Office of Human Resources

Aviation Director Senior – CA0794

**General Statement of Duties**

Directs the business functions within a division that include developing annual and multi-year work plans and strategies. Ensures resources are available to achieve work plans and strategies, resolves complex business issues, and establishes management practices and processes that ensure the accomplishment of performance standards.

**Distinguishing Characteristics**

This class is a combination of an operational and strategic manager. It is responsible for directing and managing a function within a division. This classification is distinguished from the Deputy Manager of Aviation which is responsible for the overall strategic direction of a division. The Aviation Director Senior is also distinguished from the Director class since it is responsible for leading projects and initiatives that have a broad impact on the airport by developing and implementing strategies and managing plans, programs, and projects. Incumbents in the Director classification may report to this classification.

**Guidelines, Difficulty and Decision-Making Level**

Guidelines are in the form of stated vision and objectives for the division or agency.

Work assignment is unstructured and employee is responsible for implementing and managing a variety of objectives, resources, and strategies to achieve the goals of the division or agency. Duties performed include operational and organizational planning; developing standards, schedules, priorities, guidelines, processes and measurement (evaluation) systems; implementation of production and performance management standards; and allocating resources.

Employee is responsible for implementing operational goals and objectives and for the management of a range of complex divisions and/or city wide responsibilities and overall functions in which several projects and programs may be in progress with simultaneous, multiple resource involvement. Develops solutions to organizational and operational problems; responsible for organizational management (development, staffing, and conflict); and allocating resources.

**Level of Supervision Received & Quality Review**

Under executive direction, the employee is delegated personal responsibility and authority over a department division, agency or department. Agency manager or director, the Mayor, cabinet member or a commission or board, may review work for soundness of judgment and conclusion.

**Interpersonal Communication & Purpose**

Contacts of a non-prescribed nature involving the negotiation and resolution of non-routine problems encountered and where exceptional degrees of discretion and judgment and knowledge are required. Contacts where the exchange of information, support, influence and cooperation may have a very significant impact on the division, programs, and/or policies of the organization.

**Level of Supervision Exercised**

Supervises two or more director, manager and professional expert positions within the division.
### Essential Duties

- Develops and establishes standards, procedures, systems, and guidelines for operational and functional areas and subordinate directors and managers.

- Assists with the establishment of the division’s operational framework and adopts policies and procedures for the assigned operational and functional areas.

- Develops, manages and recommends an annual budget by reviewing past expenditures, analyzing and projecting future needs. Tracks expenditures to ensure compliance with budgetary guidelines, goals and objectives.

- Collaborates and interacts with managers, executives and others internal or external to the City to secure funds and resources for the division. Participates in and conducts budget and fiscal policy-setting discussions for the division.

- Plans goals and activities through research, evaluation, review, and assessment of future needs. Makes recommendations and implements necessary improvements and modifications.

- Provides leadership to subordinate directors and managers by establishing, assigning, planning, organizing and prioritizing division or department goals, objectives and standards for resources and manpower. Assists subordinate directors, managers and supervisors with the coordination of personnel and resources to ensure efficient completion of division assignments.

- Represents the division at meetings to present plans, projects, programs and activities and to discuss and coordinate matters involving mutual efforts with other departments, divisions, tenants and airport users.

- Through subordinate directors and managers, gathers and maintains records of divisional data. Prepares a variety of reports and correspondence. Reviews data and reports prepared by staff relating to division activities and compliance with city, state and federal rules and regulations.

- By position, directs and manages through subordinates all snow removal activities and functions.

- Administers and monitors contracts concerning division’s activities.

- Drives staff development initiatives to instill shared values and enhance core competencies across functions, operations and the organization. Initiates and implements programs to develop, build upon and encourage performance strengths of subordinate managers, supervisors and /or staff. Directs the implementation of human resource policies, practices and procedures.

- Develops goals, documents performance, provides performance feedback and formally evaluates the work of the employee; provides reward and recognition for proper and efficient performance. Assists staff to achieve performance standards and identifies opportunities for continual improvement to performance standards.

- Performs other duties as assigned.

Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

### Competencies

- Creating and Conceptualizing - Identifies and produces innovative ideas and thinking strategically. Promotes best practices and leading-edge ideas.
Deciding and Initiating Action - Takes responsibility for actions, projects and people; makes quick, clear decisions which may include tough choices, after considering risks.

Delivering Results - Sets high standards for quality, quantity, and timelines. Focuses on customer needs and satisfaction. Consistently achieves project goals.

External Awareness - Identifies and understands economic, political, and social trends that affect the organization.

Influencing - Collaborates with, persuades and influences others.

Coaching - Provides others with clear direction, motivates, and empowers. Recruits staff of a high caliber and provides staff with development opportunities and coaching.

**Knowledge & Skills**

- Knowledge of the Federal Aviation Regulations and other Federal, State and local regulations that affect maintenance and operations of an airport.
- Knowledge of airport maintenance practices sufficient to be able to direct the planning, coordinating and directing of airport maintenance operations.
- Knowledge of preventative maintenance practices and procedures sufficient to be able to develop and maintain programs.
- Knowledge of the proper operation and maintenance of equipment used in field maintenance activities.
- Knowledge of computer systems and ability to utilize related software to include computerized maintenance management programs.

**Education Requirement**

Bachelor’s Degree in Business Administration Management, Aviation Management or a related field.

**Experience Requirement**

Five (5) years of management level work experience in a complex corporation or airport or a related industry. Two years of management experience must include budget and fiscal oversight, evaluation of business processes, policy development and implementation, and decision making experience with planning and organizing multiple projects, operations or functions.

**Education & Experience Equivalency**

Two (2) years of the appropriate type and level of experience may be substituted for each required year of post-high school education.

Additional appropriate education may be substituted for the minimum experience requirements.

**Licensure & Certification**

None

**Working Environment**

Pressure due to multiple calls and inquiries.
Subject to many interruptions.
Subject to varying and unpredictable situations.
Subject to long irregular hours.
Subject to traffic, roadways, and pedestrians.

### Level of Physical Demand

1-Sedentary (0-10 lbs.)

### Physical Demands

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

- **Sitting:** remaining in the normal seated position.
- **Handling:** seizing, holding, grasping, or otherwise working with hand(s).
- **Talking:** expressing or exchanging ideas by means of spoken words.
- **Hearing:** perceiving the nature of sounds by the ear.
- **Repetitive motions:** making frequent movements with a part of the body.
- **Eye/hand/foot coordination:** performing work through using two or more.
- **Lifting:** raising or lowering objects weighing no more than 10 pounds, from one level to another.

### Background Check Requirement

- **Criminal Check**
- **Employment Verification**
- **Education Check**
- **By position, Motor Vehicle Record**

### Assessment Requirement

None

### Probation Period

Six (6) months.

### Class Detail

- **Pay Grade:** A-819
- **FLSA Code:** Y
- **Management Level:** 4
- **Established Date:** 9/21/2018
- **Established By:** Lori Schumann
- **Revised Date:** 03/03/2019; 5/31/2019
- **Revised By:** Greg Thress; Ryland Feno
- **Class History:** 03/03/2019 - Job Title revision.
  5/31/2019 – Pay grade revision.