



Recruitment Profile

Deputy Airport Director

JOB LOCATION

Aspen, CO



The Community

Greater Roaring Fork Valley

The Roaring Fork Valley

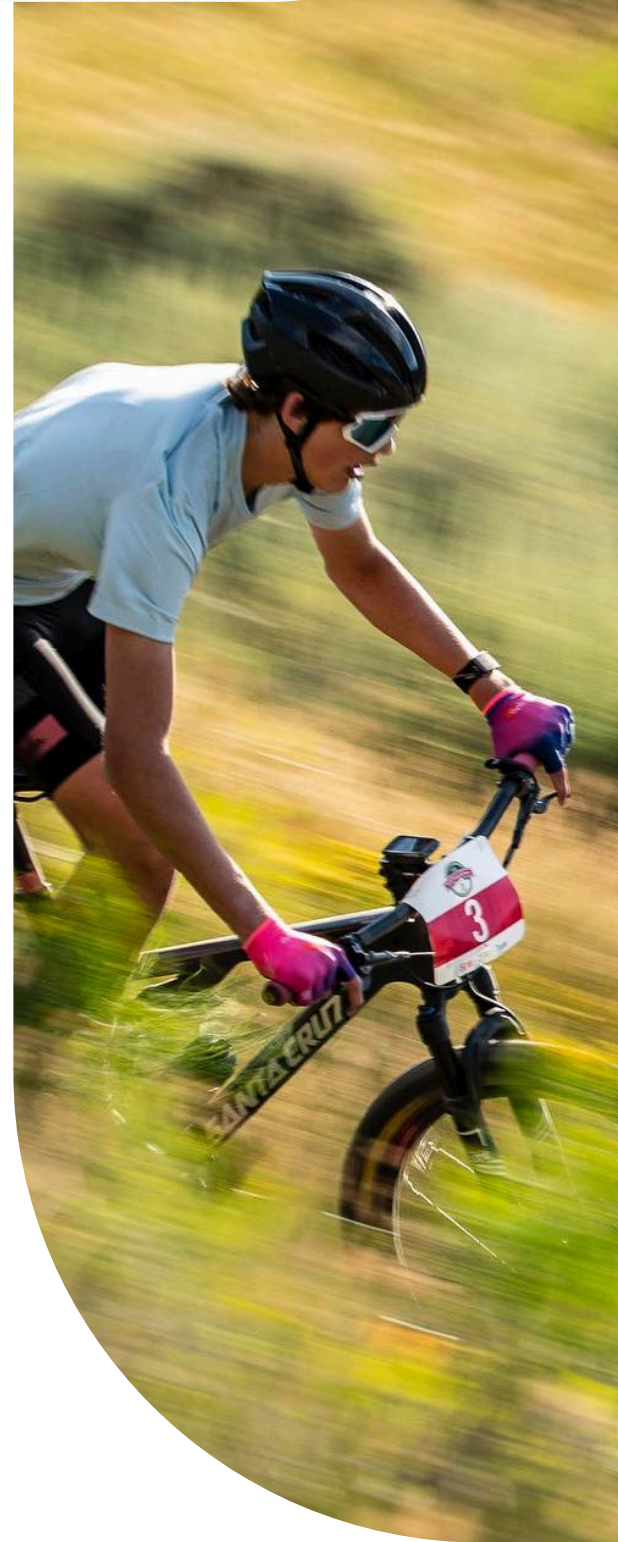
Where Work, Life, and Nature Connect

Nestled in the heart of Colorado's Rocky Mountains, the **Roaring Fork Valley** stretches across **Pitkin, Eagle, and Garfield Counties**, offering a rare blend of scenic beauty, outdoor adventure, and vibrant community life. From the peaks of Aspen to the rivers of Glenwood Springs, the region unites diverse towns and lifestyles under one shared value: a deep respect for nature and an active, balanced way of life.

