one of the most vibrant business and cultural centers in the United States. As the state's 4th largest city, the City of Austin and the surrounding area have attracted more than 2 million residents, and the region is poised to continue this growth.

WHY AUSTIN, TEXAS?

The City's "Imagine Austin" vision statement answers the question:

"As it approaches its 200th anniversary, Austin is a beacon of sustainability, social equity, and economic opportunity; where diversity and creativity are celebrated; where community needs and values are recognized; where leadership comes from its citizens and where the necessities of life are affordable and accessible to all."

AUSTIN IS...

**EDUCATED PROSPEROUS
MOBILE & INTERCONNECTED
CREATIVE LIVABLE
VALUES & RESPECTS ITS PEOPLE
NATURAL & SUSTAINABLE**

“

#1 BEST PLACE TO LIVE

-US News & World Report

BEST CITY FOR RELOCATING FAMILIES

-FORBES

BEST PLACE FOR BUSINESS AND CAREERS

-FORBES

#3 BEST PERFORMING ECONOMY IN RANKING OF THE TOP 40 U.S. METROS

-U.S. Conference of Mayors

LIVE MUSIC CAPITAL OF THE WORLD

-Everybody knows this!

BEST STATE CAPITAL

-Wallethub

BEST CITIES FOR SINGLES

-Wallethub

FASTEST GROWING JOB MARKET

-FORBES

2ND FASTEST GROWING AIRPORT IN THE U.S.

-Airports Council International, North America

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AUSTIN ACCOLADES

**AUSTIN CONSISTENTLY
RANKS AS ONE OF THE
MOST ATTRACTIVE CITIES
IN THE US FOR LIVING,
WORKING, VISITING, AND
HAVING FUN.**

AUSTIN STRATEGIC DIRECTION 2023

Critical to Austin's future as a business, education and tourism hub is its Mobility Planning, which includes Austin Bergstrom International Airport (ABIA). City and airport leadership have proactively managed and developed ABIA to stay ahead of the growth curve, and in 2018, the City unveiled the vision for the airport's future development through the ABIA 2040 Master Plan.

LAST YEAR, AUSTIN CITY COUNCIL COMPLETED AN EXTENSIVE STRATEGIC PLANNING PROCESS THAT INCLUDED A 5-YEAR PLAN TO SUSTAIN ITS GROWTH AND MANAGE ITS INFRASTRUCTURE NEEDS. THE PLANS PRIMARY COMPONENTS ARE:

