



Snowmass Image from booking.com

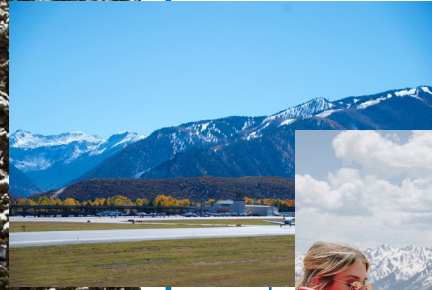
Click on image or the following link to be taken to a short video:
<https://vimeo.com/100433190>

Recruitment Profile

Aviation Director
Aspen/Pitkin County Airport
(ASE)
Aspen, CO



www.ACSFirm.com



Community & Region

The Roaring Fork Valley

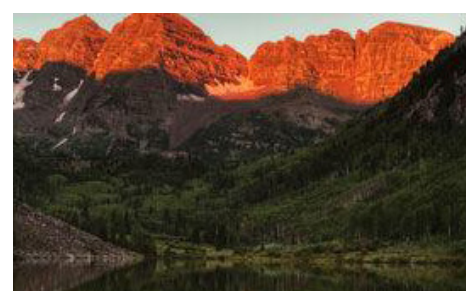
Located in the Rocky Mountains of Colorado, the Roaring Fork Valley is made up of three counties, Pitkin, Eagle and Garfield. Within each of these communities is a mix of rural and urban areas, tied together by a common love of the outdoors. Geographically, these communities cover a good portion of central western Colorado.

Aspen is the county seat of Pitkin County, which has a year round population of 17,148 residents. During peak summer and winter seasons, residency can reach almost 50,000. A few miles away is the town of Snowmass Village; together with the City of Aspen, they are surrounded by mountains and known for skiing and having plenty of outdoor amenities year around. Some popular activities include hiking, golfing, biking, kayaking, fishing, skiing and many other water-based and snowy experiences.

The region is known for its nature and beauty. Some of the main attractions include the Maroon Bells National Forest and the world renowned resorts of Aspen Snowmass. The Elk Mountains sitting at over 14,000 feet feature tall peaks, hiking and climbing routes for the adventurer; it's known as one of the most photographed landscapes in North America. Go rock climbing on Independence Pass, one of Colorado's highest paved roads in the state at 12,095 feet. Located right next to Roaring Fork River, is the John Denver Sanctuary where you can find a large flower garden and a tribute to John

Denver engraved in the rocks.

As you can see, there is so much that the region has to offer, given its location and population. Areas of Pitkin County can be expensive; but further north of the City of Aspen, you'll find more affordable and available housing in both Eagle and Garfield Counties. Nearby communities include Woody Creek, Snowmass, Basalt, El Jebel, Carbondale and several others. Commuting from Carbondale to Aspen is approximately 45-55 minutes with good road conditions and up to an hour in winter conditions. Glenwood Springs is a bit further northwest along Highway 82; it is about an hour the from Aspen/Pitkin County Airport.



Aspen/Pitkin County Airport (ASE)

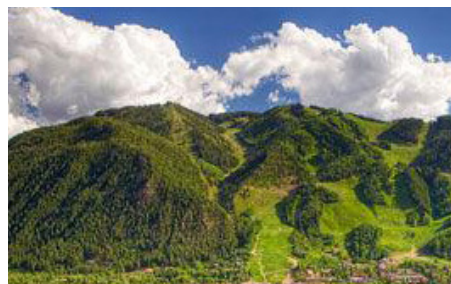
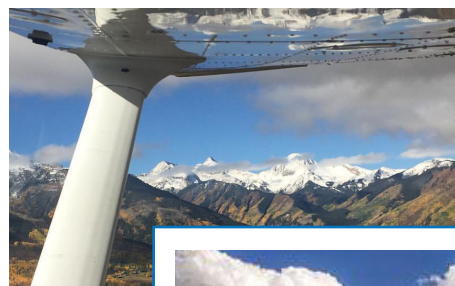
When we asked Pitkin County/ASE to share their organizational culture, here's what they had to say: "At ASE, we take our cues from the greater county culture, however there is a constant focus on safety and security. We take great pride in our snow removal program and have been frequent winners of the Balchen/Post Award for winter operations. As a small team, coordination and cooperation between our operations, facilities, ARFF and administration teams are a key part of our success - especially during our busy summer and winter seasons, when we have 'all hands on deck'."

