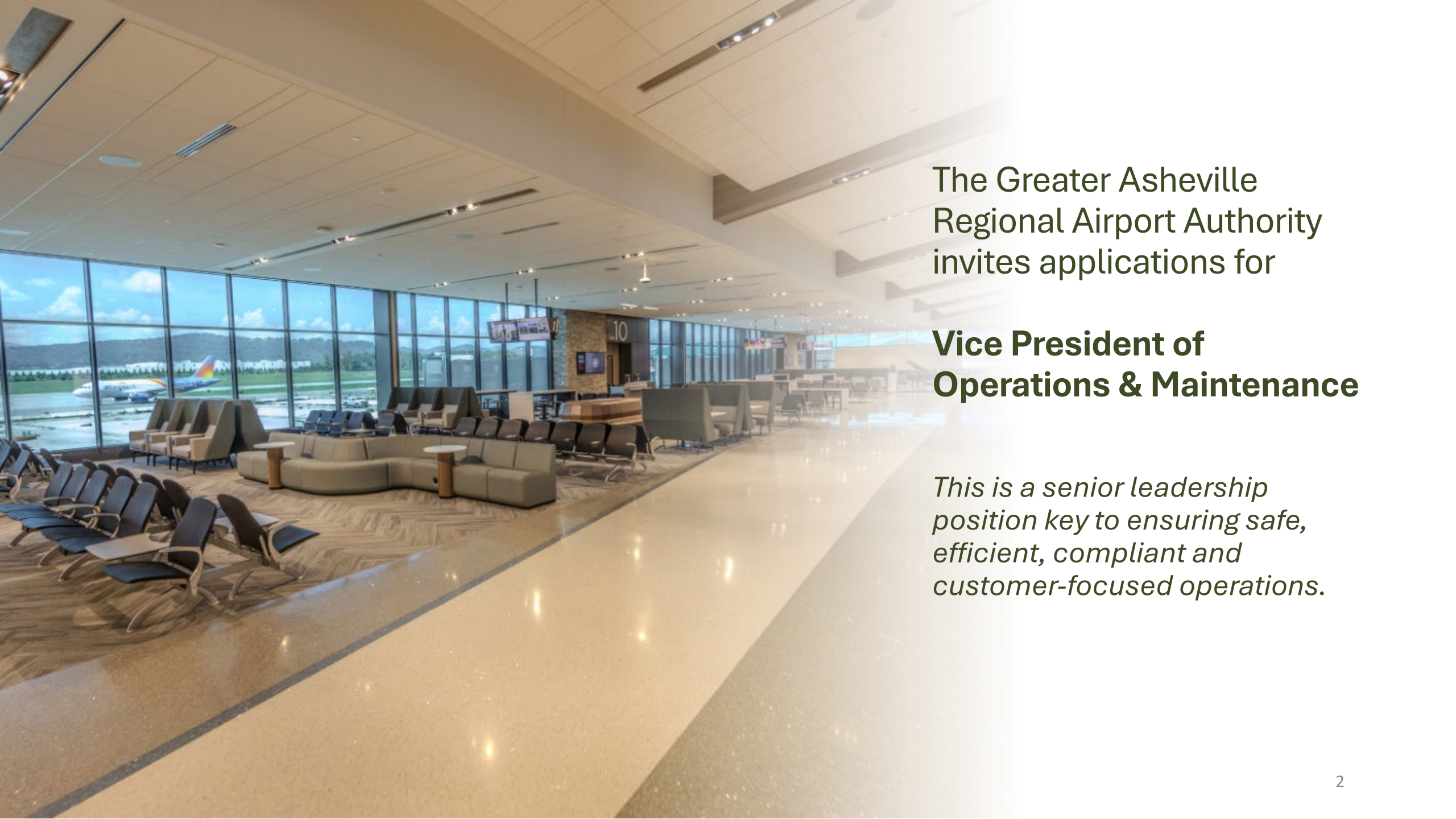




Vice President

Operations & Maintenance

Recruitment Information



The Greater Asheville
Regional Airport Authority
invites applications for

**Vice President of
Operations & Maintenance**

*This is a senior leadership
position key to ensuring safe,
efficient, compliant and
customer-focused operations.*

Who We Are

The Greater Asheville Regional Airport Authority is the owner and operator of Asheville Regional Airport (AVL). AVL is an important anchor organization in the western North Carolina region, serving more than 2 million annual passengers and contributing nearly \$4 billion in economic impact to the region each year.