A Connected Mountain Region

At the center of the valley lies **Aspen**, the county seat of Pitkin County and an internationally recognized destination known for its cultural sophistication, mountain charm, and year-round recreation. With a resident population of about 17,000 that swells to nearly 50,000 during peak seasons, Aspen thrives as a hub for tourism, innovation, and outdoor living. Just a few miles away, **Snowmass Village** complements Aspen with family-friendly neighborhoods, expansive trails, and world-class ski slopes.

The region is rich in outdoor opportunities—**hiking, biking, kayaking, fly fishing, rock climbing, golfing, and skiing**—all within minutes of home. Landmarks like **Maroon Bells**, the **Elk Mountains**, and **Independence Pass** inspire both residents and visitors, while the **John Denver Sanctuary** and **Roaring Fork River** showcase the community's enduring commitment to preserving its natural beauty.



The Community

Education, Innovation, & Livability

The Roaring Fork Valley offers strong **educational opportunities**, from high-performing public schools and innovative charter programs to access to **Colorado Mountain College**, one of the nation's most scenic higher education systems. The region attracts professionals, educators, artists, and entrepreneurs drawn to its forward-thinking culture and high quality of life.

Housing options vary across the valley: while Aspen and Snowmass offer luxury mountain living, nearby communities such as **Basalt, El Jebel, Carbondale, and Glenwood Springs** provide more affordable housing options and an easy commute—typically 30 to 45 minutes—to Aspen/Pitkin County Airport..

A Culture of Environmental Leadership

The Roaring Fork Valley is recognized statewide for its **commitment to sustainability**. Local governments and residents actively pursue **green building initiatives, renewable energy use, and conservation programs** that protect the valley's pristine environment for future generations. The emphasis on eco-conscious living extends into public policy, community design, and even local business operations.

Pitkin County Government

Pitkin County is a vibrant and forward-thinking community known for its breathtaking scenery, environmental leadership, and progressive governance. With Aspen as its county seat, Pitkin County serves it's year-round residents, along with thousands of seasonal visitors, through a range of high-quality public services. The County operates under a **commission-manager form of government, with five elected County Commissioners** providing policy direction and a professional County Manager overseeing day-to-day operations. Guided by a strong commitment to sustainability, innovation, and civic engagement, Pitkin County delivers services that protect natural resources, enhance community well-being, and promote a high quality of life. Joining the Pitkin County team means contributing to an organization that values integrity, collaboration, and excellence in serving one of the most remarkable mountain communities in the nation.



The Organization

Aspen/Pitkin County Airport (ASE)

The Gateway to the Rocky Mountains

Aspen/Pitkin County Airport (ASE), is a county-owned, public-use airport serving as the region's vital link to the world. It is served by **American, Delta, and United**, all operated by SkyWest Airlines in addition to boutique charter operators, accommodating more than **700,000 passengers annually**. ASE ranks among the **busiest mountain airports in the nation**, welcoming both commercial and private travelers with safety, efficiency, and mountain hospitality.

ASE's dedicated team prides itself on a culture built around **safety, collaboration, and operational excellence**. The airport has earned multiple **Balchen/Post Awards** for outstanding winter operations and snow removal—a testament to its professionalism and teamwork.

Looking ahead, ASE is preparing for a transformative and modern future, including the design and construction of a **new passenger terminal, realignment of the single runway**, and other **airfield modernization projects**, and a strong focus on **environmentally responsible infrastructure and stewardship**. These initiatives are guided by a community-driven vision and a commitment to long-term sustainability.



The Organization

A Workplace & Community Like No Other

Working at ASE means joining a culture that mirrors the valley itself—**professional, balanced, community-oriented and team-focused**. Employees enjoy flexible work schedules, relaxed dress codes, and an **appreciation for work-life integration**. Whether it's taking a mid-day ski break, a trail run, or a bike ride, the culture supports personal well-being and high performance alike.