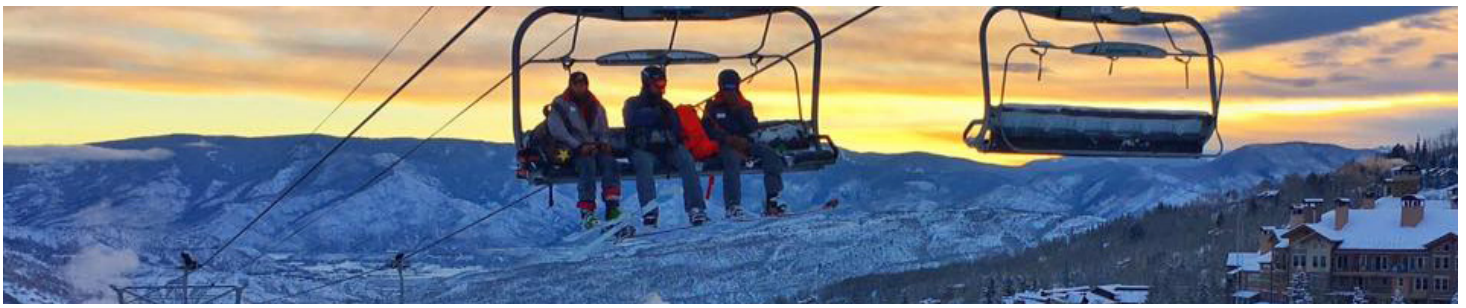
ASE is a County-owned public-use airport with strong Community Values including a focus on safety, a warm and welcoming feel, environmental responsibility, and operational efficiency. It's served by both American Airlines and United Airlines. In 2019, the airport served just over 600,000 passengers with an 8,006 foot long runway 15/33. The airport is also serviced by Atlantic Aviation FBO.

Also known as Sardy Field, Aspen/Pitkin County Airport, is at its best when it comes to ensuring our guests' safety. During this time of COVID-19, the airport has put many systems in place for the betterment of guests, like hand sanitizing stations, offering free masks, safety barriers, and more including back of the house procedures and training. The airport works hard to maintain high quality standards of service for its community.

Community engagement and consideration is another element of the airport. Aspen/Pitkin County Airport has established advisory groups to accommodate the community's air service needs. These groups include the Technical Working Group, Airport Experience Working Group, Community Character Working Group, and a Focus Group as part of the Airport Vision Committee.

Pitkin County as a whole is a professional place to work. The dress code is relaxed, and they strive to give their employees a work life balance through flexible work hours when needed. Ski breaks are encouraged (or bike rides or runs) as long as you get your work done. If you can go out for an hour during the day and make up the time - go for it! They manage through being compassionate and supportive, by listening and being solutions focused. Who wouldn't want to be a part of this organization?





The Position

Aviation Director

Reporting to the Pitkin County Manager, the Aviation Director is a working director, responsible for the strategic leadership of the airport team, administration, operations, financial management, air service, business development, capital planning, property development, facility management, community engagement, and services supporting the Aspen/Pitkin County Airport. Through the support of directors, managers and supervisors, the Aviation Director has oversight of finance, security and construction, operations, safety, aircraft rescue firefighting, and facilities with 41 FTEs and seasonal personnel.

As Aviation Director, this person is expected to be an ethically minded individual who can quickly establish trust, build relationships internally and externally, and lead through compassion, collaboration and a genuine care for people, teams and community.

