

San Joaquin County Employment Opportunity **AIRPORT DIRECTOR**



Recruitment Announcement
0226-EB1305-EX

Equal Opportunity Employer

Human Resources
44 N. San Joaquin Street
Third Floor, Suite 330
Stockton, California 95202
Phone: (209) 468-3370

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—COUNTY—
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San Joaquin County Employment Opportunity

Airport Director

About the Position

The Airport Director is appointed by the County Board of Supervisors and works with the Board appointed Aviation Advisory Board. The Airport Director is responsible for carrying out the following duties:

- ◆ Oversees the development of the airport budget, projections, and manages the Airport Enterprise Fund; develops revenue sources and directs the preparation of applications for federal and state grants; directs the administration and evaluation of grant programs.
- ◆ Promotes, develops and recommends long-range plans for air transportation within the County; evaluates feasibility of expanding existing airport facilities and developing new related industry; recommends methods for implementation of development plans and promotes economic development affiliated with the Airport.
- ◆ Formulates and directs the implementation of operations policies and standards to ensure compliance with local, state and federal requirements and regulations for airports and aviation; makes recommendations regarding new legislation and technical developments affecting airports and aviation.
- ◆ Confers with appropriate federal and state agencies regarding airport development and operating programs.
- ◆ Confers with the County Administrator in developing recommendations to advisory boards and the Board of Supervisors; directs and plans evaluations of organizational effectiveness.

Ideal Candidate

The ideal candidate will have demonstrated achievements in both airport operations as well as business development.

The ideal candidate will be:

- ◆ An accredited Airport Executive with experience in an airport with both commercial and passenger aviation activities.
- ◆ An engaged leader with exceptional communication skills, interpersonal skills and political acumen.
- ◆ Results oriented problem solver who develops innovative and effective solutions to administrative and operational challenges.
- ◆ Strategic thinker who is able to attain the organization's objectives, including pursuing regional transportation solutions.
- ◆ Collaborator who includes airport staff, the Aviation Advisory Board, the Board of Supervisors, the County Administrator, and community stakeholders.
- ◆ A leader with a high level of integrity and a strong sense of ethics.

About the Stockton Metropolitan Airport

The Stockton Metropolitan Airport serves the current and future commercial, corporate business, and general aviation needs of San Joaquin County. As they say, location is everything! We are conveniently located between two major north-south freeways – U.S. Interstate 5 and CA State Highway 99, only five miles from Altamont Corridor Express Train station with service to Silicon Valley and the Bay Area, and just a short drive to Sacramento, San Francisco, San Jose, Oakland, and Napa/Lodi wine country!

The mission of the Airport is to consider the safety and security of our staff, passengers, tenants and stakeholders to be our first priority. We strive to be efficient in our operations, innovation in our approach to problem solving, and act responsibly towards our community and our environment. Conduct business to the highest professional and ethical standard. Strive to be a catalyst for economic growth and regional prosperity.

Studies indicate that every day over 2,500 passengers originate or conclude an airline trip from a domicile located within 35 miles of Stockton. The airport currently serves only 5% of that demand. Demographic data indicates a significant population shift east towards San Joaquin County from the Bay Area. Updating air traffic control, hangar, fueling, and airline terminal facilities are parts of a County strategy to serve the growing demand for aviation services

Airport Director

Compensation and Benefits

Annual Base Salary: **\$191,591-\$232,880**

- A 5% employer contribution to the County's 457 Deferred Compensation Plan
- Vacation cash-out up to 15 days annually
- An annual car allowance of \$7,020
- 1937 Retirement Act plan — reciprocity with CALPERS
- 125 Flex Benefits Plan
- 12 days sick leave annually - unlimited accumulation
- 15 days of vacation leave (20 days after 10 years and 23 days after 20 years)
- 14 paid holidays per year
- 10 days administrative leave per year

Potential Annual Cashable Compensation	Step 1	Step 5
Annual Salary	\$191,591	\$232,880
5% Deferred Comp annual	\$9,580	\$11,644
Vacation Cash-out 15 days annually	\$11,053	\$13,435
Annual Car Allowance	\$7,020	\$7,020
Total	\$219,244	\$264,979

Recruitment Incentives*

- Reimbursement of qualifying moving expenses up to \$8,000.
- Vacation accrual rate consistent with candidate's total years of public service.
- Sick leave credit up to 160 hours of unreimbursed sick leave from the prior public sector employer.

