



Red Deer Regional Airport Authority

Chief Executive Officer

Springbrook, Alberta

Our Client

Red Deer Regional Airport (RDRA) is home to 20+ aviation-related businesses, and is operated and managed by the Red Deer Regional Airport Authority (RDRAA). RDRAA operates as a non-profit, non-share capital corporation, with bylaws documenting its governance. The Board of Directors is comprised of 12 appointed directors representing the community at large; they are tasked with providing governance to the RDRAA and developing the strategic direction.

RDRA is a key economic catalyst for Central Alberta, boasting direct and indirect economic impacts significantly benefiting the region. With a robust history and a bright future ahead, RDRA is currently engaged in an ambitious capital transformation plan to enhance its infrastructure and service capabilities. This includes runway widening to accommodate modern aircraft, terminal expansion to increase passenger handling capacity, and extensive road and taxiway development to unlock new development opportunities. These initiatives are critical for RDRAA's mission to become a financially sustainable entity, reducing its reliance on subsidies from the City and County.

The RDRAA seeks a visionary and dynamic CEO to lead the organization through this transformative phase and beyond, ensuring operational excellence, financial sustainability, and a strengthened position as the aviation gateway and key economic driver for Central Alberta.

The Opportunity

This is a rare and exciting opportunity to lead and shape the future of the Red Deer Regional Airport as it embarks on a transformative journey. The selected CEO will have the privilege of driving significant capital projects aimed at expanding the airport's capabilities and enhancing its position as a key economic driver in the region. With the completion of projects such as runway widening, terminal expansion, and development of new roads and taxiways, the CEO will play a crucial role in attracting new business, fostering community relations, and ensuring operational excellence. This role offers the chance to make a lasting impact on the regional economy and the aviation industry, providing visionary leadership within a dynamic and growing organization. The CEO will navigate the challenges of achieving financial sustainability, expanding the airport's reach and services, and building a legacy of success and innovation.

Responsibilities

As the CEO, you will be entrusted with the overall strategic and operational leadership of RDRA. Reporting to the RDRAA Board of Directors, your role is critical in steering the organization through its next phase of growth and development. You will champion RDRA's mission, lead its strategic initiatives, and ensure the organization's operational, financial, and service delivery goals are met and exceeded.



Strategic Leadership

- Spearhead the creation and implementation of the strategic business plan, ensuring alignment with the organization's vision, mission, and goals.
- Drive the completion of capital projects including terminal expansion, and road and taxiway development, ensuring these are completed on time and within budget.
- Ensure all strategic initiatives are in harmony with RDRAA's overarching goals for growth and development.

Business Development

- Actively pursue and secure new business opportunities, including regularly scheduled and charter passenger services.
- Work closely with existing and potential tenants to develop the airport lands, enhancing the airport's service offerings and revenue potential.
- Strategize for the airport's enduring success and sustainability by diversifying business avenues and solidifying revenue foundations.
- Develop and execute a comprehensive marketing plan that enhances the airport's brand visibility, drives passenger traffic, and strengthens business partnerships.

Operational Management

- Oversee the day-to-day operations of the airport, ensuring operational efficiency and compliance with regulatory standards.
- Uphold the highest standards of safety and compliance in all aspects of airport operations, maintaining a secure environment for passengers, staff, and stakeholders.
- Promote a culture dedicated to outstanding customer service, stringent safety practices, and operational effectiveness.
- Lead and develop the airport team, fostering an environment of excellence and continuous improvement.
- Foster an organizational culture that promotes ethical practices, embraces diversity, inclusion and belonging, encourages individual integrity and social responsibility and promote a customer-centric approach.

Community Leadership

- Act as a leading figure in community engagement and development initiatives.
- Collaborate with local organizations, businesses, and governmental agencies to leverage the airport's role as a community partner, enhancing regional economic development and fostering community support and pride in the airport's achievements and contributions.
- Enhance the symbiotic relationship between the airport and the community, emphasizing shared achievements and commitment to regional prosperity.

Financial Stewardship

- Develop and execute strategies to achieve financial sustainability, including optimizing revenue streams, reducing operational costs, and minimizing reliance on external subsidies.
- Integrate strategic priorities into budgeting processes, ensuring that financial resources are allocated efficiently to support strategic initiatives and operational needs.
- Apply forward-thinking financial practices to ensure the airport's financial health and sustainability.
- Work with stakeholders to identify and secure funding and investment opportunities, laying a strong financial foundation for strategic and growth initiatives.



Candidate Profile

The ideal candidate for the CEO position at RDRAA will embody a blend of strategic vision, operational excellence, and a collaborative leadership style. They will possess a deep understanding of the aviation industry, complemented by a proven track record in managing complex capital development projects and achieving financial sustainability.

Education, Experience, and Qualifications:

- Bachelor's degree in Business Administration, Aviation Management, or a related field, or equivalent work experience. A Master's degree or equivalent is preferred.
- Minimum of 10 years of senior leadership experience in aviation, transportation, or similar industries with infrastructure and capital projects,
- Deep understanding of the aviation industry's regulatory, operational, and competitive landscape.
- Proven track record of strategic planning and execution, financial management, and business development.
- Strong project management skills, with experience overseeing large-scale capital projects and infrastructure development.
- Excellent stakeholder engagement abilities, with experience in building partnerships, negotiating with government entities, and community relations.
- Skilled in leading effective communication and marketing strategies that enhance public perception and drive business objectives.
- Experience in leading change management and fostering a continuous improvement mindset.
- Strong understanding of finance, sales, and property management, capable of making informed decisions that impact the airport's profitability and growth.
- Exceptional communication and leadership skills, with the ability to inspire a diverse team and foster a collaborative and high-performing organizational culture.
- Unwavering commitment to ethical conduct, transparency, and accountability in all professional undertakings.
- Competence in identifying potential risks and devising strategic measures to mitigate them, ensuring the organization's longevity and success.
- Ability to anticipate future trends and challenges in the aviation and business landscape, preparing the organization to adapt and thrive.
- Insight into how various elements of business and economic development interconnect, particularly in the context of property management and airport operations.

How to Apply

To apply, please forward your cover letter and résumé, to opportunities@cenera.ca with the subject line: "RDR202404 – CEO"

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