Click on image or the following link to be taken to a short video:
https://youtu.be/3AaMwoGnjW0
The Greater Fresno Area

Located in the San Joaquin Valley of California, the City of Fresno is the county seat of one million residents in Fresno County, and the largest city in the Central Valley region. It is a mix of rural and urban areas, centered on large scale agricultural production with 1.9 million acres of farmland in the region. Geographically, the community is located close to the center of the state.

The city of Fresno has a population of 550,000 residents, making it the fifth most populous city in the state of California. Revitalization of Downtown Fresno’s core and the construction of high-speed rail are two of the many exciting projects that continue to successfully support Fresno’s growing economy. The Greater Fresno Area is California’s most productive agricultural region; it’s also a sophisticated city of gorgeous gardens and parks with a vibrant and creative community. Some popular activities include hiking, golfing, biking, horseback riding, and kayaking on one of over one thousand Sierra Nevada Lakes.

The region is known for its nature and beauty consisting of a variety of parks, lakes, and rivers. Some of the main attractions include its three fabulous national parks, specifically Yosemite, Sequoia, and King Canyon National Parks, all located within a two-hour drive of the city. In addition, you can visit the San Joaquin River, which is over three hundred and fifty miles long. Alongside this river in the Fresno region is the three-hundred-acre Woodward Park with five miles of trails, a Japanese Garden, a multi-use amphitheater, and play areas for children. You can also enjoy exploring the beautiful wine country, taking the Fresno County Wine Journey, or stopping at various locations while traveling the fifty-mile-long Madera Wine Trail. And if you enjoy farmlands, you can explore the sixty two mile Blossom Trail, a loop lined by brilliantly blooming fruit and nut trees, as well as the Fresno County Fruit Trail.

In the heart of Fresno, you will find a variety of cultural, dining, and entertainment offerings for families and children. Fulton Street, a major downtown cultural district, has several of the finest public art pieces in the country, including Pierre-Auguste Renoir’s bronze “The Washer Woman” statute. You will also find the Fresno Art Museum and several other museums, the Fresno Chafee Zoo, the historic Tower Theater in the Tower District, the Fresno Convention Center, and three large public parks, including the Shinzen Japanese Gardens.

Another advantage of living in Fresno is the available spacious housing available at lower price levels than California’s other metropolitan areas at $316,400. There are four large school districts in the Fresno area: Fresno Unified, Central Unified, Sanger Unified, and Clovis Unified. And if you are looking for higher educational opportunities, there are several colleges in the area, including Fresno City College and California State University at Fresno.

As you can see, there is so much that the region has to offer, given its location, population, and mix of urban, suburban, and rural communities.
City of Fresno Government

The City of Fresno is a full-service charter city operating under a strong mayor form of government. There are seven Council Members, and the Council appoints the City Attorney and the City Clerk. The Mayor is elected at-large and does not serve on the Council, but has veto power over certain actions taken by the City Council. The City Manager, who is appointed by the Mayor, is responsible for appointing all other department heads in the City.

Fresno Department of Aviation (FDoA)

The Department of Aviation is responsible for the safe operation, maintenance, and development of the City’s two airports, Fresno Yosemite International Airport (FAT) and Fresno Chandler Executive Airport (FCH). The Department has a staff of 128 employees with $182,389,900 in revenue and $153,659,000 in expenses. FAT is projected to serve nearly 2.2 million passengers this year.

Fresno Yosemite International Airport (FAT)

FAT is a joint military/public airport, and is the primary commercial airport for the San Joaquin Valley and three national parks: Yosemite, Sequoia, and Kings Canyon. The airport, which is located approximately five miles northeast of Fresno, serves just over 1.9 million passengers annually. The facility is a home to fixed based operators Ross Aviation and Signature Flight Support. Due to its location, the airport is also a home to several military, law enforcement, firefighting, and medical air units. The Fresno Air National Guard Base is the 144th Fighter Wing of the California Air National Guard. The Fresno Air Attack Base supports aerial firefighting aircraft. Other government and military operations with facilities at the airport include the California Air National Guard, the California Highway Patrol, the Fresno County Sheriff’s Office, and the Fresno Police Department.

