

SAVANNAHSM HILTON HEAD INTERNATIONAL

The Savannah/Hilton Head International Airport (Savannah, GA) invites applications for an Airport Engineer

Overview

The Savannah Airport Commission—the operator of the Savannah/Hilton Head International Airport (SAV) in Savannah, Georgia—invites applications for the position of **Airport Engineer**.

The Commission has selected Steven Baldwin Associates to conduct a confidential, national search for this position.

This is an exciting time to be at SAV which has seen record-setting growth over the past four years and has been named to several recent “best of” lists for U.S. airports and cities. Not only did the Airport receive the 2019 Hospitality Business of the Year Award from the Savannah Area Chamber of Commerce, SAV was named the **No. 4 Airport** in the United States according to the *Travel + Leisure’s* coveted **World’s Best Awards**. Savannah has been in the top five destinations of the 15-city list since 2016. Savannah was ranked above such popular vacation cities as New York City, Chicago, and Honolulu. SAV was also named **No. 2** of the **Top 10 Best Airports** by Condé Nast’s Reader’s Choice Awards for 2019 and also named one the **15 Best Airports** in the U.S. in a “Best in Travel 2018” feature in *Money* magazine. In addition to SAV’s accolades, Hilton Head Island was named **Best Island in the U.S.** by Condé Nast’s “Reader’s Choice Awards” for 2019. Hilton Head Island is a magical place, with one of the top 10 family beaches in the U.S., an array of world-class golf courses, and abundant natural beauty,

The year 2019 was one of notable growth and expansion, as well as praise and honors, for Savannah/Hilton Head International Airport. Throughout the year, a total of **3,021,077 passengers** passed through the Airport—making 2019 the fourth consecutive record-breaking year for passenger numbers at SAV. Passenger growth has consecutively increased as a result of increased air service, new seasonal offerings, and award-winning facilities and customer service. New flight destinations take advantage of Savannah’s and Hilton Head’s ever-increasing draw as a major tourist destination. Total enplanements grew 8% from 2018 to 2019, for an all-time record of total passengers.



The Airport has an operating budget of \$30 million for 2019 and employs approximately 210 people. With a slate of ambitious capital projects of renovation and expansion—including the announcement of five new non-stop flights—the Airport is well-positioned to withstand the impacts and challenges of 2020.

Into this dynamic, exciting environment, SAV is searching for an **Airport Engineer** to join our team.

The Position: Airport Engineer

- *Offering an exciting, collegial, and family-welcoming working environment, the Airport is seeking an experienced Airport Engineer who can assist in the administration of the Airport engineering department (including employee management and supervision, budget development, onboarding, and training) and who is motivated to shape the future of the Savannah/Hilton Head International Airport. SAV is seeking a professional engineer who shares a passion for providing a safe, secure, and efficient facility and for providing air service that promotes the economic development of the Airport and the region. This is an ideal opportunity for a highly motivated and results-oriented individual who possesses in-depth knowledge in the theories, principles, practices, and techniques related to civil, mechanical, and structural engineering; architecture; and capital project delivery and who will work toward the Airport's strategic vision.*

For more information on the opportunity and qualities desired in the candidate, as well as additional details about the Airport and the larger community, please see the information below.

The Opportunity

- **Overview Requirements & Qualifications.** The ideal candidate for the position of Airport Engineer will possess a minimum of eight years of experience within an airport environment or airport engineering consulting firm, including five years supervision of engineering, construction, design, and project management related duties. Must have knowledge of Part 139 airport certification. The candidate will have a four-year college degree in civil, environmental, or structural engineering or a related field. Candidate must be able to obtain their AOA "Green Stripe" certification and be well versed in FAA, GDOT, FHWA, and MTCD standards and FAA regulated grant application processes for PFC, CFC, and GDOT projects. AAEE accreditation is preferred; the Airport will support the candidate in the progress of obtaining certification. Candidate must also possess a professional engineer license or the ability to obtain Georgia certification within one year of employment.

Key Duties and Responsibilities

The **Airport Engineer** for the Savannah/Hilton Head International Airport reports to the Director of Engineering and will be assigned the following duties and responsibilities:

- **Position Summary:** Assists in the administration of the Airport Engineering Department, to include employee management and supervision, budget development, onboarding, training, and scheduling. The Airport Engineer assists in 1) supervising the construction of capital improvement projects and Airport facilities, 2) supervising construction contracts and property management, 3) the implementation and updating of the Airport Environmental program, and 4) supervising the development and execution of grant proposals.

Personnel Management

- Assists in the administration of the Airport Engineering Department's employees to ensure assignments are carried out properly.
- Provides guidance to engineering staff in order to maintain a safe, secure, and efficient facility and provide air service that promotes the economic development of the Airport and region.
- Engages passengers and tenants in a professional manner.
- Performs employee performance evaluations and notifies the Director of Engineering regarding any employee issues that require corrective action.