ECONOMIC OPPORTUNITY
& AFFORDABILITY

MOBILITY

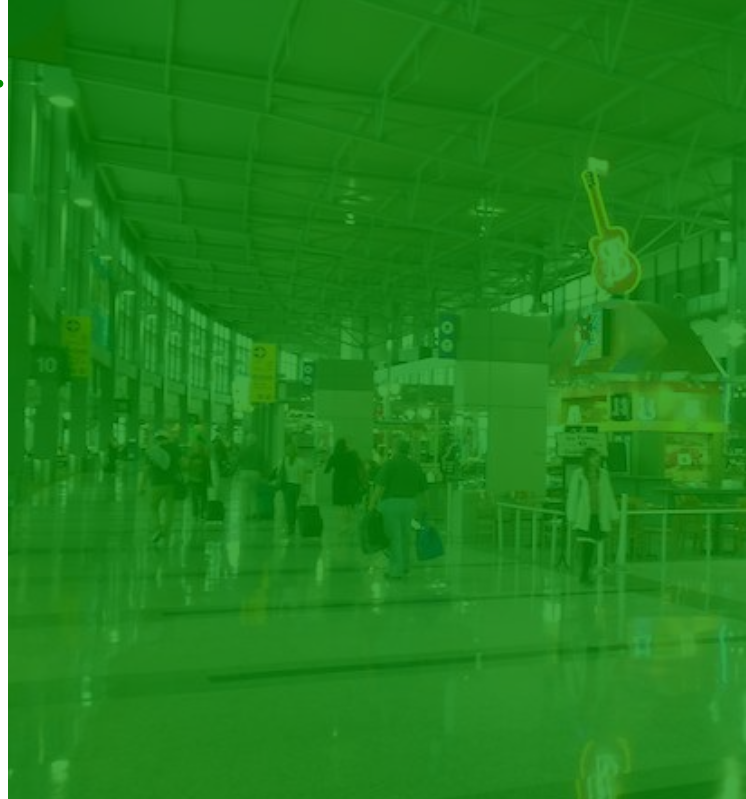
SAFETY

HEALTH & ENVIRONMENT

CULTURE & LIFELONG LEARNING

AUSTIN BERGSTROM INTERNATIONAL AIRPORT

ABIA's passenger and cargo traffic have increased rapidly since 2014, a clear reflection of the tremendous economic growth of the Austin region. As a result, the airport handled a record 15.8 million passengers in 2018. In late 2018, the ABIA 2040 Master Plan was unveiled and sent to the Federal Aviation Administration for final approval. The plan calls for expanded runway and terminal capacity, which is necessary to handle an expected doubling of passenger traffic to nearly 32 million by 2040. The next Executive Director of ABIA will be responsible for implementing the Master Plan as market growth dictates.



THE OPPORTUNITY

Lincoln Leadership Advisors, on behalf of The City of Austin, is conducting the search for the City's next Executive Director of Aviation. The Executive Director of Aviation will be responsible for the day-to-day management of Austin Bergstrom International Airport (ABIA), as well as steering and driving forward the City's Aviation Master Plan. The Executive Director will oversee daily operations and lead efforts to continue the airport's growth and development. Under the direction of the Assistant City Manager for Mobility, the Executive Director of Aviation will be responsible for the management of ABIA's operations and facilities, while coordinating all activities of the City of Austin's Aviation Department.

The Executive Director of Aviation will develop and clearly articulate the vision and plan forward for the Aviation Department and ABIA. The successful candidate will create a positive environment in which all employees willingly contribute beyond expectations to achieve the common objectives that support the department's mission and vision, while also attracting, recruiting, and retaining top talent.



THE IDEAL CANDIDATE

THE SUCCESSFUL CANDIDATE WILL HAVE HIGH COMPETENCE IN THE AREAS OF AIRPORT MANAGEMENT, SAFE AND EFFICIENT AIRPORT OPERATIONS, EMPLOYEE DEVELOPMENT, AVIATION PLANNING, EFFECTIVE BUDGETING, PROJECT MANAGEMENT, AND INNOVATIVE CUSTOMER SERVICE.

MINIMUM QUALIFICATIONS:

Bachelor's Degree in Business Administration, Aviation Management, Public Relations or related field and eight (8) years of relevant experience, two (2) of which were in a supervisory capacity.

THE ROLE'S KEY FUNCTIONS AND RESPONSIBILITIES INCLUDE:

- Defines the mission, goals and priorities for ABIA in line with the overall strategic plan for the City of Austin and the Austin Department of Aviation.
- Directs the implementation of the ABIA 2040 Master Plan over short-, medium- and long-range timeframes.
- Establishes procedures and directs activities, operations, maintenance and construction to assure adequate facilities and service levels meet the needs and standards of the City of Austin.
- Consults with Airport Advisory Commission members, government officials, and/or airline representatives to discuss and plan such matters as design and development of airport facilities, formulation of operating rules, regulations and procedures, aircraft landing, taxiing and take-off patterns for various types of aircraft.
- Manages negotiations with airlines, vendors, and/or individuals for acquisition of property for expansion of airport facilities.
- Coordinates activities of staff and support personnel involved in repair and maintenance, and security of airport facilities.
- Directs studies on noise abatement and other environmental issues resulting from all airport operations.
- Develops and evaluates management staff; develops workforce and fiscal budget requirements and oversees budget expenditures for all department functions.
- Directs the development and implementation of department procedures and controls to promote communication and effective information flow within the department and externally.
- Delegates activities, responsibilities, and authority to department staff, while retaining overall responsibility and accountability for performance.
- Establishes, oversees, and understands the financial management and performance of ABIA.
- Recommends strategies to promote good customer and community relations.
- Oversees a process of organizational planning that evaluates structure, job design, and staffing needs forecasting.
- Builds relationships and represents the department to government and regulatory bodies, external agencies, community leadership, and the public.
- Conducts performance appraisals with all direct reports.
- Presents critical information to City Council members, boards, county, state and federal officials, vendors, contractors, the public, and other key stakeholders.

