

CAREER OPPORTUNITY

JOHN WAYNE
AIRPORT
ORANGE COUNTY

DEPUTY AIRPORT DIRECTOR— DEPARTMENT OF PLANNING & DEVELOPMENT JOHN WAYNE AIRPORT ORANGE COUNTY, CALIFORNIA

ANNUAL SALARY \$148,803–\$206,065 DOE/DOQ*

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

JOHN WAYNE AIRPORT (JWA), a department of the County of Orange, is seeking a strategic and innovative **Deputy Airport Director of Planning and Development**, a newly created executive-level role that will lead the airport's ambitious capital improvement and planning efforts. Reporting directly to the Airport Director, this leader will oversee up to 28 indirect reports and a \$700 million Capital Improvement Program, guide multidisciplinary teams, and ensure that projects are executed efficiently, sustainably, and in full compliance with FAA and environmental regulations. The ideal candidate has strong expertise and experience in airport planning, public infrastructure, and large-scale project delivery. The selected individual will join a dynamic leadership team, shape the future of air travel in Orange County, and play a vital role in ensuring that John Wayne Airport continues to meet the evolving needs of passengers, tenants, and the broader community. This position is ideal for a seasoned professional with a passion for aviation, infrastructure, innovation, and leading teams through complex challenges. **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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THE DEPARTMENT

THIS IS A PERIOD OF TRANSFORMATION AND GROWTH at John Wayne Airport, marked by the strategic reintegration of its capital planning and project delivery functions. The newly formed Planning and Development Division is tasked with overseeing and implementing the airport's \$700 million Capital Improvement Program, which includes airside, landside, and terminal renovations, as well as long-term infrastructure planning and major utility projects.

The Division is also a key partner in the implementation of the General Aviation Improvement Program and the Terminal Tenant Concession Redevelopment Program. Functional areas within the Division include engineering, land use and airport planning, environmental compliance, project controls, capital planning, and project management (including coordination and logistics oversight through CALM). The selected Deputy Airport Director will lead and integrate these functions into a high-performing, efficient, and collaborative operation that aligns with the airport's vision for the future.



THE JOB



THE DEPUTY AIRPORT DIRECTOR OF PLANNING AND DEVELOPMENT will serve as a strategic and hands-on leader for John Wayne Airport's newly restructured Planning and Development Division. Reporting to the Airport Director, this executive will oversee up to 28 indirect reports and the airport's \$700 million Capital Improvement Program and manage transformative infrastructure initiatives, including a \$100 million taxiway reconstruction, central utility plant enhancements, terminal restroom modernizations, and upgrades to the airport's baggage handling systems. The role is responsible for ensuring that all projects are delivered in compliance with FAA, CEQA, NEPA, and TSA standards—on time, within budget, and aligned with the Airport Layout Plan and long-term master planning goals. This position will guide the work of internal teams and external contractors, lead strategic capital planning efforts, and represent the airport in high-level discussions with elected officials, community groups, and regulatory agencies.

THE IDEAL CANDIDATE

THE IDEAL CANDIDATE WILL BRING EXTENSIVE EXPERIENCE in public-sector infrastructure or airport development and a deep understanding of capital project delivery, regulatory compliance, and environmental stewardship. They will be a confident leader and relationship builder, capable of guiding a diverse and multidisciplinary team through a period of integration and growth. Strong knowledge of FAA regulations, environmental permitting processes, public procurement, and budgeting for complex capital programs is essential. The successful candidate will be a persuasive communicator and strategic thinker who can advocate for airport interests, solve problems creatively, and maintain focus on project outcomes that enhance passenger experience and operational excellence.



The ideal candidate will also demonstrate the following core competencies:

Change Management: Leads teams through organizational change with clarity and confidence.

Performance Measurement: Implements systems to track results and promote accountability.

Interdepartmental Coordination: Builds alignment across departments to support shared goals.

Public Transparency and Ethics: Upholds public trust through ethical and transparent practices.

Equity and Community Impact: Considers equity and community needs in development efforts.

Staff Development: Invests in team growth and succession planning.

Crisis Response & Risk Communication: Responds effectively in emergencies and communicates under pressure.

MINIMUM QUALIFICATIONS

The successful candidate will have a strong background in planning, engineering, or infrastructure project management, ideally within a public-sector or airport environment. The following qualifications are required or may be substituted as outlined below:

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

Experience: Six (6) years of business services or capital infrastructure management experience related to planning, development, or construction, including at least two (2) years in a supervisory capacity and at least five (5) years of aviation industry experience.

DESIRED

Experience: 10 years of business services or capital infrastructure management experience related to planning, development, or construction, including at least seven (7) years in a supervisory capacity, and at least five (5) years of aviation industry experience.

Education: A master's degree in a relevant field may substitute for two (2) years of experience.

Certifications (one or more of following):

- ▶ Professional Engineer (PE)
- ▶ Project Management Professional (PMP)
- ▶ Certified Construction Manager (CCM)
- ▶ Licensed Architect

UPCOMING PROJECTS & OPPORTUNITIES

JOHN WAYNE AIRPORT is undertaking a transformative period in its infrastructure and development efforts. The Deputy Airport Director will immediately take charge of several high-impact initiatives, including:

- ▶ The delivery of a guaranteed maximum price construction contract for a major taxiway reconstruction project.
- ▶ Renovations to the airport's baggage handling systems.
- ▶ Expansion of the central utility plant and comprehensive terminal enhancements.
- ▶ Leading efforts to develop a new 20-year Airport Master Plan, as required by the FAA, ensuring alignment with growth projections, environmental mandates, and community needs.

In addition to these major capital projects, the Deputy Airport Director will play a central role in re-establishing the airport's internal capacity for capital project management and planning—functions that were recently returned to airport oversight. This includes:

- ▶ Rebuilding teams, improving internal systems, and recreating a culture of accountability, innovation, and performance.



SALARY+BENEFITS

The annual salary range for this position is **\$148,803–\$206,065 DOE/DOQ**, 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)**



HOW TO APPLY

Apply by TUESDAY, JUNE 3

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, Levi Kuhlman, with any inquiries: levi@wbcpinc.com
866.929.WBCP (9227) | 541.664.0376

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