



JOHN WAYNE
AIRPORT
ORANGE COUNTY

DEPUTY AIRPORT DIRECTOR— COMMERCIAL & REVENUE DEVELOPMENT JOHN WAYNE AIRPORT ORANGE COUNTY, CALIFORNIA

ANNUAL SALARY \$135,262.40–\$187,345.60 DOE/DOQ*

**4% cost-of-living adjustment (COLA) effective June 27, 2025.*

JOHNS WAYNE AIRPORT (JWA), A DYNAMIC AND SELF-SUSTAINING AIRPORT, and a department of the County of Orange, is seeking a seasoned, visionary leader to serve as its next **Deputy Airport Director of Commercial & Revenue Development**. This is a rare opportunity to join an award-winning airport operation at a pivotal time of transformation. This key leadership role reports directly to the Airport Director and is responsible for developing, executing, and optimizing all commercial revenue-generating programs at JWA. With extensive upcoming redevelopment initiatives and high community visibility, this role demands a balance of business acumen, strategic innovation, emotional intelligence, and operational discipline. ***Lead growth at the intersection of aviation and commerce. Apply today!***



THE COMMUNITY

WHETHER IT'S MANICURED BEACH TOWNS OR CELEBRATED THEME PARKS, all framed by stunning coastal views and luxury yachts, Orange County is commonly known as "The OC" and stands out as one of the state's most iconic destinations. With a population of over three million residents, Orange County is the sixth largest county in the United States. Residents enjoy over 42 miles of pristine beaches, three major harbors, vast wilderness parks, beautiful nature preserves, and approximately 402 miles of riding and hiking trails. The OC is a destination region rich with top-notch universities and colleges, some of the highest quality public and private schools in the nation, and many corporate headquarters and technology firms. Many world-class entertainment venues, convention centers, and some of the state's most popular attractions such as Disneyland and California Adventure Resorts, Knott's Berry Farm, and major sports franchises including the Anaheim Angels Baseball and the Anaheim Ducks Hockey call the OC home. Orange County embraces vibrant, historic, and diverse neighborhoods and welcomes millions of visitors per year, truly making it where the world comes to live, work, and play.



JOHN WAYNE AIRPORT

RANKED #1 IN CUSTOMER SATISFACTION AMONG LARGE AIRPORTS in the J.D. Power 2024 North America Airport Satisfaction Study, John Wayne Airport (JWA) is the only commercial service airport in Orange County, California. Located along the coast in one of the most premier regions in the country, JWA is a vital piece of the County's transportation system, serving more than 11.7 million passengers annually. The airport offers nonstop flights to over 40 destinations throughout the United States, Mexico, and Canada via 11 commercial airlines and two air cargo providers.

In addition to its commercial operations, JWA serves as a major hub for general aviation, with nearly 500 private aircraft housed onsite. General aviation accounts for approximately 60% of the airport's total operations and is supported by two full-service fixed-based operators (FBOs) and a limited-use facility. John Wayne Airport's reputation for providing a superior guest experience, operational efficiency, and environmental stewardship continues to make it a distinguished airport in the region and across the country.

LEARN MORE ABOUT
JOHN WAYNE AIRPORT

READ MORE ABOUT THE
COUNTY OF ORANGE

VIEW JOHN WAYNE AIRPORT: THE LITTLE THINGS



VIEW JOHN WAYNE AIRPORT: CORE VALUES



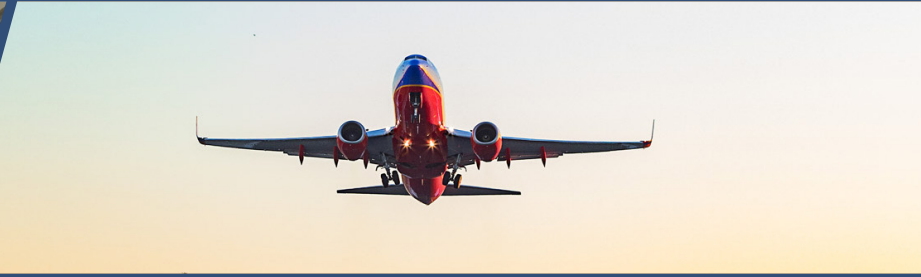
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VIDEOS

THE JOB



THE DEPUTY AIRPORT DIRECTOR OVERSEES the Commercial and Revenue Development Division, leading a dedicated team of eight full-time staff, including two Real Estate Managers and multiple Real Property Agents focused on food & beverage, retail, advertising, rental cars, and ground transportation. The Division is responsible for more than \$130 million in annual revenue, funding infrastructure and operational priorities through programs like airline leases, retail/food concessions, advertising, general aviation, and ground transportation.



