



**The Greater Asheville Regional Airport Authority  
(Fletcher, NC)**

Invites applications for

***Chief Financial Officer***



**STEVEN BALDWIN**  
ASSOCIATES  
*Airport Management Consultants*



# OVERVIEW

The Greater Asheville Regional Airport Authority (Authority), owner and operator of the Asheville Regional Airport (AVL), invites applications for the position of **Chief Financial Officer (CFO)**.

The Asheville Regional Airport is an economic engine for the Western region of North Carolina and is a vital partner for industries across the state and beyond. With business opportunities including real estate, land development, and general aviation, the sky's the limit at AVL.

Growth and change have been consistent themes at Asheville Regional Airport for years, and 2024 was no exception, as the airport experienced continued passenger growth serving over **2 million passengers**. AVL is the **third largest airport in North Carolina** and is on the list as one of the fastest growing airports in the country for the past seven years.

Named as a significant regional partner, it is easy to understand that the Asheville Regional Airport has a tremendous effect on the local economy. The North Carolina department of Transportation's Division of Aviation reported in the January 2025 State of Aviation report that AVL contributes \$3.86 billion in annual economic impact to the region. The airport supports 22,475 jobs, contributes \$324 million in tax revenue to the region, and more than \$1 billion in personal income.

With remarkable growth comes expansion. A cornerstone of regional connectivity and economic vitality, the Asheville Regional Airport embarked on a historic journey with the 2023 ground-breaking of AVLForward, the most significant infrastructure endeavor in the airports' 60-plus year history. AVLForward, is a 4-year, \$400 million terminal and air traffic control tower (ATCT) project. When completed it will yield a remarkable airport terminal that stands 150% larger than the current terminal with twelve gates and ample room for further expansion, as well as a state-of-the-art ATCT.

The new design concept, inspired by the natural beauty of the Western North Carolina mountains, will feature a spacious and bright grand lobby, contemporary ticketing and baggage claim areas, an inviting concessions plaza, and thoughtfully designed gate areas to enhance passenger comfort and experience. Despite Hurricane Helene, visitor demand is returning, and the airlines are returning seat capacity to pre-Helene record-breaking levels. Opening of the first half of the new terminal is planned for June/July 2025. Completion of the entire terminal is slated for Summer 2027 (learn more here [AVL Forward Microsite | Asheville Regional Airport](#)).

It is an exciting time to help lead the finance team at Asheville Regional Airport, moving this fast-growing airport into the future.

*This vibrant, forward-thinking Airport is seeking a collaborative, and high performing Chief Financial Officer to join its growing team.*





# THE OPPORTUNITY

## *Chief Financial Officer*

*The Greater Asheville Regional Airport Authority is seeking a professional with strong financial acumen, strategic thinking abilities, collaborative decision-making and proven ability to manage complex financial operations.*

## Overview of Requirements

Under the general direction of the President & CEO, the Chief Financial Officer (CFO) directs the Finance and Accounting Department of the Greater Asheville Regional Airport Authority. The responsibilities include finance and accounting, purchasing and procurement, budgeting, debt management, investments, internal audits and capital planning. Responsible for the financial integrity of the department and the entire organization. Ensures that proper controls are in place and activities are in compliance with all applicable rules, regulations, policies and procedures.

## Responsibilities and Essential Functions

- Oversees all functions of the Finance and Accounting Department including payables, receivables, payroll and procurement functions, ensuring that established procedures are properly followed.
- Ensures the financial system is accurate, efficient and in accordance with professional accounting practices and government policies.
- Monitors changes in state and federal statutes, regulations, and rules that impact accounting standards and financial reporting requirements and implements modifications to comply with such changes.
- Develops and maintains internal audit control system.
- Coordinates external audit with professional services.
- Oversees development of operational and capital improvement budgets.
- Monitors expenditures to ensure compliance with approved budget.
- Monitors and administers all federal and state grant monies ensuring compliance with FAA and state requirements.
- Prepares monthly and annual financial statements as well as required accounting and budget reports, fiscal analyses and other financial reports.
- Prepares and implements annual operating rates and charges with airlines and tenants.
- Monitors cash flow to ensure adequate funds are available for expenditure needs and monitors invested funds to maximize financial return.



- Assists in preparation of annual and long-range departmental strategic financial plans and monitors progress toward goals and objectives.
- Manages bond funding and files required bond-related certifications and disclosures.
- Coordinates bond financing arrangements for Airport projects.
- Administers Passenger Facility Charge and Customer Facility Charge programs and ensures collection and compliance with the use of those funds.
- Collaborates with members of the management team to develop and execute objectives.
- Interprets financial performance information for management team and Authority Board.
- Provides financial information/updates to Authority Board.
- Performs other duties as assigned.

