



City of Fresno

Fresno Yosemite International Airport



invites your interest in the position of

Director of Aviation



Recruitment Services Provided by Ralph Andersen & Associates

Exciting Opportunity in California!

This is an exceptional opportunity for a high-energy airport professional to oversee a growing and strategic operation in the San Joaquin Valley. Fresno Yosemite International Airport is well established, having served nearly 2.7 million passengers this year. With expanded air service, offering international travel to Mexico, and the addition of Southwest Airlines, the Airport is equipped to meet the growing demands of today's travelers. The Airport also serves as the gateway to three national parks: [Yosemite](#), [Sequoia](#), and [Kings Canyon](#).

Top candidates interested in the Director of Aviation position will also have the ability to be creative and entrepreneurial in addressing long-term fiscal and capital planning and at the same time, have an uncanny ability to imagine and implement an exciting and growth-oriented future for Fresno Yosemite International Airport.

The Fresno Community and the Region

The City of Fresno, California is located in the heart of the state in the fertile San Joaquin Valley. From the agricultural fields on the valley floor to the snow-capped peaks of the Sierra Nevada Mountain range, the Fresno area offers something for everyone. With a population of approximately 540,000 residents, Fresno is the fifth-largest city in California and serves as the financial, industrial, trade, and commercial capital of the central San Joaquin Valley.

Travel from Fresno to other major metropolitan areas in California is convenient. The City is located approximately four hours north of the Los Angeles basin and three hours south of the San Francisco Bay Area. Residents and visitors enjoy Fresno's close proximity to the Yosemite, Kings Canyon, and Sequoia National Parks and other sites of natural beauty, such as the majestic Sierra Nevada Mountains and the Pacific Ocean. The Mediterranean climate in Fresno allows year-round recreational activities including sailing, snow and water skiing, fishing, backpacking, and golfing.

An added benefit of living in Fresno is the excellent housing that is available at price levels, even in this accelerated housing market, that are considerably lower than California's other metropolitan areas. Additionally, the Fresno area offers four large school districts (Fresno Unified, Central Unified, Sanger Unified, and Clovis Unified), and a variety of private institutions offer excellent ongoing educational and enrichment opportunities. Also, the community is the home of California State University, Fresno as well as a number of other colleges and universities.

Many consider Fresno to be a community of the perfect size, offering the best urban amenities and opportunities along with the unique charm and easy living of a smaller town. Residents enjoy a wide variety of social, cultural, athletic, educational, and recreational activities in an affordable and clean-living environment.

City Government Structure

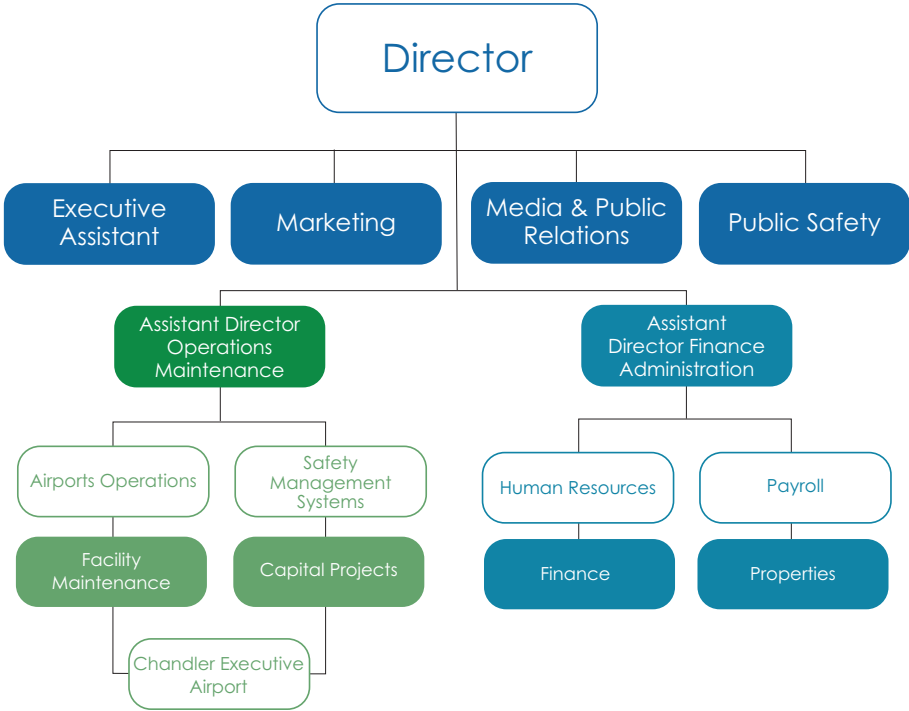
Fresno is a full-service charter city operating under a strong mayor form of government.