CITY OF AUSTIN EXECUTIVE COMPETENCIES

BOUNDARYLESS PERSPECTIVE

The ability to see a broad view of an issue or challenge across typical organizational lines and beyond the present.

LEADERSHIP

The ability to inspire, motivate, and influence others to achieve individual and collective goals.

CONFLICT MANAGEMENT

The ability to recognize, manage, and resolve conflict efficiently and equitably.

CUSTOMER SERVICE

The ability to accurately identify/determine customer needs and take appropriate actions and/or steps to address identified needs.

DECISION MAKING

The ability to make sound decisions in a timely manner that solve issues and stand the test of time.

CULTURAL COMPETENCE

The ability to recognize, value, and include different perspectives, experiences, approaches, and cultures in achieving organizational goals.

ACHIEVE RESULTS

The ability to achieve organizational goals and objectives.

DEPENDABLE & TRUSTWORTHY

The ability to gain and maintain the trust and confidence of others and the organization through consistency and reliability.

MANAGING PURPOSE & VISION

The ability to create, convey, and instill a unified vision and purpose.

EMPLOYEE DEVELOPMENT

The ability to recognize strengths and areas for improvement in others and to provide opportunities, guidance, and encouragement to build skills and capacity.

POLITICALLY SAVVY

The ability to navigate relationships involving complex, emotional, and/or value-based issues in order to influence and achieve positive results.

PLANNING PRIORITIES

The ability to recognize, plan, focus upon, and work toward what is most important or critical.

PROBLEM SOLVING

The ability to define, analyze, and find solutions for difficult or complex problems.

STRATEGIC THINKING

The ability to see past the moment and adapt to a rapidly changing environment.

EFFECTIVE COMMUNICATION

The ability to give, receive, or share thoughts, ideas, perspectives, and data to create shared understanding.

RETIREMENT

The City of Austin Employees' Retirement System (COAERS) is a defined-benefit pension plan with vesting after five years of continuous service.

INSURANCE

The City provides excellent insurance plans for employees including health, dental, life, short- and long-term disability, and vision coverage.

HOLIDAYS

13 holidays per year are observed (11 official and 2 personal).

OTHER BENEFITS

Relocation assistance and temporary housing are available.

COMPENSATION & BENEFITS

INTERESTED CANDIDATES SHOULD
SUBMIT A COVER LETTER AND RESUME
TO LLA@LINCOLNLEADERS.COM
BY MARCH 8, 2019.

For general information, please contact
LINCOLN Leadership Advisors at
+1 (713) 888-0680.

SELECTION PROCESS

**INTERESTED CANDIDATES SHOULD
SUBMIT A COVER LETTER AND RESUME
TO LLA@LINCOLNLEADERS.COM
BY MARCH 8, 2019.**

Prior to final interviews, each selected candidate will be required to sign a release authorizing a thorough background check, which will include employment history, college enrollment and degrees, along with professional certifications.

**NOTE: IN ADDITION, IT IS IMPORTANT TO
NOTE THAT THE RECRUITMENT PROCESS
FOR THE CITY OF AUSTIN IS SUBJECT TO
THE STATE OF TEXAS PUBLIC INFORMATION
ACT, OR TPIA. TPIA REQUIRES THAT ALL
INFORMATION PERTAINING TO THE SEARCH
FOR THE EXECUTIVE DIRECTOR OF AVIATION
WILL BE SUBJECT TO REQUESTS FOR THE
RELEASE OF "OPEN RECORDS".**

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