



The City of Phoenix invites applications for  
**Assistant Aviation Director  
(Chief Development Officer)**

Phoenix Sky Harbor International Airport (PHX)  
Phoenix, Arizona





# The City of Phoenix Organization

Phoenix is the capital city of Arizona and at the heart of one of the fastest growing economies in the United States. With 1.6 million residents, it's the fifth largest city in the country and one of the top destinations for businesses and professionals. In the region known as the Valley of the Sun, Phoenix is not only a great place to live, but also to make a living. The City of Phoenix Aviation Department is seeking experienced candidates for an Assistant Aviation Director (Chief Development Officer) position to plan for and develop the state's largest economic engine, Phoenix Sky Harbor International Airport.

## The Aviation Department

The Aviation Department is an enterprise fund department within the City of Phoenix that provides strategic oversight, operation, and administration of three airports: Phoenix Sky Harbor International Airport (primary commercial hub), Phoenix Deer Valley Airport (general aviation reliever), and Phoenix Goodyear Airport (general aviation reliever).

Named America's best large airport by the *Wall Street Journal* in 2023, Phoenix Sky Harbor International Airport is also known as America's Friendliest Airport®. Located in the heart of the southwestern United States, it's one of the busiest airports in the country, serving more than 52 million passengers in 2024. Additionally, the Phoenix Airport System is the largest economic engine in the state of Arizona with an estimated \$44.3 billion annual economic impact.

25 airlines provide nonstop service to 146 destinations across the world. Sky Harbor also features award-winning restaurants, local shops, one of the largest airport museum programs in the country, a renowned volunteer program, and many other customer amenities developed to create an empowered, accessible, and customer-friendly travel experience, including a therapy dog program, a compassion corner for neurodivergent travelers, nursing rooms, a music program, service animal relief areas, a nationally-recognized dementia-friendly workshop to educate travelers in need of assistance, and more.

The City of Phoenix Aviation Department also is committed to innovation and sustainability. Working with Waymo, Sky Harbor was the first airport in the world to provide autonomous vehicle rides for passengers. And the airport has received Level 4 certification through the ACI Airport Carbon Accreditation program and has implemented a robust Sustainability Management Plan with a goal of achieving net zero carbon emissions by 2040, nearly a decade ahead of the United Nations UNFCCC goal.







## Aviation Department *(continued)*

Providing world-class service is a focus for Phoenix Sky Harbor, and the airport has developed a \$6 billion airport master plan with more than \$3.7 billion in investments scheduled over the next five years. In 2020, Sky Harbor completed a transformational modernization of Terminal 3. Sky Harbor also recently activated more than \$1 billion in new investments, including the commissioning of a new state-of-the-art eight gate concourse at Terminal 4 for Southwest Airlines, and completion of the PHX Sky Train®, the automated people mover that connects the airport terminals with parking facilities and the airport's Rental Car Center. The airport is also currently under construction with a new cross-field taxiway connecting Sky Harbor's north and south runways, and breaking ground on a purpose-built childcare facility for badged airport workers. Sky Harbor is currently in the beginning stages of constructing a new Terminal 3 concourse, and is anticipated to start construction on a new West Terminal in the next several years, to accommodate passenger growth.



Phoenix Deer Valley Airport is consistently among the busiest general aviation airports in the country. Located in north Phoenix, a complete range of services is offered at the airport including aviation fuel, avionics, maintenance, parts, flight training, and aircraft sales. Deer Valley Airport is home to approximately 1,100 aircraft, and a full-service fixed base operator. The airport is seeing active interest in development by aviation and avionics companies, is preparing to undertake a terminal modernization in 2025.



Phoenix Goodyear Airport supports significant maintenance, repair, and overhaul (MRO) of large aircraft, airline flight training and corporate aircraft. In January 2022, United Airlines opened the United Aviate Academy flight training school in Goodyear. Goodyear Airport has invested more than \$20 million in capital projects over the last five years repaving the runway, taxiway, and hangar aprons. The airport completed an airport master plan in 2017 and has identified another \$40 million in infrastructure improvements over the next five years.



## Phoenix At-a-Glance

With more than 5.1 million people, Greater Phoenix is the 10th largest metropolitan area in the U.S., and its population is expected to nearly double in the next two decades. A young and diverse community with nearly 250,000 students, the region is home to several major universities and colleges. Phoenix is at the center, comprising 31% of the metro area population across 519 square miles.