The Aviation Director will need to be politically astute, but not politically driven while effectively communicating with the County, airport staff, community stakeholders and regional groups. The small-town feel is part of the culture and establishing one's self as a consensus builder for the County, will allow the person to represent the County to regional

stakeholders including the media, local business leaders, local political officials, state officials, federal agencies and their representatives in an effective and welcoming manner. Through good listening, solid experience with public speaking and the ability to lead through empathy and collaboration, the Aviation Director will be able to ensure a continued well-run and executed operating and strategic plan.

The incoming Aviation Director will need to be a strategic planner and executor with the know-how to establish long-term visioning, incorporate industry best practices and present innovative solutions to execute the BOCC's approved plans. The ability to speak about and understand tourist needs, noise on and about the airport, air quality and how to balance airport modernization in a non-growth area will be very important to success in the role.

Through exercising an engaging and approachable communication style, the Aviation Director will be expected to ensure ASE grows to become a high performing organization with high employee morale, a strong focus on developing teams, strong business ethics, a sense of ownership, and a customer-centric focus.

Education & Experience

A bachelor's degree with major coursework in airport management, public administration, engineering, planning, business administration, or a related field is required. At least 7-10 years of airport/aviation experience with at least 5 years of managerial leadership is required. Additionally, Incident Command System (ICS) certifications as well as the ability to obtain a Colorado Driver's License are required.

An advanced degree with a successful track record and industry certifications applicable to the position are preferred.

Application Process

How to Apply

If you are interested in this opportunity, proceed to www.ACSFirm.com/jobs and complete our online application. As part of the application, attach your cover letter, resume and supplemental questions.

PDF format is required for submission of application materials. All other options will not be accepted.

Supplemental Questions

Answer the following questions in no more than 4 total pages. You must include ASE Supplemental Questions, your name and page number on each page. Please make certain to add the question number and question in line with each response.

Submittals that fail to follow the instructions will not be considered.

1. Provide a holistic view of your education and experience while describing how it meets the exact needs of the Aviation Director position.
2. Share your experience, if any with leadership within an organization with an active, engaged and resourceful community constituency. What challenges did you experience and what were the outcomes?
3. Detail your specific experience managing and leading capital developments along with the associated funding sources in an actively engaged community.

Application Checklist

- ✓ Have you completed the online application form?
- ✓ Have you attached your cover letter, resume and supplemental questions?
- ✓ Did your supplemental questions include all of the information as instructed?
- ✓ Did your supplemental questions remain at or under the maximum number of pages?
- ✓ Are your documents attached in PDF format?

Application Deadline

Apply **NOW!** Applications are being processed as they come in. Applications will be accepted through 11:59PM CT on Tuesday, December 22, 2020.

The Position

First Year Expectations:

1. Establish and build strong relationships with internal and external stakeholders;
2. Keep airport moving forward in the wake of COVID-19;
3. Oversee a structural analysis and present associated recommendations;
4. Conduct a team assessment to fully understand each team members' strengths and opportunities; and
5. Understand the goals and set the path forward.

Long-Term Expectations:

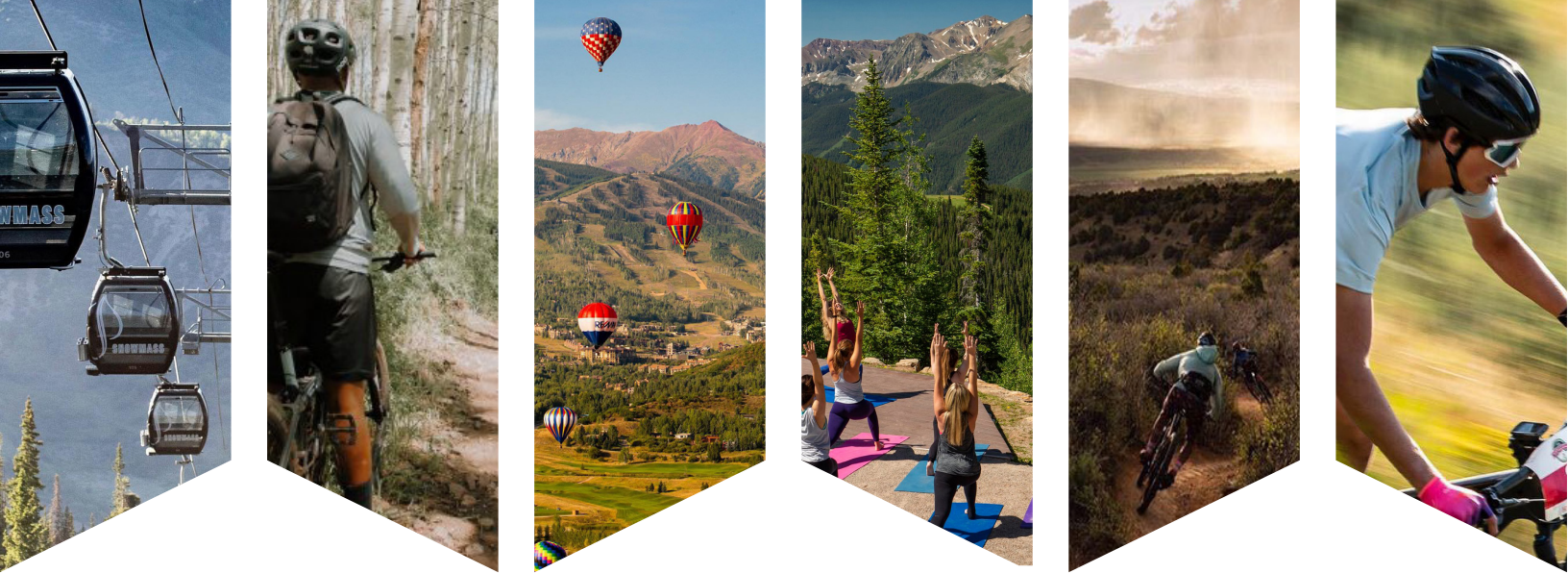
1. Work with Pitkin County leadership to carry out the Board of County Commissioners' mission related to ASE Vision Community Values, Core Community Goals and Recommendations for the airport;
2. Execute the County-Wide strategic plan as it relates to the airport;
3. Ensure the airport remains nimble and set for long-term sustainability.

Compensation & Benefits

The starting salary for this position is competitive and will be dependent on the experience of the selected person. Pitkin County Government has an outstanding benefits package including:

- Medical
- Dental
- Vision
- 401a retirement account with 13% paid by employer
- 457b voluntary retirement savings
- Paid Time Off
- Health Savings Account
- Flex Spending
- Holidays
- Employee Assistance Program
- Pitkin County does not participate in Social Security; they offer 401a plus life and AD&D insurance in lieu of.





Inquiries

Aspen/Pitkin County Airport has enlisted the services of ACS to lead and manage this recruitment process including, all communications, inquiries, applications and evaluations. With this in mind, please direct all communications and inquiries to ACS. The entire process will remain strictly confidential within reason of public sector employment.

Please direct all inquiries to ACS through:

Eric Mercado
Eric@ACSFirm.com
 424.218.9950

Communication with the Aspen/Pitkin County Airport, its agents and/or sister organization(s) by potential applicants or others conducting outreach on an applicant's behalf is prohibited and may disqualify the applicant from the process.



Aspen/Pitkin County is an equal opportunity employer and complies with all applicable federal, state and local fair employment practice laws. Aspen/Pitkin County prohibits and does not tolerate discrimination against employees, applicants or any other covered persons because of race, color, religion, creed, national origin, ethnicity, sex, gender, age, disability or any other characteristic protected by law. The policy applies to all terms, conditions, and privileges of employment.

**EOE / Protected Veterans/Individuals with Disabilities
 EIO / Veteranos Protegidos / Individuos con
 Discapacidades**

ACS is a full-service human capital management firm for the aviation and transportation industries. As the premium provider of executive recruitment, leadership development and organizational development solutions, ACS offers a fresh perspective with innovative and comprehensive solutions to the growing industry needs. We "Elevate the Industry" as we partner with it and its professionals on their path toward industry success, one professional and one organization at a time.