Following a comprehensive **Community Visioning Process**, Pitkin County established an **Airport Advisory Board** to ensure that the airport's operations and redevelopment align with **community values**. This close partnership between the airport, county leadership, and residents reinforces ASE's role as a trusted and forward-looking community institution.

With a rare mix of natural beauty, environmental innovation, professional opportunity, and an authentic mountain lifestyle, **the Roaring Fork Valley truly stands out as a region of choice**—a place where people don't just come to visit, but choose to belong.

ASE Airport Modernization

As of November 4, 2025, the County/Airport are embarking on an approximate \$500+M capital program to mitigate existing FAA mandated airfield modifications, and address an undersized and outdated commercial passenger terminal facility. Additional projects will include a rehabilitated parallel taxiway, new de-ice pad, new westside general aviation complex, new landside facilities, and enhanced microgrid infrastructure, all with the purpose of meeting FAA requirements, passenger needs, and community goals.

In addition, the airport's fixed base operator, Atlantic Aviation, recently signed a new 30-year lease agreement with the County. This record setting agreement includes a complete redevelopment of the general aviation facility to enhance both operational and environmental efficiencies, while providing significantly improved revenue to the airport.

These projects are currently in the design phase, with construction commencing in 2026-2027. Once complete, these projects will provide a complete redesign/reconstruction of the entire airport facility.

More information about the Aspen/Pitkin County Airport can be found at:

www.aspenairport.com



Greater Roaring Fork Valley

Population Size

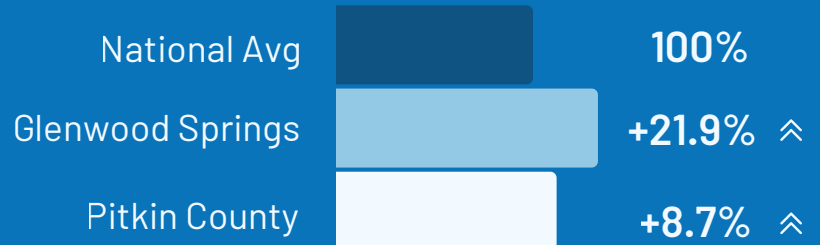


Greater Roaring Fork Valley **43,000**



Pitkin County **16,226**

Cost of Living



Average Drive Times from ASE Airport

- 11 min** >> Aspen, CO
- 11 min** >> Snowmass Village
- 20 min** >> Basalt, CO
- 22 min** >> El Jebel, CO
- 34 min** >> Carbondale, CO
- 48 min** >> Glenwood Springs, CO
- 3.5 hr** >> Denver, CO
- 3.5 hr** >> Colorado Springs

Averages



53° Annual High Average



28° Annual Low Average



171" Average Snowfall

Sources: [World Population Review](#), [US Climate Data](#), [Best Places](#)



Aspen/Pitkin County Airport



Non-Stop Destinations

(CLT, ATL, DFW, ORD, IAH, DEN, AUS, LAX, & PHX)



349,781
Enplanements



563
Airport Acreage (approx)



3 Airlines
(Delta, American, United)
Operated by SkyWest



1 Fixed Base Operator
(Atlantic Aviation)

The Position

Deputy Airport Director

Shape the future of one of the nation's most iconic mountain airports.

The Aspen/Pitkin County Airport (ASE)—a world-renowned, high-altitude commercial service airport serving the heart of Colorado's Roaring Fork Valley—seeks a dynamic, forward-thinking **Deputy Airport Director** to oversee daily operations, **lead high-performing teams**, coordinate and execute on **complex capital development projects**, and ensure the airport continues its legacy of excellence, safety, and service.

This position offers the opportunity to combine **technical mastery, operational leadership, project management, and strategic influence** in a region celebrated for its natural beauty, commitment to sustainability, and exceptional quality of life.