## Knowledge, Skills, and Abilities

- Extensive knowledge of business and public accounting principles.
- Solid working knowledge of fund accounting, GASB and GAAP.
- Ability to prepare and present written and oral reports to the Authority Board and large groups.
- Ability to communicate effectively, both in writing and orally, with internal and external business relationships including Board members, Authority employees, government officials, tenants and the general public.
- Develop and implement policies and procedures.
- Interact as necessary with Authority management, consultants, legal counsel, and representatives of local, state and federal agencies.
- Proficiency in the use of a personal computer is necessary, including skills in Microsoft Applications such as Excel, Word, PowerPoint and Outlook.
- Ability to provide administrative and professional leadership and direction to subordinate staff.
- Strong interpersonal skills and self-awareness.
- Detail-oriented and able to handle multiple projects simultaneously.
- Strategic and tactical thinker.
- Ability to foster customer service focus within department.

## Supervisory Responsibilities

- Recruits, interviews, hires and trains staff within the department.
- Manages staff in the Finance and Accounting Department.

## Education and Experience Requirements

- Bachelor's degree in Accounting, Finance, Business Management, or related field from an accredited college or university, with high academic knowledge in the fields of Accounting and Finance, required.
- Master's degree, in Accounting, Finance, Business Management, or related field from an accredited college or university, with high academic knowledge in the fields of Accounting and Finance, preferred.
- 5-7 years' work experience practicing advance accounting skills, with at least 3 years in a supervisory capacity.
- Two or more years of experience in airport and or governmental environment preferred.
- Experience with airport financial requirements, including airline rates and charges, FAA Airport Improvement grant assurances, FAA Airport Revenue Use Policy, Passenger Facility Charge Program regulations and requirements, federal aviation laws and SEC rules and regulations for airport debt, a plus.
- Certified Public Accountant (CPA) certification preferred.
- Proficiency using Tyler Technologies/New World ERP software, a plus.



## SALARY

The Authority's benefits are excellent, and **salary is commensurate with experience with a recruitment salary between \$170,000 and \$197,500.**

Benefits include health, dental, vision, life insurance, long and short-term disability, accident and critical illness insurance. AVL employees are also members of the State pension plan and are required to contribute 6% to the North Carolina Retirement System. This position is eligible for 12 paid holidays, vacation leave, sick leave, and professional leave. Additional benefits 401(k) contribution of 5% by AVL, cell phone allowance, vehicle allowance, and longevity bonus.

## TO APPLY

To apply for this opportunity, please submit a cover letter, resume, five-year salary history, and a list of three professional references in one PDF document to Lisa Belt of Steven Baldwin Associates, at:

[lbelt@baldwinllc.com](mailto:lbelt@baldwinllc.com) with "CFO Search" in the subject line.

In your cover letter, please specifically address your experience and accomplishments in the areas noted in the "Responsibilities & Essential Functions" section above.

**Deadline for applications is 5:00 pm April 18, 2025.**

*NOTE: The Greater Asheville Regional Airport Authority is an equal opportunity employer and does not discriminate based on race, religion, color, national origin, sex, sexual orientation, gender identity, veteran, or disability status. The Greater Asheville Regional Airport Authority reserves the right to not fill the position. Nothing in this announcement guarantees employment.*





# LOCATION

Strategically located off of Interstate 26 in Fletcher, NC, the Asheville Regional Airport is an essential transportation center and gateway for Western North Carolina. The airport is located approximately 15 miles south of downtown Asheville and 12 miles north of downtown Hendersonville. As the primary commercial service airport in the region, AVL's service area extends beyond Asheville and into all parts of Western North Carolina and portions of northern South Carolina. In addition to connecting Western North Carolina to the global transportation network, the airport plays a significant role in the nation's air transportation system.



# THE AIRPORT

The **Greater Asheville Regional Airport Authority** leaders are committed to serving the Greater Asheville area and recognize the value of operating at a high standard, which entails raising the bar and establishing strategic initiatives that will support its success well into the future.

AVL has established the following vision, mission and core values which define who they aspire to be and how they will serve their customers and the region.