**Recruitment Incentives may be available. Incentives must first be approved by the San Joaquin County Administrator.*

Wellness



San Joaquin County is dedicated to providing its employees with a great benefit package and is interested in their overall well-being. Through our [SJC Engage](#) wellness program, San Joaquin County employees and eligible dependents are offered support in the way of various workshops, courses, and programs in areas such as Physical and Mental Wellness, Professional Wellness, and Financial Wellness. Employees also enjoy special employee pricing through Perks at Work.



Airport Director

Desirable Qualifications

All interested candidates are encouraged to apply.

Education: Graduation from an accredited college or university with major course work in airport management, business administration, or public administration.

Experience: Five years of increasingly responsible airport management experience at a small hub or larger airport, including working with tenants on lease negotiations.

Certifications: Accredited Airport Executive (AAE) Certificate from the American Association of Airport Executives is desirable.

Required Qualifications

License: Possession of a valid California Driver's License.

Application Submittal

The competitive process includes submittal of a completed San Joaquin County Employment application and Supplemental Questionnaire by the final filing date.

Final Filing Date: **March 17, 2026**

Resumes will **not** be accepted in lieu of a complete application package.

To apply online, visit www.sjgov.org/departments/hr or scan this QR code with your smartphone's camera.



Supplemental Questions

In addition to the standard application, responses to the following questions will be required:

- ◆ Describe your airport management experience. Include the size of the agency, the number of employees managed, and the types of aviation activities.
- ◆ Describe your experience working with tenants on lease negotiations, including negotiating and resolving landlord/tenant disputes that involve contractual conflicts.
- ◆ Explain your experience working with the Federal Aviation Administration (FAA), including your involvement in seeking available FAA funding and applying for FAA and state aviation grants.

Selection Process

If warranted by the number of candidates, applications may be reviewed by a screening panel with the County Administrative Office. The screening panel will invite the top candidates to participate in a selection interview with the County Board of Supervisors.

Offers of employment will be conditional on clearing a pre-employment background, DOJ Live Scan, and pre-employment drug screening. This position is exempt from the San Joaquin County Civil Service system. Appointments to exempt positions are at-will and are not governed by the Civil Service Rules.

Make San Joaquin County your new home!

Nestled in California's Central Valley, San Joaquin County is a land of beauty, recreation, and natural riches made up of seven cities and numerous unincorporated areas. Love boating, fishing, and fun in the sun? Adventure awaits on the waters of the Delta and in our beautiful parks. If relaxation is what you are after, then enjoy wine tasting at any number of our award-winning wineries. No matter what your passion, there is so much to love and enjoy about our community!

Arts, Culture, and Recreation

The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and Stockton Children's Museum are popular spots.

The Stockton Symphony, San Joaquin County Ballet, and Stockton Civic Theater provide important experiences for children and adults. The multi-cultural community offers a diversity of views and opinions in its art and culture, providing a wealth of knowledge about past and present on canvas and stage.

Over 75 languages are spoken within the region and there is richness in the blending of cultures and ways that creates an air of celebration about individual customs, foods and cultures.

San Joaquin County government provides nine community parks for boating, camping, and picnicking, swimming and organized sports. Annual family events include the Asparagus Festival, attended by thousands of fun-seekers from the County and beyond.

Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve. The County-owned and operated Micke Grove Park offers a zoo, rides and a historical museum to delight both children and adults. The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor to north of Sacramento and offering access to the San Francisco Bay.



Education

From preschool to higher education, the County has it covered with an abundant array of public or private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus-Stockton Center, Humphreys College and Law School, National University, and the San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The County's 17 school districts provide families with a wide choice for children's educational development.



Agriculture

The County is one of the most agriculturally rich regions in California. Almonds are the leading commodity with over 104,000 bearing acres. Milk, grapes, walnuts, and cherries round out the top crops, with an abundance of other produce. Grapes make up 91,000 bearing acres, much of which are wine grapes. There are over 85 wineries within the Lodi Appellation offer opportunities for tasting and special events.

Weekly farmers markets throughout the county offer a cornucopia of fresh fruit and vegetables. Fruit stands and pick-your-own produce farms dot the countryside.

Housing

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas.

Housing ranges from new developments to historic homes found mostly in central Stockton and downtown Lodi. San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities - cultural, recreational, and educational - that the area provides.

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