That size means Phoenix truly offers something for everyone. Our city's diversity is one of our best features. No matter what your lifestyle, Phoenix has it in one of its 15 urban villages, all connected, but distinctive. From traditional family neighborhoods with great schools and parks, to luxurious mountainside homes with spectacular city views, to diverse hip urban neighborhoods that offer historic homes, to high-rise condominiums, and mid-century apartments – Phoenix offers it all.

In addition to a well-established aerospace sector, Phoenix is home to a large number of high-tech, IT, renewable energy and personalized medicine industries. Also, very important to the city are financial and advanced business services enterprises, as well as a robust and growing health sciences sector. The Phoenix Biomedical Campus is a 30-acre, urban life sciences hub and is the heart of the innovation district in Downtown Phoenix. The campus is the only place you will find all three of Arizona's public universities in one location dedicated to advancing medical education and research.

Following are some highlights of what Phoenix has to offer you.

## The Community

With more than 300 sunny days per year, Phoenix really is the Valley of the Sun. Phoenix also has one of the most vibrant communities in the country, with activities and attractions for every taste – not to mention a dining scene that is unparalleled for its delectable diversity. There are endless ways to enjoy down time away from the office – whether you're a lover of the outdoors and Arizona's Sonoran Desert landscape, a super shopper who enjoys a little retail therapy, or a sports enthusiast. Visit Phoenix, the Valley's non-profit organization that promotes the Greater Phoenix community to a global audience of travelers (and potential new residents like you) offers the following must-see attractions in the region. This is only a small sample of what awaits you, you can read more at [Visit Phoenix's website](#).







## ARTS & CULTURE

If you're looking for an artistic outing or to learn more about the history of the Southwest, Phoenix has plenty of choices, from the [Heard Museum](#), where you can see contemporary and traditional art by members of Arizona's 22 Native American tribes, to the [Phoenix Art Museum](#), the largest fine-art museum in the Southwest, with a permanent collection that includes noted Western American works, and a well-renowned contemporary wing and fashion design gallery. For the kids, there's the [Children's Museum of Phoenix](#), with hands-on exhibits of all kinds for infants to children 10-years old, and the [Arizona Science Center](#), with four levels of exciting, hands-on exhibits, galleries, a state-of-the-art planetarium, and a five-story, giant-screen theater.

## NATURE & HIKING

One of the most eye-catching elements of the Valley is its remarkable landscape, a combination of desert vistas and urban environments. Whether you're an avid hiker or just love soaking up nature's beauty, you'll find something to love.

Phoenix's [Desert Botanical Garden](#) is a 55-acre wonderland filled with the Southwest's cacti and succulents, as well as Dali-esque trees from North Africa and sprawling cactuses from Mesopotamia. Additionally, the city is an excellent place to get out into nature any time of year, with a hiking trail for every skill level within a short drive from anywhere in the city.

For an oasis that's steeped in both history and outdoor recreation, [Papago Park](#) is located just minutes from downtown. Known for its unmistakable red sandstone formations, this 1,500-acre area is home to the Phoenix Zoo, Desert Botanical Garden, Papago Golf Course, seven acres of lagoons and more.

The [South Mountain Park and Preserve](#) is one of the largest municipal parks in the U.S. It covers 16,000 acres, making it nearly 20 times larger than Central Park in New York, and it's filled with native flora, ancient petroglyphs and 50-plus miles of trails for mountain biking, horseback riding or hiking. For a scenic drive, with a treat at the end, Dobbins Lookout is the highest accessible point in the park. Perched at 2,330 feet, the lookout includes a small observation platform that highlights various Phoenix landmarks from the panoramic vantage point, including -- of course -- Phoenix Sky Harbor International Airport!

You can also get away from it all at [Phoenix Mountains Preserve](#). The parks and peaks that make up the Phoenix Mountains Preserve are surrounded by civilization but feel as remote as the Sonoran Desert beyond the city.



## The Community *(continued)*

Located just 20 minutes from downtown, the preserve offers hiking, biking and views from the city's two most prominent summits. Additionally, the city's most famous landmark, [Camelback Mountain](#), challenges hikers with a rugged-but-rewarding trek up Echo Canyon Trail (2.4 miles out and back) to its 2,700-foot "hump."

## Downtown Phoenix

Being surrounded on all sides by mountain chains and lush desert landscapes is only part of what makes this city unique. The other part awaits you in downtown. When the business day ends, [downtown Phoenix](#) lights up with entertainment options.

This desert city's walkable downtown core makes it easy to explore the thriving arts, dining and entertainment scene. Located about 10 minutes from Phoenix Sky Harbor, this urban oasis invites you to navigate seamlessly between nearly 20 hotels, approximately 200 restaurants and bars, museums, theaters, art spaces, concert venues, professional sporting events and art spaces.