For the past decade, AVL has experienced record growth, with 160% increase in annual onboards resulting in seven record-breaking years during this timeframe.

The airport is currently in the last phase of a historic infrastructure project that will result in a brand-new passenger airport terminal, designed for current and future growth. Served by five airlines, continued commercial air service growth is on the horizon. Additionally, aeronautical and non-aeronautical development of the airport's land is bustling, the general aviation footprint is significant, and a new air traffic control tower was commissioned this spring.

It is an exciting time to join the AVL team.



The Asheville Region



Imagine living in a place where you can enjoy mountain views or mountain adventures... gourmet food or street fare... breweries, vineyards, live music, city life or peaceful meditation by a river... hundreds of waterfalls... national and state parks with world-class hiking, climbing, biking and paddling... North Carolina's top visitor attraction (the Biltmore Estate)... zip lining, golf, an arts district filled with studios and galleries, a drum circle in the heart of downtown, and more. Asheville is vibrant and amazing.

And the quality of life is incredible. Western North Carolina is vibrant and growing and waiting for you to experience its warm welcome. Learn more: [Explore Asheville | Things to Do, Events, & Hotels | Asheville, NC's Official Travel Site](#)



The Opportunity

Overview of Requirements

This position serves as a member of the senior leadership team and provides both strategic and tactical leadership of Airport Operations, Safety, Maintenance and Custodial departments for the Greater Asheville Regional Airport Authority (GARAA). Directs and manages the day-to-day functions of 24/7/365 airport operations and maintenance at Asheville Regional Airport (AVL), ensuring the Airport meets all regulatory compliance in accordance with federal, state, and local regulations. Provides effective leadership to reporting departments, establishing standards and productivity goals with clear measurements. Requires effective skills to lead and motivate a diverse staff, exercises considerable independent judgement and initiative, and maintains effective working relationships with stakeholders and the public. Under emergency situations, reacts quickly and calmly to protect persons, property, and ensures compliance. As a senior leader, is expected to uphold and model the organization's mission, vision and core values: Forward, Integrity, Empathy, and Welcome.

Responsibilities & Essential Functions

- Serves as a member of the senior leadership team providing strategic direction for multiple departments including Airport Operations, Safety, Maintenance, and Custodial.
 - Ensures safe, efficient, compliant, and customer-focused operations.
 - Plans, directs, coordinates, and evaluates airport operations, safety, facilities and maintenance, environmental programs, and capital improvement initiatives.
 - Develops and implements organizational goals, policies, directives, operating procedures, performance measures, and strategic action plans to support the Authority's Mission and Strategic Plan.
 - Analyzes complex operational issues, assesses organizational risk, makes sound decisions, and implements effective solutions during both routine and emergency situations.
 - Coordinates cross-functional activities among Authority departments to ensure efficient operations and successful completion of strategic initiatives and capital projects.
 - Makes comprehensive recommendations to operational problems which will improve the safety, quality, and productivity of the work performed.



Responsibilities & Essential Functions, cont.