Responsibilities include:

- ▶ Oversee all aviation and non-aviation revenue-generating contracts and development, including capital investment requirements from concessionaires and tenant compliance.
- ▶ Manage aviation leases with airlines, fixed-base operators (FBOs) and supporting redevelopment of their facilities.
- ▶ Develop and analyze KPIs for revenue, lease agreements, and sales performance metrics.
- ▶ Identify and pursue new business opportunities to enhance the airport's market position.
- ▶ Monitor industry trends to inform strategic decision-making.
- ▶ Present to senior County leadership, elected officials, and community stakeholders.
- ▶ Support policy compliance in public procurement, capital investments, and lease negotiations.
- ▶ Build cross-functional relationships with airlines, tenants, legal counsel, and County procurement teams.

[VIEW THE ORGANIZATIONAL CHART](#)



THE IDEAL CANDIDATE

THE IDEAL CANDIDATE IS AN EXPERIENCED COMMERCIAL REAL ESTATE PROFESSIONAL with the technical proficiency to drive revenue and redevelopment. They possess leadership qualities to motivate and mentor a seasoned team through transition. They will also have commercial passenger airport management experience and understand profit models, sales metrics, and capital improvement plans, possessing the ability to assess vendor performance and drive results. The ideal candidate also has experience coordinating complex projects across an organization and with various stakeholders to align plans with operational goals.

The candidate should also have **Substantive Technical Knowledge and/or Experience in:**

- ▶ Developing and implementing commercial real estate strategies, and complex lease negotiations to increase revenue and enhance guest experience.
- ▶ Overseeing large-scale retail, food, or rental car concessions tenant build-outs, including construction and scheduling oversight, and/or general aviation redevelopment.
- ▶ Quality Assurance/Quality Controls.
- ▶ Managing diverse commercial real estate assets at an airport.
- ▶ Industry revenue models, such as percentage rent and minimum annual guarantees, and their implications for airport funding strategies.
- ▶ Relevant Federal, state, and local laws, codes, regulations, including Federal Aviation Administration (FAA)/Transportation Security Administration (TSA) Regulations, pertaining to commercial real estate, airport operations, maintenance, and airport security.
- ▶ Using KPIs, data dashboards, or analytics platforms to support data-driven decisions, and report results to executive leadership and elected officials.
- ▶ Developing and monitoring budgets, forecasts, ROI models, and contract compliance.
- ▶ Negotiation and relationship management.

The candidates should also have **INTERPERSONAL ATTRIBUTES & LEADERSHIP SKILLS in:**

- ▶ **Communicativeness** to share information, and effectively build relationships with diverse audiences including tenants, staff, elected officials, and the public.
- ▶ **Strategic thinking** to implement solutions that drive commercial growth and operational efficiency.
- ▶ **Industry knowledge** to anticipate and navigate future trends in aviation for retail, concessions, technology, and leasing to ensure the airport remains competitive, adaptable, and aligned with future market demands.
- ▶ **Problem solving** to effectively navigate complex stakeholder dynamics, identify and analyze challenges, and implement practical, strategic solutions in dynamic and high-pressure environments.
- ▶ **Leadership ID** to lead a high-performing team, guiding teams through cultural shifts, building a performance-driven environment, providing clear expectations and accountability, and leveraging a collaborative, yet assertive, leadership style.
- ▶ **Emotional intelligence** to appropriately read a room, respond to sensitive people situations, and successfully navigate public concerns with tact and empathy.
- ▶ **Negotiation and influence skills** to produce positive outcomes when negotiating contracts, building consensus, fostering strategic partnerships, and driving outcomes that align with organizational goals, including managing space constraints, vendor expectations, and conflict.