The City Manager, who is appointed by the Mayor, is responsible for appointing department heads in the City, including Fresno Yosemite Airport; Capital Projects; Economic Development; Finance; Fire; Fresno Animal Center; General Services; Information Services; Parks, After School, Recreation and Community Services; Personnel Services; Planning and Development; Police; Public Utilities; Public Works; and Fresno Area Express.

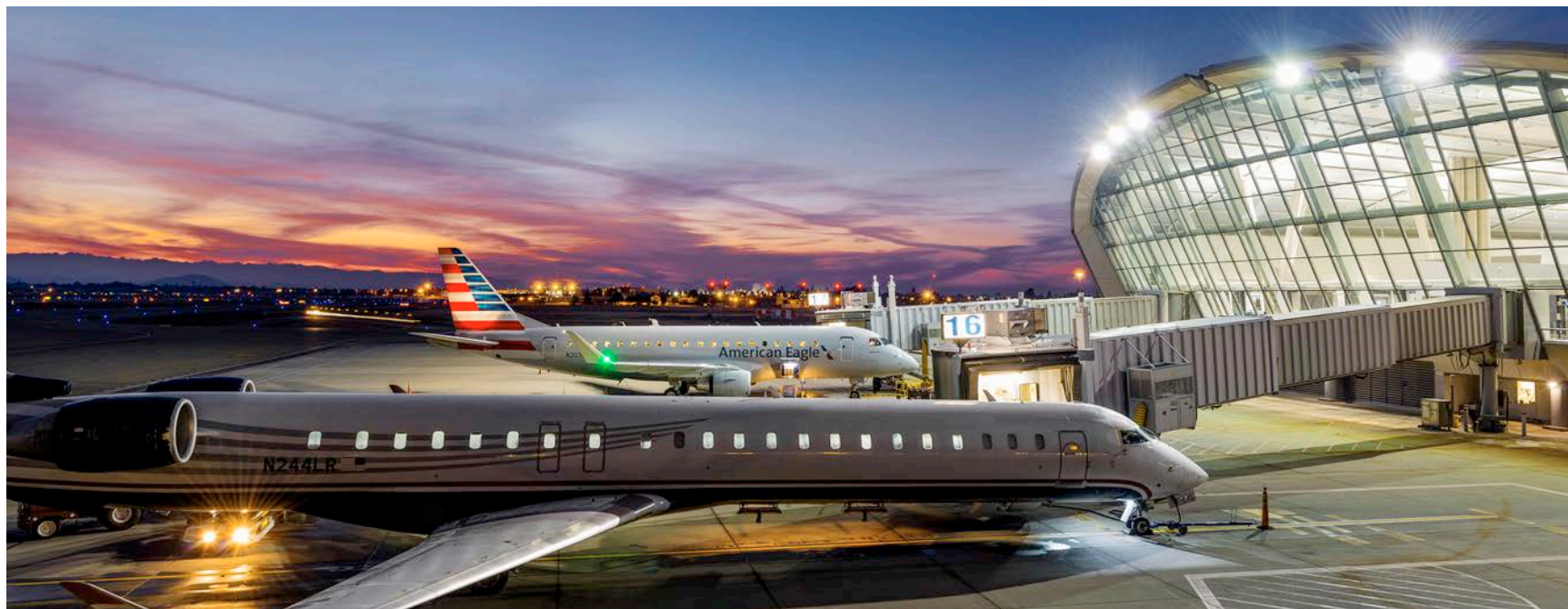
The City of Fresno has a total of more than 4,200 permanent employees and an annual budget of more than \$2.1 billion.



Organization Chart



Fresno Yosemite International Airport (FYI)



Fresno Yosemite International Airport, also known as Fresno Air Terminal (FAT), is located just five miles northeast of Fresno. Fresno Yosemite International Airport is the primary commercial airport serving California's Central Valley and is a joint military/public airport and home to several military, law enforcement, firefighting, and medical 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 operators with facilities at the airport include the California Army National Guard, the California Highway Patrol, the Fresno County Sheriff's Office, and the Fresno Police Department.

The airport offers scheduled passenger service with many non-stop destinations to several major airline hubs in the United States and international service to Mexico. Fresno Yosemite International Airport is served by the following airlines: AeroMexico, Alaska, Allegiant, American, Delta, 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 twelve gates that are located in one consolidated terminal that also includes a Federal Inspection Services (FIS) facility utilized to process international arrivals. 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.

On December 17, 2025, a ribbon-cutting ceremony was celebrated for the new terminal. The expansion marks a major step forward by enhancing passenger capacity with the addition of two new gates making a total of twelve functional gates once complete.