Functional Duties

- Oversees the construction of capital improvements including paving, storm drainage collection and removal, water supply and distribution, wastewater collection, and other structures and facilities.
- Prepares preliminary and final design, feasibility, and comparative cost studies, and preliminary cost estimates.
- Assists with development of the ACIP and coordination of applications to receive Federal grant funding of FAA projects.
- Confers with engineering staff and other principal staff members regarding engineering and maintenance matters.
- Reviews construction plans of tenants and lessors for compliance with the Airport Rules and Regulations and the City Building Code.
- Supervises changes and updating of Airport Layout Plan (ALP) and other engineering records, issuing drafting assignments. Supervises related survey tasks.
- Supervises updates of all maps, charts, and floor plans on a continuous basis, including HVAC, water, sanitary sewer, storm drainage, and electrical cable location.
- Updates SWPPP and SPCC plans (i.e., stormwater pollution prevention plans and spill prevention control and countermeasures plans).
- Coordinates building inspections with staff.

Additional Functional Duties

- Works cooperatively with FAA, ATCT, TSA, engineering consultants, Airport tenants, and airline management to maximize service to safeguard the traveling public.
- Develops efficient engineering methodologies to meet the changing dynamics of regulatory requirements.
- Provides appropriate specifications or adopts municipal, state, or Federal requirements for construction projects.

Administrative Duties

- Prepares lease plats.
- Coordinates with the Maintenance Department on building, water, paving and grading, and sewer system problems.
- Coordinates with Accounting and Properties to furnish information required for new and revised lease agreements.

- Administrates construction contracts; performs engineer inspections while work is in progress; approves progress payments; upon completion, makes final acceptance inspections.
- Monitors all construction activities on the Airport.
- Oversees maintenance of records of square footage of all Airport Commission buildings and the acreage or square footage of all real property, buildings, and areas under lease from the Airport Commission.
- Participates in DBE and Affirmative Action programs as appropriate within Engineering Department requirements imposed by local and FAA regulations.
- Assists with development of department budget to include estimates.

Traits and Distinguishing Characteristics

- **Leadership:** Develops and communicates vision for areas of responsibility. Supports mission values and culture of the organization while championing change and innovation.
- **Judgement:** Exercises ability to analyze issues before making decisions using sound judgement, weighing out the long- and short-term impact of decisions.
- **Planning and Execution:** Establishes high-priority objectives while creating measurable and attainable goals.
- **Communication:** Fosters open two-way communication with management, peers, co-workers, contractors and stakeholders to allow information to flow effectively throughout the department.

Additional Traits

- Knowledge of and demonstrated ability in application of civil and structural engineering principles and practices to specific design problems.
- Ability to plan, organize, and direct others in a professional and technical environment.
- Basic training in surveying to permit active performance as required in setting grades, clearance lines, benchmarks, etc.
- Ability to establish and maintain effective relationships with other professional senior management, as well as other governmental agencies and the general public.
- Knowledge and background in construction management.
- Basic knowledge of originating supervising and closing FAA and GA DOT projects.
- Ability to carry out and relay detailed oral and written instructions.
- Demonstrated ability to provide written/verbal solutions to problems.
- Ability to operate job-related equipment.
- Ability to work without direct supervision as assigned.

Physical Demands

The physical demands described here are representative of those that must be met to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to climb, crawl, bend, stoop, and stretch.
- Ability to read and comprehend plans.
- Ability to drive an electrical service vehicle.
- Ability to operate a two-way radio.

- Ability to operate work-related equipment.
- Ability to lift 35 lbs.
- A hearing ability to detect noises, sirens, and emergency or other radio transmissions is necessary along with vision ability of 20/20 with corrected lens.

Employee Expectations

Every employee of the Savannah Airport Commission plays a role in providing a safe, secure, and efficient facility and in providing air service that promotes the economic development of the Airport and the region. SAV employees maintain the public safety and security of the Airport as the top priority and ensure excellence in safety and Airport security. As necessary, the employee is required to respond, report, and remain engaged during Airport incidents and emergency situations including hurricane ride-outs. All employees are expected to work diligently to accomplish their tasks and duties in a first-class manner, offering the best customer service possible, treating tenants as customers, and remaining aware of surroundings at all times to keep safety at the forefront.

Airport Culture

The Airport is committed to professional development, training opportunities, and promoting from within. The Airport fosters a professional environment, with well-appointed and attractive physical office space. The cultural values are that, regardless of one's particular job and duties, all employees have a higher calling to put the Airport first—as the primary goal—focusing on safety, security, and excellent customer service.