The airport offers scheduled passenger service with 16 non-stop destinations to several major airline hubs in the United States and international service to Mexico. FAT is served by the following airlines: Aero Mexico, Aha, Alaska, Allegiant, American, Delta, Frontier, Southwest, United, Volaris, and SkyWest, the nation’s largest regional airline. The airport also has a strong cargo presence through FedEx and UPS. The airport operates out of sixteen gates that are located in one consolidated terminal that also includes a Federal Inspection Services facility utilized to process international arrivals. Located in the central terminal lobby is a public art display called “Sequoiascape” that depicts a life-size, replica sequoia forest, reflecting the airport’s role as a gateway to the nearby national parks. The giant trees appear to be supporting the roof of the terminal surrounded by fallen logs and other foliage. The facility also includes a consolidated car rental facility that is located just outside of the terminal, and maintenance buildings and storage lots that are located nearby.

The airport is currently working on a $115 million expansion project that will add a nine hundred square feet of space, four level parking garage, as well as a concourse building that will include two new gates that can be used for both international and domestic flights. It will also enlarge the screening area for arriving international passengers, and expand the baggage handling and sorting area for outbound flights and the Transportation Security Administration checkpoint. The airfield consists of two asphalt paved runways, with the primary runway being 9,539 feet long and the secondary runway being 8,008 feet long.

Fresno Chandler Executive Airport (FCH)

Fresno Chandler Executive is located approximately 1.5 miles west of the Fresno Downtown area. It serves the area’s general aviation community and is designated by as reliever airport by the FAA. FCH provides general aviation accessibility with one asphalt runway that is 3,627 feet long by 75 feet wide with nearly 31,000 annual operations.

The airport is home to several tenants including American Helicopters, BCH Aviation Center, D&D Aircraft Service, Flight Level Aviation, Flight Line Café, Fresno Airparts, and Pacific Coast Avionics. FCH is also embarking on a multi-year facility improvement program to benefit its users.

More information about Fresno Department of Aviation can be found by clicking the following link: www.flyfresno.com
Great Facts about Greater Fresno Area

1M Area Population
530,267 Fresno Population

100% Cost of Living National Avg.
102.6% Cost of Living Fresno
149.9% Cost of Living California

38° 98°

Driving Time

Yosemite Nat. Park
2 hr
Monterrey, CA
2.5 hr
San Francisco, CA
3 hr
Los Angeles, CA
3.5 hr
Lake Tahoe
4.5 hr

Great Facts about Fresno Department of Aviation

2 Airport System
2 Cargo Operators
9 Airlines

16 Non-stop Destinations
4 Mexico Destinations

Major Growth and Improvements in Progress
The Position
Assistant Director of Aviation

Reporting to the Director of Aviation, the incumbent leads, directs, and is responsible for the day-to-day management of the Fresno Department of Aviation (FDoA), which includes its primary commercial service and general aviation reliever airports. Specifically, he/she/they oversees day-to-day operations of the Operations, Public Safety and Properties divisions, encompassing just over 100 FTEs and temporary personnel, and in the absence of the Director, this position performs the duties of the Director. This proven leader will need to possess high energy, empathy, be a team motivator, and one who easily can establish workplace and workforce standards and hold the team accountable. Specifically, the Assistant Director of Aviation will:

- Through management and general oversight of reporting division managers and associated team members, the position will ensure the safety, security, and efficient operation of the airport, tenants, and their respective operations in accordance with airport rules, regulations and minimum standards of operation.
- Ensure that the Airport complies with and meets or exceeds all Federal Aviation Regulations (FAR) and Part 139 standards, Transportation Security Regulations (TSRs) and TSR 1542 as well as other federal and state regulations through airport staff, law enforcement, tenants, and on-property federal partners.
- Coordinates with the Federal Aviation Administration (FAA), the Transportation Security Administration (TSA), and the State of California Department of Transportation regarding regulatory matters impacting the day-to-day operations of the facilities.
- Will be a strong and proven leader to motivate, influence, educate and develop, and counsel staff to enhance performance, efficiencies, and general processes.
- Participates in the negotiation and implementation of all leases and contracts with Airport tenants.
- Ensures tenant compliance with lease agreements and space usage.
- Assists in the research and evaluation of airport rates and charges and other cost that impact the airport revenues and expenses.
- Through demonstrated practices, the position works to maintain a positive culture and a cooperative and supportive teamwork environment.
- Establishes, facilitates, and maintains positive tenant relationships.
- Supports the relationship between the Fresno City government and the airport; and that of the general public by demonstrating courteous and cooperative behavior when interacting with citizens, visitors, and City staff.