MINIMUM QUALIFICATIONS

Experience: Six (6) years years of professional airport operational experience in revenue generation, monetizing assets, and large-scale commercial property management in an aviation setting that includes the knowledge and application of Federal and State regulations related to but not limited to, FAA, TSA, regulations; must include two (2) years of supervisory experience,

Education: A bachelor's degree in airport management, aviation, real estate, business, finance, civil engineering, architecture, construction management, or a closely related field may substitute for one (1) year of the required experience may be possible,

Ability to obtain and maintain background and security check clearance, including a Criminal History Records Check (CHRC) and Transportation and Security Administration (TSA) Security and Threat Assessment (STA), and

Possession of or ability to maintain a valid California Driver's License, class C or higher.

PREFERRED EXPERIENCE

- ▶ A master's degree in airport management, aviation, real estate, business, finance, civil engineering, or a related field may substitute for two (2) years of the required experience.
- ▶ American Association of Airport Executives (AAAE) certification is desirable.



UPCOMING PROJECTS & OPPORTUNITIES

TERMINAL CONCESSIONS OVERHAUL. Lead the redevelopment of 80% of food and retail spaces and ensure compliance with timelines, lease requirements, and design expectations.

REAL ESTATE PORTFOLIO EXPANSION. Assess new opportunities for growth and improved guest experience, despite space constraints.

GENERAL AVIATION REDEVELOPMENT. Oversee leases and construction for three major FBOs.

INNOVATION & GROWTH

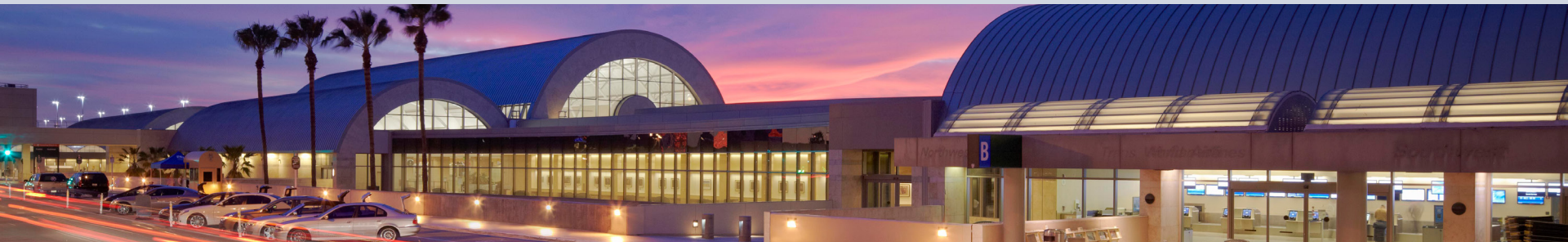
- ▶ Introduce customer-centric amenities and industry-leading revenue strategies.
- ▶ Bring emerging retail, dining, and advertising trends into JWA's long-term development plans.

SALARY+BENEFITS

The annual salary range for this position is **\$135,262.40–\$187,345.60**, with a **4% cost-of-living adjustment (COLA) effective June 27, 2025**. *Salary may be negotiable within the range, based on qualifications and experience, and is subject to appropriate authorization.*

PLUS an attractive benefits package that includes:

- ▶ 12 paid holidays.
- ▶ Probationary period will be approximately 52 weeks or 1 year.
- ▶ **Vacation:** Approximately three weeks per year.
- ▶ **Benefits:** Medical, dental and vision.
- ▶ **Sick Leave:** Approximately 72 hours per year.
- ▶ **Optional Benefit Plan (OBP):** \$3,500 annually.
- ▶ **Educational & Professional Reimbursement:** Up to \$10,000 per fiscal year.
- ▶ **Employee Assistance Program (EAP)**



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HOW TO APPLY

Apply by **TUESDAY, MAY 27** by completing a short application and attaching your cover letter and resume at:

COUNTY OF ORANGE CAREERS



SAVE THE DATES. Interviews will be conducted between late May and June. *Selected candidates must be available for both dates.*

QUESTIONS? Please contact your recruiter, Wendi Brown, with any inquiries: wendi@wbcpinc.com
866.929.WBCP (9227) toll-free | **541.664.0376** direct