Salary and Compensation

The Savannah Airport Commission benefits are excellent and include a 401(a) retirement program. A competitive compensation package is being offered, and **salary is commensurate with experience**. Benefits include: medical/dental/vision insurance and pharmacy coverage, as well as retirement contributions, holidays and PTO, yearly COLA and merit salary increases, and basic life insurance, among others. Further details will be outlined during the selection process. SAV is willing to provide relocation reimbursement assistance to the right candidate.

To Apply

To apply for this opportunity, please submit a cover letter, resume, and a list of three references in **one** recruitment PDF document to Lisa Belt of Steven Baldwin Associates, at lbelt@baldwinllc.com with "SAV Airport Engineer Search" in the subject line.

In your cover letter, please specifically address your experience and accomplishments in the areas noted in the Duties, Responsibilities, Characteristics, and Traits sections above.

- Only complete electronic submissions that follow the above guidelines will be considered.
- **The review of applications will begin immediately**, with the position remaining open until filled.

Selection timeframe: Ideally, the Commission's goal is to **make a selection as soon as possible** and then assist the chosen candidate to be **ready to start** by January 1, 2021 or sooner.

NOTE: The Savannah Airport Commission is an equal opportunity employer and does not discriminate on the basis of race, creed, color, national origin, or sex. The Commission reserves the right to not fill the position. Nothing in this announcement guarantees employment.

The Airport

Mission Statement

The mission of the Savannah Airport Commission is to provide leadership in aviation development necessary to provide a safe, secure, and functional Airport for the traveling public and SAV tenants. The Commission manages Airport facilities using a least-cost approach, while maintaining sufficient resources for future growth, in order to:

- Provide adequate and affordable air service,
- Promote economic development for the Airport, and
- Support regional economic development activities.

Culture Statement

In addition to its Mission Statement, the Airport has a Culture Statement to inspire employees to create the type of working environment conducive to producing excellence in everything team members do:

1. The airfield is the top priority.
2. We strive to do everything in a first-class manner.
3. We strive to offer the best customer service possible in everything we do.
4. We strive to treat our tenants like our customers.
5. We respect our employees and strive for employee development.
6. We strive to ensure excellence in safety and security.

The Airport and its staff work diligently to embody and enact these principles and to produce a world-class, award-winning facility with an ambitious plan for future development.

We are seeking a key team member in this position to assist us with that endeavor.



The “Savannah Square” area of the terminal, pre-security, at the award-winning Savannah/Hilton Head International Airport.

Master Plan and Capital Improvements

The Savannah/Hilton Head International Airport terminal building was constructed and opened for business in 1994, replacing the former terminal from the 1960s. In 2007, the terminal was expanded to a total of 15 gates, and a new four-level, covered parking deck accommodating an additional 2,000 cars was added. Recently, the terminal saw a major renovation with the completion of an impressive new baggage handling system costing over \$8 million and streamlining baggage operations through TSA checkpoints.

A number of exciting new projects are also underway for future development:

- **New Development.** The old airport terminal building, located on the opposite side of the airfield, was demolished in 2019 and plans for additional aviation development is being reviewed.
- **New Terminal Gates.** Plans are currently being designed to add four more new gates to the terminal concourse, bringing the total number of gates to 19.
- **New Emergency Communications Center.** The Airport is currently in the design phase for the addition of an emergency communications center that is expected to incorporate a partnership with both the City of Savannah and Chatham County for a consolidated Emergency Operations Center on Airport property.

- **New Cargo Operations Center.** The Airport's newly revised Master Plan includes the construction of a new Air Cargo operations center that will provide space for existing tenants such as Federal Express, DHL, and UPS, as well as other potential cargo operations.
- **New Taxiway and Development Properties.** A new taxiway and new aviation development properties have been proposed for creation in the Airport's southeast quadrant.
- **Terminal Expansion with New TSA Checkpoints.** As part of the terminal concourse expansion plan, a new TSA checkpoint area will be created in the terminal to maximize the flow of SAV's burgeoning passenger numbers and minimize wait times for security clearances to the gates.
- **New Air Cargo Apron.** The Air Cargo Apron will serve a new Air Cargo Building which is in pre-design phase.
- **Stormwater Drainage Improvements.** The Drainage project is a stormwater Master Plan project which will allow future development in the SE Quadrant.

These capital improvement and expansion projects represent a substantial commitment to the Airport's growth and its pivotal place in helping shape and support the area's robust and thriving business environment, and in bringing in increasing numbers of national and international tourists and travelers.