- Directs and manages the day-to-day functions of 24/7/365 airport operations at Asheville Regional Airport (AVL), ensuring the airport meets all regulatory compliance in accordance with federal, state, and local regulations.
 - Ensures operations, personnel, and programs meet federal requirements to operate as a Category II Commercial Service Airport, overseeing programs for 49 Code of Regulations (CFR) Part 1542 and 14 CFR Part 139.
 - Ensures the Airport follows all Advisory Circulars, National and Emergency Amendments, Security Directives, and any other regulatory requirements.
 - Ensures that the Airport maintains an FAA-approved Airport Certification Manual and its operating certificate.
 - Ensures that the TSA-approved Airport Security Program (ASP) is in compliance and enforced.
 - Ensures compliance with all Occupational Safety and Health Administration (OSHA) and environmental regulations.
 - Occupies a significant role in ensuring the safety and security of persons and property at the Airport.
- Provides effective leadership to the Airport Operations, Safety, Maintenance, and Custodial departments, establishing standards and productivity goals with clear measurements.
 - Oversees the professional development of staff to support their overall engagement, development, and goal achievement. Ensures all staff have proper training and tools to effectively and efficiently perform their duties.
 - Mentors, motivates, and leads assigned employees in alignment with GARAA Vision, Mission, and Core Values.
 - Participates in recruitment, hiring, on-boarding, training, coaching, counseling, disciplinary and termination processes of staff.
 - Ensures compliance with all GARAA rules, regulations, policies and directives.
 - Delivers employee performance reviews by established dates.
 - Formulates comprehensive and concise instructions/procedures/directives in both oral and written form.
 - Develops, administers, and monitors operating and capital budgets, contracts, procurement activities, and organizational resources. Prepares requests for proposals, reviews contracts, and monitors deliverables.
 - Requisitions materials, supplies, and equipment. Leverages contract service providers to support operational goals, maintain desired service levels, and takes action, when needed.
 - Assists in the development of the GARAA Strategic Plan.



Responsibilities & Essential Functions, cont.

- Responsible for the safe, efficient, and reliable operation of all airport-related facilities and systems.
 - Including automated airport systems and equipment, mechanical, electrical, electronics, plumbing, aircraft boarding bridges, security/access control, fire detection and protection, baggage handling systems, HVAC systems, building, grounds, airfield, and fleet maintenance including all Authority owned vehicles and heavy equipment.
 - Oversees preventative maintenance programs, monitoring and reviewing life cycle costs, asset replacement and refurbishment, utility costs and resource management.
 - Reviews and makes recommendations for airport planning and development projects, and operational and capital improvement programs.
- Collaborates and coordinates with airport tenants, stakeholders, and other Airport departments to ensure the continuity of the airport operations and federal compliance.
 - Establishes and maintains effective working relationships and represents the Authority in meetings, negotiations, emergency response activities, and industry organizations while exercising sound judgement, professionalism, and discretion.
 - Communicates effectively, both orally and in writing, including presenting information to executive leadership, Authority Board, regulatory agencies, and other stakeholders.
- Responds to and participates in airport emergencies, snow removal activities, and irregular operations.
 - Establishes priorities and makes timely decisions under stressful conditions during emergencies and incidents of various size, scope, and scale.
 - Responds to the Airport Emergency Operations Center and serves as Section Chief or Emergency Operations Center Commander. Ensures that response is in compliance with Airport Emergency Plan (AEP), standard operating procedures, and follows the National Incident Command Systems (NIMS) protocols.
 - Reacts quickly, calmly, and exercises independent judgement and initiative to protect persons and property.
 - Ensures compliance with all federal, state, and local regulations.
 - Formulates and enacts plans for incident recovery and return to normal operations.
 - Oversees all training and exercises, ensures they are in compliance with regulations, and ensures participation from all GARAA employees and stakeholders.
 - Enforces airport ordinances, rules and procedures through issuance of violation notices, and determines resulting disciplinary measures and/or fines.
- Performs other duties as required and as assigned.



Education Requirements

- Bachelor's Degree in Aviation Management, Business Administration, or Operations, required.
- Master's degree, preferred.