The Deputy Airport Director **provides visionary leadership (with a focus on teamwork and professional development)** and operational oversight for all divisions of the Aspen/Pitkin County Airport, including **Facilities & Construction, Operations & Security, and Aircraft Rescue and Firefighting (ARFF)**—a combined workforce of 49 full-time employees, **9 on-call employees** and **3 seasonal staff**.

As second-in-command, the Deputy Airport Director plays a vital leadership role, ensuring the airport's safe, secure, and efficient operation in alignment with its mission:

"Delivering you to an extraordinary experience in an extraordinary place, focused on a healthy and safe environment."

In partnership with the Airport Director, this role ensures the airport's success through strong governance, effective resource management, and a culture of collaboration and accountability. The Deputy Airport Director also serves as Acting Director when required, representing the airport in key decisions and partnerships with federal, state, and local agencies, and assuming full operational authority.

The Position (cont.)

Key Areas of Leadership

Operational Excellence

The Deputy Airport Director ensures safe, secure, and efficient airport operations consistent with **Federal Aviation Regulations (FAR Part 139) and Transportation Security Regulations (TSR 1542)**; this includes leadership of division managers and their teams, collaboration with airport partners, and adherence to standards. They will foster a proactive safety culture, lead emergency response planning, and maintain high standards for facilities, infrastructure, and environmental stewardship.

A strong understanding of **project management, compliance, and organizational planning** is essential, as is the ability to work effectively in a fast-paced and dynamic operational environment.

Regulatory and Interagency Collaboration

Serving as a **liaison** with the **Federal Aviation Administration (FAA), Transportation Security Administration (TSA), and Colorado Department of Transportation Division of Aeronautics**, the Deputy Airport Director ensures that ASE maintains compliance with all applicable regulations. This leadership includes coordinating certification inspections, security audits, and operational activities while advancing the airport's long-term development goals. Success in this area requires excellent **communication skills**, the ability to **interpret and apply complex regulatory frameworks**, and the professionalism to **build trust** with diverse partners.

Strategic and Business Leadership

Working closely with the Airport Director and County leadership, the Deputy Airport Director helps advance initiatives that shape the airport's future, including:

- **Succession planning** and professional development for staff.
- **Contract negotiation and lease management** with tenants and partners.
- **Digital transformation and data management** strategies to enhance decision-making.
- **Sustainable facility redevelopment and infrastructure modernization.**

The ideal leader will demonstrate strong **fiscal management and budgeting skills**, combined with an ability to align financial and operational priorities with long-term strategic goals.



The Position (cont.)

Project and Contract Management

The Deputy Airport Director oversees consulting and construction projects, ensuring alignment with specifications, operational, and budgetary guidelines, sustainability standards, and community expectations.

This requires **analytical ability, attention to detail, interpersonal connections**, and the skill to **balance technical precision with strategic judgment**.

By integrating innovative practices in design, technology, and environmental responsibility, this role supports Pitkin County's commitment to a more sustainable and resilient aviation system.

Community and Organizational Engagement

As a **visible and trusted representative** of the Aspen/Pitkin County Airport, the Deputy Airport Director will embody the County's values of **stewardship, integrity, collaboration, and service**.

They will:

- Build and maintain strong relationships with tenants, partners, and the traveling public.
- Engage constructively with community stakeholders to promote understanding and transparency.
- Foster a supportive, high-performance culture across airport teams by providing coaching, feedback, and growth opportunities.
- Assure cohesive Inter-County departmental relationship and engagement.

Strong interpersonal communication, team leadership, and the ability to **inspire and empower excellence under pressure** are vital to success in this role.



The Position (cont.)