Fresno Chandler Executive Airport (FCH)

The second airport under the City of Fresno's authority, Fresno Chandler Executive Airport (FCH), is one of the oldest operating airports in California. Located approximately 1.5 miles west of the Fresno Downtown area, it serves as the area's general aviation airport and is considered a reliever airport by the FAA. FCH is home to over 150 aircraft from single engine to helicopters, electric, and experimental aircraft. Tenants include American Helicopters, BCH Aviation Center, D&D Aircraft Service, Flight Level Aviation, Flight Line Café, Fresno Airports, and Pacific Coast Avionics; and California Highway Patrol (CHP) who are sub-tenants at FCH. FCH is also embarking on a multi-year facility improvement program to benefit its users.

Overview of the Position

Reporting to the City Manager or designee, the Director of Aviation is responsible for managing and directing all activities of the City's Airport Department.

With a current annual operating budget of \$34 million and a capital improvement budget of \$81.3 million, including oversight to approximately 155 current employees, the next Director is expected to be a dynamic and strategic leader guiding the airports into its next chapter of continued growth and innovation.

Oversight responsibility of the Director includes management of the airport systems that encompasses two airports: Fresno Yosemite International and Chandler Executive Airports. In addition to providing overall strategic direction, the Director is accountable for operations, capital projects, infrastructure needs, long-range planning, maintenance, and fiscal management.

Responsibilities include leading and advancing the airport system's diverse functions such as economic development, airport expansion, construction and development projects, operations, maintenance and servicing, airport safety and security, environmental protection, surface transportation, labor relations, and business management such as vendors and concessionaires.

The Director of Aviation also serves as a primary liaison coordinating and interacting with federal, state, and local officials. The Director also engages with a variety of local business and community leaders and stakeholders to strengthen partnerships and promote the airport system's role as a vital regional and international transportation hub.

Importantly, the Director functions as the ambassador and liaison for building, strengthening, and expanding effective working relationships with all regulatory authorities; state and municipal policy makers; management professionals; and community, neighborhood, and business leaders and groups.

Other key responsibilities of the Director include:

- Acts as technical advisor to the City Manager and City Council on department issues.
- Attends meetings of the City Council, boards, commissions, and committees regarding environmental assessments and Federal Aviation Administration regulations.
- Prepares and administers the Department's annual operation and capital budgets.
- Reviews plans, policy recommendations, budget estimates, and proposed ordinances submitted by division heads.
- Selects, supervises, coordinates, and reviews and evaluates the work of staff.
- Confers with the City Manager regarding anticipated City and department needs including prioritization and feasibility of alternative approaches.
- Coordinates activities with other departments, division, sections, and outside agencies.

The Director of Aviation is an at-will (unclassified) position which serves at the will of the City Manager.

Ideal Candidate

The ideal candidate for this critical position will demonstrate visionary leadership, strong management and administrative expertise, and highly collaborative interpersonal skills essential to advancing and sustaining the airport system as a premier international air transportation center.

This individual will be an experienced airport executive, or a senior leader who has served in a high-level airport role with a proven record of success in managing complex airport enterprises. The successful candidate will bring a comprehensive background in airport finance, operations, and development, coupled with a deep understanding of contemporary "best practices" in the aviation industry. As Director of Aviation, the candidate must also be a strategically minded, confident leader with the ability to apply sound judgment and practical common sense in guiding the airport's future growth and success.

Ideal Candidate *continued*

Beyond professional expertise, the Director of Aviation is expected to embody the following qualities:

- Excellent communication skills to consistently communicate and implement the City's and the Airport's mission;
 - High energy and engaging personal style with the desire to manage this expanding business enterprise operation;
 - Comfortable presenting in a public forum and being the ambassador to everything that speaks airport, travel, and elevating the passenger experience;
 - Demonstrated leadership complemented by integrity and intellectual honesty;
 - Ability to identify and evaluate specific organizational needs with a focus on managing people and operational needs;
 - Creative entrepreneurship with strong financial management skills;
 - An appreciation of the role of the Airport as a vital economic engine for jobs and prosperity in the region (agriculture, business, and tourism);
 - Extensive knowledge of current trends and issues that influence airport and aviation related matters; and
 - Promote and articulate the City's commitment to the community, airlines, customer service, and supporting industries.
- Economic development in close collaboration with internal and external stakeholders;
 - Addressing the broad array of environmental and sustainability issues that impact noise, emissions, and air quality including further treatment of homes in the flight path;
 - Expansion of opportunities for small businesses;
 - Explore opportunities to enhance and expand non-airline revenue;
 - Long-term financial planning and continued prudent investment in capital expenditures including addressing more immediate capital needs including:
 - **Planning:**
 - FAT New ARFF Building
 - FAT East Thermal Expansion (2-4 new gates)
 - FAT Parking Garage Expansion
 - FAT Air Traffic Control Tower (ATCT) Relocation
 - **Construction:**
 - FAT Terminal Expansion Project – Grand opening Fall 2025 and close out through 2026
 - **Upcoming Construction 2026:**
 - FAT Runway Reconstruction- Phase 1 (3-year program)