Phoenix's murals run up walls and through alleyways all around downtown, transforming stretches of brick and concrete into vibrant canvases with stories to share. Take in the art as you wander [Roosevelt Row](#) (RoRo), a nationally recognized arts district known for its galleries and boutiques. Don't miss the First Friday Art Walk, which features open houses, public art, demonstrations, vendors and more.

Downtown is also home to the Phoenix Convention Center and Arizona State University's Downtown Campus. And it's all served by one of the ever-expanding Valley Metro Rail routes.

CityScape, located in the heart of downtown Phoenix, is a two-block concentration of retail, entertainment, and dining options. The complex is home to more than a dozen restaurants and bars, shopping retailers, two live-music venues, a comedy club, a bowling alley and a day spa.

Pro sports are also almost always buzzing, [with all four major professional sports leagues](#) represented — the city fields the NFL's Arizona Cardinals, NBA's Phoenix Suns, MLB's Arizona Diamondbacks and NHL's Arizona Coyotes.

Downtown's Footprint Center is also home to the WNBA's Phoenix Mercury and the Indoor Football League's Arizona Rattlers. And local soccer fans have a hometown team to root for with the USL's Phoenix Rising FC.







## Position Overview

The City of Phoenix Aviation Department is seeking an experienced executive to join the management team at "America's Friendliest Airport," Sky Harbor International Airport.

The Assistant Aviation Director (Chief Development Officer) is an exempt position that serves under the general direction of the Aviation Director and oversees a complement of 104 professional staff in the following areas: Design & Construction Services (29), Planning & Environmental (26), and Information Technology Services (49). The strategic priority for the Assistant Aviation Director is to lead the effective planning, programming, and administration of the \$6 billion masterplan, \$3.7 billion airport capital improvement program and related services through environmentally sound and compliant practices. The ideal candidate will be a recognized industry thought leader and innovator who will lead the airport technology program and champion the development and implementation of a digital strategy. Actual assignments may vary based on the strengths the successful candidate brings to the position.

The Assistant Aviation Director (Chief Development Officer) will support the Aviation Department's strategic plan with a vision of providing extraordinary airports for a thriving Phoenix.

For a complete job description, [click here](#).

## Position Qualifications

- At least five years of responsible experience in the management or planning and development of a medium- or large-hub airport, three of which must have been in a position supervising professional level staff.
- Bachelor's degree in airport management, business administration, civil engineering, or a related field is required, however a Master's degree is preferred.
- In general, City of Phoenix residency is required within 24 months after the date of hire for newly hired executives, however exceptions apply for current employees. For more details, visit: <https://www.phoenix.gov/hr/who-apply/residency>.



# Salary and Compensation

Pay Range: \$177,444.80 - \$230,672.00 annually.  
Hiring Range: \$177,444.80 - \$219,689.60 annually.

## PAY RANGE EXPLANATION

- Pay range is the entire compensation range for the position classification.
- Hiring range is an estimate of where you can receive an offer. The actual salary offer will carefully consider a wide range of factors, including your skills, qualifications, experience, education, licenses, training, and internal equity.
- The City contributes 9% of salary into 457/401(a) plans with no matching required. \$6,000/annual car allowance and \$1,440/annual cell phone allowance.

*A comprehensive Executive benefits package is also offered which includes:*

- Traditional pension with employer and employee contributions, click here for more details: [Pension Information](#)
- 401(a) and 457 plans with employer contributions
- Choice of generous medical HMO, PPO, or HSA/HDHP plans
- Medical enrollment includes a monthly \$150 City contribution to a Post-Employment Health Plan
- Wellness incentive of up to \$720 annually
- Dental, vision, and life insurance options
- Employer paid long-term disability
- Free Bus/light rail pass
- Tuition reimbursement program up to \$6,500 per year
- Paid time off includes 13.5 paid holidays, 12 vacation days, and 15 sick days and personal leave days
- Paid Parental Leave for eligible employees up to 480 hours (12 weeks) of paid leave for the birth, adoption, or foster care placement of a child during a 12-month period
- Federal Student Loan Forgiveness offered through [Savi](#)

For more details, visit: [Executive Benefits](#).



## How To Apply

To apply online, [click here](#).

Deadline for complete applications: April 7, 2025.  
All applications must be received by 11:59 p.m. on this date.

*Phoenix Sky Harbor International Airport  
is an equal opportunity employer.*