Professional Characteristics

To excel as Deputy Airport Director, the ideal candidate will bring a balance of ethical leadership, strategic vision, and people-centered management. The successful leader will embody the following qualities:

- **Principled and Integrity-Driven:** Demonstrates honesty, ethics, and accountability in every decision and action.
- **Inclusive and Collaborative:** Fosters teamwork through open communication, respect, and shared ownership of success.
- **Emotionally Intelligent:** Builds trust, motivates others, and cultivates a sense of belonging across all levels of the organization.
- **Self-Directed and Proactive:** Takes initiative, exercises sound judgment, and thrives with autonomy while maintaining alignment with organizational goals.
- **Strategic and Forward-Thinking:** Anticipates challenges, identifies opportunities, and develops innovative, long-term solutions.
- **Inspiring and Engaged:** Leads with optimism and enthusiasm, energizing both internal teams and community partners.
- **Empowering Leader:** Coaches, mentors, and develops staff—creating an environment where people can grow and excel.
- **Calm and Decisive Under Pressure:** Maintains composure and sound judgment in high-stakes or rapidly changing situations.
- **Adaptable and Resilient:** Excels in a fast-paced, dynamic environment and embraces change as an opportunity for growth.
- **Diplomatic and Fair:** Uses collaborative decision-making to balance diverse interests and perspectives.
- **Empathetic and Service-Oriented:** Approaches colleagues, partners, and the public with empathy, respect, and a genuine commitment to service.
- **Communicative and Transparent:** Clearly articulates ideas, listens actively, and builds understanding across internal and external stakeholders.
- **Customer-Focused:** Champions a positive, service-driven culture that enhances the airport experience for all users.
- **Committed to Growth and Inclusion:** Promotes professional development, continuous learning, and a culture of diversity, equity, and belonging.

Why Join Aspen/Pitkin County Airport

Aspen/Pitkin County Airport is more than a transportation hub—it's a vital link between one of the world's premier destinations and the people who live, work, and play in the Roaring Fork Valley.

As Deputy Airport Director, you'll have the opportunity to:

- Lead and innovate within a complex, high-visibility airport environment.
- Contribute to the airport's evolution through sustainability, safety, and service excellence.
- Join a forward-thinking leadership team deeply committed to community values and professional growth.
- Enjoy an exceptional quality of life in Aspen, where world-class recreation, education, culture, and environmental consciousness define daily living.

This is an opportunity to make a lasting impact—on the airport, on the region, and on the future of aviation in one of the most stunning settings in the country.

First-Year Goals

- ✓ Establish and build strong relationships with internal and external stakeholders.
- ✓ Assess existing operational processes and business practices, and develop strategic improvements and efficiencies, including the migration to a reconfigured airfield, terminal, landside, and FBO facilities.
- ✓ Maintain and enhance the existing culture of empowerment, inclusivity, cohesiveness, teamwork, and collaboration amongst various internal and County divisions/departments.
- ✓ Establish methods and procedures to ensure continuity of operations during major capital construction projects.
- ✓ Assist the Director and consulting teams with the design and construction associated with major capital development projects; including but not limited to safety management, regulatory compliance, and communication.

Long-Term Goals

- ✓ Establish enhanced business practices for the management of tenants, leases, documents, and communication through the use of technology.
- ✓ Revise existing policies and procedures to ensure reconfigured airfield, terminal, and landside facilities conform to all federal state, and local requirements.
- ✓ Ensure the airport remains nimble and set for long-term sustainability

Education and Experience



Required Education & Certifications

- Bachelor's degree in business administration, airport management, public administration, planning, engineering or a related field;
- ICS 100, 200, NIMS 300, 700, 800 preferred or ability to obtain certification within 6 months of hire
- Certified Member (C.M.) or the ability to obtain within 6 months of hire.
- Must complete CPR training within one year of hire.
- Airport Certified Employee (ACE) in Operations and/or Security, or the ability to obtain within two years of hire.