**Mission** *"To champion exceptional experiences and economic vitality"*

**Vision** *"To be an authentic and convenient gateway for business and adventure"*

## Core Values

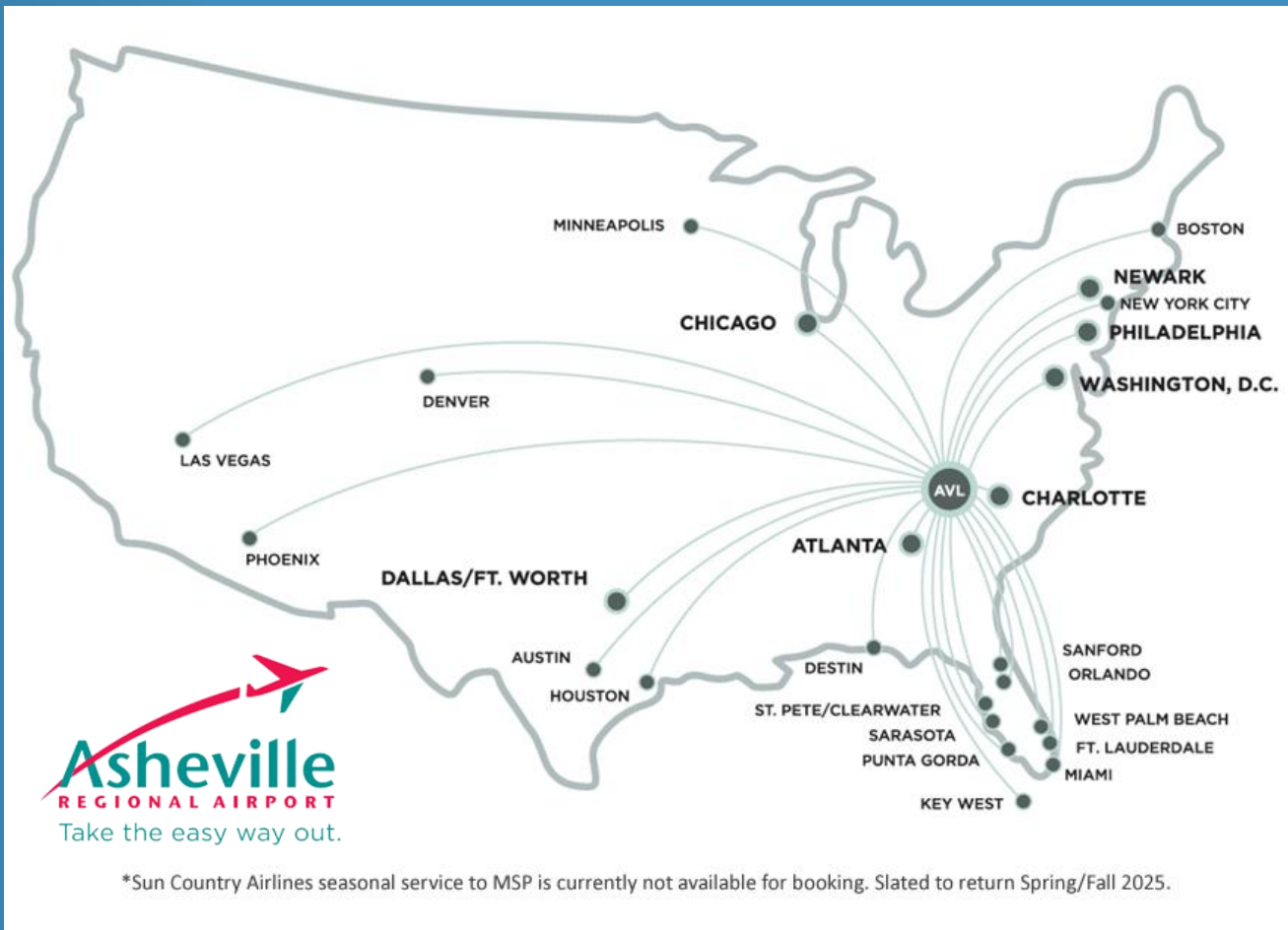
Forward  
Integrity  
Empathy  
Welcome

To achieve their vision and mission, AVL is committed to focusing on the following initiatives and strategic objectives:

- Optimize the Customer Experience
- Reinvent the AVL Organization
- Deliver safe and effective operations
- Achieve and maintain financial stability

AVL's footprint expands over 1,000 acres, with an 8,001 foot-long-runway, and 21 taxiways. Land is utilized for both aviation and non-aviation development and is available to lease for hanger construction, aircraft maintenance facilities, and other commercial aviation uses. Land is also available for non-aviation commercial development in the rapidly growing area of Airport Road (NC 280). In addition, airport terminal space is available for appropriate commercial operators.





AVL is the **third largest airport in North Carolina** and is served by six airlines that provide nonstop service to 27 unique airport destinations while serving over 2 million passengers annually. The airlines represented include **Allegiant, American, Delta, JetBlue, Sun Country, and United**. Destinations include major domestic hubs such as Atlanta, Boston, Charlotte, Dallas/Ft. Worth, Houston, Austin, Washington D.C., New York–LaGuardia, Newark, Denver, Chicago, Philadelphia, Minneapolis, Las Vegas, Phoenix, Sanford, Fort Lauderdale, Orlando, Miami, West Palm Beach, Destin, Tampa/St. Petersburg, Sarasota, Punta Gorda, and Key West.