Opportunities and challenges for the Director of Aviation include:

- Maintain, build, and grow airport operations with administrative and community support;
- Continue to focus on increasing passenger counts;
- On-going review and evaluation of effective air service programs;

Desired Qualifications

Experience: Well-qualified candidates will have a minimum of five (5) years of progressively responsible and recent high-level experience managing a multi-purpose, multi-structure facility, preferably at an airport of comparable size. An Assistant Director or Division Head in a larger airport may be well suited to this position.

Education: A Bachelor's Degree in business, public administration, aviation, or closely related field is preferred. A Master's Degree in public or business administration is desirable.

Accreditation: None required, although applicants with AAAC Accreditation as an Airport Executive may be favorably received based on overall career experience.

License: Possession of a California Class C Driver's license will be required.

All interested and qualified individuals with the prerequisite airport management experience are strongly encouraged to submit for consideration.

Compensation and Benefits

The City of Fresno offers an excellent compensation and benefit program. The annual salary range for this position is \$147,804 to \$240,348. Placement in the range will be dependent on career history and qualifications. Specific questions and further details on benefits offered should be directed to Ralph Andersen & Associates.

Other benefits offered by the City of Fresno include:

- **Auto Allowance:** \$300/month.
- **Moving and Relocation:** At the full discretion of City leadership, moving and relocation assistance may be offered to the top candidate. This potentially would include a not-to-exceed amount that would encompass moving of household goods, does not include assistance on the buying or selling of a home.
- **Retirement:** Fresno City Retirement System; reciprocity with other public California systems. The City's pension funds are among the best funded public systems in California.
- **Health Insurance:** City contributes toward the current monthly premium for medical, dental, and vision for employee and dependents.
- **Annual Leave:** Accrue 15.50 hours monthly, with cash out provision.
- **Management Leave:** 108 hours per fiscal year, with cash out provision.

- **Supplemental Management Leave:** May be granted up to 32 hours per fiscal year upon City Manager approval.
- **Holidays:** Ten (10) City-observed holidays annually, plus birthday and two (2) personal days per year.
- **Deferred Compensation:** 457 plan available.
- **Flexible Spending Account:** IRS 125 Plan for health/dependent care.
- **Life Insurance:** Equal to annual salary; premium paid by City.
- **Long-Term Disability:** City pays premium for 66 2/3% of monthly salary up to \$7,500 per month after 30 days.
- **Deferred Retirement Option Program (DROP):** DROP is an optional, voluntary program that allows for retirement benefits deposited in a special savings account within your Retirement System while continuing to work for the City of Fresno. To participate, must be at least age 50 with 5 years of service. Benefits include ownership of DROP account monies; compound interest earnings; and alternative distribution options.

Importantly, candidates should be aware that the City of Fresno does not participate in Social Security but does participate in Medicare.

Additional details about the benefits offered may be found by clicking [here](#).

To Be Considered

This is a confidential process and will be handled accordingly through all phases of the outreach and selection process. Closing date for receipt of interest is **Monday, February 2, 2026**. An electronic version of all submittals is required. Interested candidates should apply immediately by sending a comprehensive resume with a compelling cover letter of interest and accomplishments to apply@ralphandersen.com. References are not required at time of submittal and no contact will be made with references or current employer until mutual interest has been established in order to provide the utmost in confidentiality.

Questions, nominations, and confidential inquiries regarding this position or the recruitment process should be addressed to: Ms. Heather Renschler at (916) 630-4900 or by submitting an email to heather@ralphandersen.com. Alternatively, a confidential discussion can be scheduled with Ms. Renschler by emailing scheduling@ralphandersen.com.

Additional information regarding the City of Fresno is available at www.fresno.gov.

All highly qualified candidates are encouraged to apply. This is a national search effort, and all highly qualified individuals with executive-level airport management experience (or in a supporting high-level executive position) are encouraged to submit qualifications for consideration. Final selection of top-tier candidates will be based on the combination of education and experience that best fits the needs of the City Manager. Round #1 of interviews will be conducted in January. The new Director of Aviation will join the City of Fresno as soon as possible at a mutually agreed upon date.

The City of Fresno is an Equal Opportunity Employer.