Required Experience

- Five (5) plus years of progressively responsible experience in airport management and operations, with three or more of these years in a supervisory capacity at a FAR Part 139 commercial service airport OR an equivalent combination of education, training and experience



Preferred Qualifications

- A master's degree
- Accredited Airport Executive (A.A.E.) designation or International Airport Professional (IAP) designation; or the ability to obtain A.A.E. within two years of hire
- Pilot's license (past or current)
- Experience in managing complex operations and long-term capital projects



Additional Requirements

- Complete preliminary background and reference checks
- Complete Hogan and EQ Assessment
- Successfully pass Criminal History Records Check
- Maintain valid Colorado Driver License and acceptable Motor Vehicle Record

Compensation & Benefits

The full salary range for this position is **\$121,799.98 - \$213,149.92**.

The hiring range is **\$121,799.98 - \$190,312.44** and is dependent on the qualifications and experience.

Hiring Range Description: The hiring range is the starting point of the pay range up to the 4th quartile of the pay range.

Pitkin County Government has an outstanding benefits and quality of life package including:

- Medical
- Dental
- Vision
- Pharmacy Program
- Dependent Care FSA
- Transportation FSA
- Limited Purpose FSA
- \$500 per month housing stipend for up to 12 months or \$6,000 lump sum
- Reimbursed moving expenses up to \$10,000 per IRS regulations
- Position may be provided a take-home work vehicle
- 401a Pitkin County Public Employees Retirement Plan with 13% (up to 15%) paid by employer
- 457b Pitkin County Public Employees Deferred Comp with up to 2% match option
- Paid Time Off: 40 hours deposited into bank upon hire; Upon 6th pay period additional hours accrue based on hours worked
- Health Savings Account
- Flex Spending
- Fitness/Wellness Benefit (prorated based on hire date)
- Life Insurance (up to 2x annual salary)
- Accident Insurance
- Accidental Death & Dismemberment Insurance
- Bus Pass & Ski Pass Discount (Ski Pass based on worked through winter season)

[Click here for the County Benefits Guide](#)

Application Process

How to Apply

If you are interested in this opportunity, proceed to [ACSFirm.CareerWebsite.com](https://www.acsfirm.com/career) and complete our online application.

As part of the application, attach your cover letter and resume. If you pass **Phase 1: Initial Evaluation**, you will move on to **Phase 2: Supplemental Questions**. Upon passing this level, you may move on to **Phase 3: Preliminary Interviews** with the ACS Team.



**PDF format is required for submission of application materials.
All other options will not be accepted.**

Inquiries

The Aspen/Pitkin County Airport and Pitkin County has enlisted the services of ACS Firm to lead and manage this recruitment process including, all communications, inquiries, applications, and evaluations. With this in mind, **please direct all communications and inquiries to ACS.** The entire process will remain strictly confidential within reason of public sector employment.

ACS Firm Point of Contact

Eric Mercado (He/Him/Él)

Eric@ACSFirm.com

424.218.9950

Application Checklist

- ✓ Have you completed the online application form?
- ✓ Have you attached your cover letter and resume?
- ✓ **Are your documents attached in PDF format?**

Application Process

Communications

Communication with the Airport or County, its employees and agents, and/or sister organization(s) by potential applicants or others conducting outreach on an applicant's behalf is prohibited and will disqualify the applicant from the process.

It is best to communicate any and all outreach through ACS Firm.



About the Aspen/Pitkin County Airport

The Aspen/Pitkin County Airport is an equal opportunity employer and complies with all applicable federal, state, and local fair employment practice laws. ASE prohibits and does not tolerate discrimination against employees, applicants or any other covered persons because of race, color, religion, creed, national origin, ethnicity, sex, gender, gender identity, age, disability, or any other characteristic protected by law. The policy applies to all terms, conditions, and privileges of employment.

EOE / Protected Veterans / Individuals with Disabilities
(Igualdad de Oportunidades en el Empleo / Veteranos Protegidos / Individuos con Discapacidades)



Application Deadline

Application Period Closes:
Friday, January 16, 2026

Those with strong interest are encouraged to apply immediately. Applications will be reviewed upon submission and the position will remain open until we receive a sufficient amount of quality applicants.