## AIRPORT CULTURE

The **Asheville Regional Airport** values its employees' strengths and abilities, ethical behavior, creativity, innovation, and sound judgment. They commit to providing employees with rewarding work and a positive work environment based on trust, respect for each other, and open communication. The airport invests in its community and reaches common goals by building strong relationships.

AVL's Core Values express how they conduct day-to-day business and provide a consistent set of expectations for all who work at the airport.

FORWARD

INTEGRITY

EMPATHY

WELCOME



## AIRPORT ADMINISTRATION

Led by President & CEO, Lew Bleiweis, A.A.E., the airport's administration is responsible for managing the day-to-day operations of the Asheville Regional Airport as well as long-term planning. Financial decisions balance the interests of all and help drive the region's economy. The Authority seeks creative and innovative solutions and conducts business in an honest, fair, and respectful manner, and consistently displays the highest moral and ethical standards. Innovative and collaborative, the Authority challenges itself to be the best while ensuring accountability to itself and its employees.

Mr. Bleiweis is a previous Chair of the Airports Council International North America (ACI-NA) and has served as Chair of the ACI-NA U.S. Policy Board, a member of ACI World Governing Board, a Member of the Board of Directors for American Association of Airport Executives (AAAE), and President of the Southeast Chapter AAAE. Lew is an Accredited Airport Executive (A.A.E.) by the American Association of Airport Executives, and he received his Bachelor of Science degree in Aviation Business Administration/Airport Management from Embry-Riddle Aeronautical University.



## THE GREATER ASHEVILLE REGIONAL AIRPORT AUTHORITY

The Greater Asheville Regional Airport Authority (GARAA) is a political subdivision of the State of North Carolina and an independent airport authority. The Authority is governed by a seven-member Board consisting of representatives appointed by the Asheville City Council, Buncombe County Commission, Henderson County Commission, and one regional at-large position appointed by the six board members.







## THE COMMUNITY

**Asheville, North Carolina** is a beautiful city nestled in the Blue Ridge Mountains with a rich history, stunning architecture, and a vibrant community – which is why Asheville has long been known as the “Paris of the South”.

As the world knows, Asheville and the Western North Carolina region were affected by Hurricane Helene in the fall of 2024, with several areas in the region experiencing significant impact. Most of the affected areas were in more rural areas in the greater region. The amazing news is that Asheville and WNC are a vibrant, authentic and mesmerizing region filled with determined and resourceful people. A visit to downtown Asheville today is much like it was before the hurricane – hotels, restaurants, breweries, music venues, art galleries and more are open and busy. WNC, which welcomes 12 million annual visitors, is as alluring as ever – and possibly even more so – because of the added layer of heart and grit now palpable to all who arrive.

Asheville continues to boast a small-town feel while offering all the amenities of big-city life, from jobs to cultural opportunities. The city offers residents beautiful historic homes, art deco buildings, miles of mountain biking and hiking trails to a booming culinary and craft beer scene that has attracted national attention.

There is a strong sense of community in Asheville and with under 100,000 residents, getting to know your neighbors and enjoying some warm Southern hospitality is easy. If you desire living in a place with warm summer nights, mild winters, and pleasant weather throughout the spring and fall, Asheville is calling your name. The region’s temperate climate allows you to get outside and enjoy the scenery year-round, making it easy to live an active lifestyle.

Asheville’s economy and job market are strong, with stable unemployment numbers. The city’s proximity to the Blue Ridge Mountains means that the tourism and hospitality industries provide employment year-round, with an influx of seasonal jobs. Other major employers in the area including The Mission Health System, Buncombe County Public Schools, Eaton Corporation, Ingles Markets, Pratt & Whitney, GE Aviation and the University of North Carolina Asheville keep the economy humming.

The historic Biltmore Estate is one of Asheville’s most recognizable landmarks. History buffs can explore the gorgeous grounds and 250 rooms of George Vanderbilt’s lovingly preserved home. This more-than 178,900 square-foot mansion comprises examples of Gilded Age Art and architecture. Other landmarks include the Basilica of Saint Lawrence and The Thomas Wolfe Memorial.

**Come home to a community of friends and family.** Live where residents care about each other and the environment. Asheville, North Carolina is where culture flourishes and opportunity grows, where work/life balance is built into its core beliefs, and where award-winning architecture and entertainment are always available.



*National search conducted by*



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ASSOCIATES

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