Experience Requirements

- A minimum of ten (10) years of professional experience in airport operations and/or airport maintenance, with at least five (5) years in a relevant management or senior leadership position.
- Experience and/or training in FAR Part 139, required.

License / Certification / Training Requirements

- American Association of Airport Executives (AAAE) Certified Member (C.M.) or Accredited Airport Executive (A.A.E.), preferred.
- NIMS/ICS Certifications, obtained within 6 months of employment.
- Current and valid driver's license.

Reporting Relationship

- Reports directly to the Chief Operations Officer (COO).
- Serves as a member of the senior leadership team.
- Works closely with all GARAA departments and tenants of the airport including but not limited to airlines, TSA, FAA, rental car agencies, concessionaires, and external partners and vendors.



Knowledge / Skills / Abilities

- Comprehensive knowledge of each aspect of airport operations, safety, custodial, and maintenance departments to ensure the validity of strategic decision making while considering the operational feasibility of said decisions.
- Comprehensive knowledge of applicable Federal Aviation Regulations and Transportation Security Regulations that govern a commercial service airport.
- Comprehensive knowledge of airport security requirements, airport operations, airport maintenance, hazards, and safety precautions.
- Knowledge of federal and state environmental and storm water requirements.
- Extensive organizational, strategic and critical thinking, application and reasoning skills.
- Skills to effectively lead and motivate a diverse staff, manage multiple departmental departments and personnel with specialized trade skills engaged in a variety of activities.
- Skills to communicate effectively orally and in writing.
- Customer service and interpersonal skills.
- Ability in the preparation of strategic budgets and budgetary controls.
- Ability to make comprehensive strategic recommendations to operational problems which will improve the safety, quality and productivity of the work performed.
- Ability to research, interpret, and prepare a variety of directives, procedures, reports, presentations, and detailed documents.
- Ability to establish and maintain effective working relationships with internal and external stakeholders, airport tenants, federal partners, co-workers and the public, and represent the airport in a positive and professional manner.
- Ability to respond calmly and effectively in emergencies, and effectively manage sensitive, stressful, and tense situations.
- Ability to demonstrate initiative, creativity and innovative thinking in a rapidly changing work environment.
- Ability to manage multiple activities and projects and to communicate status of each.
- Ability to read and interpret detailed information (i.e., service agreements, contracts, financial reports, etc.).
- Ability to prepare and present clear and concise reporting to senior leadership and the Authority Board, including executive presentations.
- Ability to provide administrative and professional leadership and direction to subordinate staff.
- Proficiency in Microsoft Office products.

Supervisory Responsibilities

Responsible for the direct supervision of the Operations Manager, Terminal Operations Manager, Maintenance Manager, Safety & Special Projects Manager, and Custodial Manager. Responsible for team performance, professional development, and succession planning. Coordinates with external consultants and managed service providers as needed.



Salary & Benefits

The Authority's benefits are excellent, and **salary is commensurate with experience with a recruitment salary between \$101,000 and \$135,000.**

Benefits include health, dental, vision, life insurance, long and short-term disability, accident and critical illness insurance. AVL employees are also members of the State pension plan and are required to contribute 6% to the North Carolina Retirement System. This position is eligible for 12 paid holidays, vacation leave, sick leave, and professional leave. Additional benefits 401(k) contribution of 5% by AVL, cell phone allowance, vehicle allowance, and longevity bonus (starting after five years of service).



To apply, visit:

[Career Opportunities | Asheville Regional Airport](#)

Please attach the following to your application: cover letter, resume, and a list of three professional references. Please address your experience and accomplishments in the areas noted in the “Responsibilities & Essential Functions” section above.

To learn more about the airport, visit flyavl.com.

DEADLINE FOR APPLICATIONS: October 28, 2026

Questions: HR@flyavl.com

MISSION

To champion exceptional experiences and economic vitality

VISION

To be an authentic and convenient gateway for business and adventure

Core Values: Forward | Integrity | Empathy | Welcome