Expansion of Properties Portfolio

Savannah is the corporate home office of Gulfstream Aerospace Corporation, whose general headquarters are located immediately adjacent to Airport property. In addition, Gulfstream leases over 250 acres of Airport land with plans for further expansion, which is anticipated to add approximately 35 more acres of leased land. Gulfstream is the largest employer for Savannah and Chatham County, currently employing more than 10,000 people. In addition, two Fixed Base Operators (FBOs) currently operate at the Airport, namely, Signature Flight Support and Sheltair Aviation.

Location

Savannah/Hilton Head International Airport is located at Exit 104 of Interstate 95, the major East Coast north/south corridor that runs from Maine to Florida, and is approximately 20 minutes northwest of the City of Savannah. At this interchange, the Airport leases land to 15 major hotels, two convenience/gas station stores, four restaurants, and a public golf course. The Airport is located just east of Pooler, GA which is one of the fastest growing municipalities within the State of Georgia.

The Airport

The Commission

The Savannah Airport Commission is chartered by the State of Georgia as an Airport Commission and is a quasi-governmental organization tasked with operating the Savannah/Hilton Head International Airport. The Mayor and City Council appoint five Commissioners to serve on the Board in staggered terms of five years. The financial reporting entity of the Commission includes all activities related to the operation and maintenance of the Airport. The Airport prides itself in being financially self-sufficient as an independent enterprise fund.

The Commission employs over 200 employees and has its own Police Department. The divisions/departments associated with the Commission include Airport Operations, Airport Maintenance, Landside Operations, Marketing and Business Development, IT/Programs, and Engineering.

Airport Administration

The Airport is managed by an Executive Director and five Managing Directors, each of whom report directly to the Executive Director. The managing directors include: Director of Operations, Director of Engineering, Director of Marketing/Air Service Development, Director of Landside Facilities, and Director of Program Management and Information Systems. In addition, other Airport departments include Finance and Administration, Human Resources, Property/Lease Management, Risk Management, and Public Safety.

General Info & Air Service

The Savannah/Hilton Head International Airport is the second largest commercial airport in Georgia, following the Hartsfield-Jackson Atlanta International Airport, which is the nation's busiest airport. At SAV, seven airlines serve over three million passengers per year traveling to more than 26 nonstop destinations on 35 daily and weekly departures. The airlines include the nation's top three carriers—American, Delta, and United—as well as Air Canada, Allegiant, Frontier, and JetBlue Airlines. Destinations include the nation's major hubs such as Atlanta, Dallas/Ft. Worth, Houston, Washington's DCA and IAD, New York City metro airports (La Guardia, JFK, and Newark), Philadelphia, Detroit, Boston, Chicago's O'Hare, Denver, Minneapolis, and Miami, as well as important smaller hubs (such as Baltimore, Cincinnati, Cleveland, Columbus, Indianapolis, Nashville, Pittsburgh, Louisville, Lexington, and Charlotte). There are also seasonal international routes to Toronto, Ontario in Canada.



The Airport has a proud and unique history: The Savannah Municipal Airport opened on September 20, 1929 with service to NYC and Miami via Eastern Air Express; in 1949, the Commission was first formed and the modern era of the Airport began. The Airport is situated about 20 miles northwest of historic downtown Savannah near Georgia's beautiful coastline, and near the South Carolina border. The Airport is about a 45-minute drive from the celebrated resorts of Hilton Head Island, which shares its name.

For more info about the Airport, visit the History and News pages of the Airport's website at www.SavannahAirport.com.

The Community: Living in Historic and Beautiful Savannah

Tourism is a major contributor to the economy of both Savannah, Georgia and the nearby coastal areas of South Carolina, including the world-famous resorts of Hilton Head Island, and for good reason: Savannah is one of the most beautiful cities in the U.S., and the charm of its friendly people, hip boutiques, eclectic restaurants, historic architecture, shade-covered parks, and beautiful coastlines only serve to increase the spell that has captured the heart of many a visitor. In addition to its scores of

attractions, the City of Savannah and the surrounding areas boast affordability and the low cost of living draws many to call Georgia home.



To learn more about this unique and charming city—and why it is such a fantastic place to live and work—please visit the websites VisitSavannah.com and Savannah.com.

“Savannah, Georgia is a charming Southern escape where art, period architecture, trendy boutiques, and ghost stories are all set under a veil of Spanish moss. Savannah is a place where cuisine comes straight from the coast and cocktails are served at every meal. Consistently named one of the ‘world’s friendliest cities’ by Condé Nast Traveler readers, this coastal town has a well-deserved world-class reputation for hospitality and grace.”

— VisitSavannah.com



Executive search services provided by Steven Baldwin Associates, LLC.

For further info, contact:

Lisa Belt, Senior Associate and HR Services Director

email: lbelt@baldwinllc.com

mobile phone: (517) 526-3009

web: <http://www.BaldwinLLC.com>