Professional Attributes

The incumbent will be expected to embody the attributes of principled leadership: trusteeship, values, ethics, commitment, honesty, involvement, and vision.

Along with the attributes previously identified, the professional characteristics and talent that accurately align with the incumbent include the following:

- Ethically minded with a high level of integrity.
- Participative and inclusive management style.
- Strong Emotional Intelligence.
- Doing what’s right for the greater good, rather than self.
- Autonomous; does not require extensive direction or guidance.
- Exceptional communicator with superior interpersonal skills and sensitivity.
- Effective leader, manager, and negotiator.
- Collaborative and strategic thinker.
- Displays enthusiasm and optimism toward work, team and community.
- Expertise at motivating, energizing, and developing staff.
- Consistently exercises sound judgment and remains calm under pressure.
- Comfortable and capable of managing and developing a diverse team with strong ideals.
**Education & Experience**

Graduation from an accredited college or university with a Bachelor’s degree in business administration, public administration, regional planning, aviation, or related field. Possess at least five to seven (5-7) years of directly related management experience. Additional qualifying experience may be substituted for the required education on a year-to-year basis, up to a maximum of two years.

Special requirements - a valid California Driver’s license may be required at the time of appointment.

**Desirable Qualifications**

Possession of a Master’s degree, industry certifications relative to the position, and a pilot’s license are preferred.

**The Position**

**First-Year Goals**

1. Oversee an organizational analysis and efficiency review and present recommended changes.
2. Evaluate management and other reporting staff to ensure alignment with specific roles.
3. Engage team to work toward becoming a high-performing team focused on communication and collaboration.
4. Be the lead change agent to continue the transition of the organizational culture to innovative thinking, empowerment, and becoming a high-performing organization.
5. Assist in the development and execution of an organizational strategy and visioning process.

**Compensation & Benefits**

The salary range for this position is $115,056 - $177,672 annually, DOQ.

The City of Fresno has an outstanding benefits package including:

- Medical/Dental/Vision (employees & dependents): PPO Plan; City Contributes $946 monthly.
- Paid holidays: 10 Holidays, 1 Birthday, 1 Personal.
- Annual Leave: 23.25 days
- Supplemental Sick Leave: 40 hours per fiscal year.
- Management Leave: 60 hours per fiscal year with partial cash-out option.
- Retirement: Employee = 9.49%; City = 13.35%
- Deferred Compensation Plan – 457
- Car Allowance: $300 per month and department parking passes for downtown Fresno.
- Life Insurance
- Long-Term Disability
- Workers’ Compensation
- Bilingual Pay Premium
- Relocation assistance is negotiable.
- City does not participate in Social Security

**Long Term Goals**

1. Implement the airport’s capital program.
2. Maintain quality facilities and services for our internal and external customers.
3. Assist in supporting expansion of the airport.
4. Continue to develop and strengthen relations with various stakeholders including the City, community, and tenants.
Supplemental Questions & Instructions

Answer the following questions in no more than two (2) total pages. Please include FDoA Supplemental Questions, your name, page number, the question and question number with each response.

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

1. Detail your experience, with strong leadership and change management in an organization that has undergone lots of change in the recent past. What challenges did you experience and what were the outcomes?

2. Share your experience with achieving an airport’s goals with organized labor.

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

Due to the urgent nature of filling this critical position, applications will be reviewed upon submission. This position may close when sufficient applications have been received. Those with strong interest are encouraged to apply ASAP.
Inquiries

The Fresno Department of Aviation and the City of Fresno have enlisted the services of ACS Firm 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 Firm. The entire process will remain strictly confidential within reason of public sector employment.

Please direct all inquiries to ACS through:

Eric Mercado (he/him/el)
Eric@ACSFirm.com
424.218.9950

Ken Greene (he/him)
Ken@ACSFirm.com
424.218.9950

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

The Fresno Department of Aviation and the City of Fresno are an equal opportunity employer and comply with all applicable federal, state, and local fair employment practice laws. The organization prohibits and does not tolerate discrimination against employees, applicants or any other covered persons because of race, color, religion, creed, national origin, ethnicity, sex, sexual orientation, gender, gender identity, 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 Firm is a full-service human capital management agency for the municipal government, aviation, and transportation industries. We lead the industry in diverse executive search, organization and cultural assessments, DEI programs, HR support, and outplacement & career development services. We offer a fresh perspective with innovative and comprehensive solutions to the growing industry needs.