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## OPPORTUNITY PROFILE

**Grande Prairie Airport Commission**

**Chief Executive Officer**



# Grande Prairie Airport Commission

Grande Prairie Airport is the primary gateway to the Alberta and British Columbia Peace Region. With daily direct flights to Edmonton and Calgary, we offer one-stop connections to the rest of the world.

Maintaining a friendly and comfortable atmosphere, Grande Prairie Airport has many of the conveniences and amenities of larger airports. Check in to your flight early and enjoy breakfast, lunch or dinner at the Viewpoint Restaurant and Lounge on the second floor.

## Mandate

The role of the Commission is to manage and operate the Grande Prairie Airport in a safe, secure and efficient manner while promoting and developing the Airport services to maximize revenue generation and thus ensuring the commercial viability of the Airport in support of the overall economic development of Grande Prairie.

The Commission's responsibilities consist of setting policy, reviewing and approving operating and capital budgets and reviewing the performance of the Airport Manager. The Commission makes its own decisions; however, the mandate requires it to report to City Council for information purposes on a regular schedule to be determined.

## About the City of Grande Prairie

Grande Prairie is located in the heart of northwestern Alberta's Peace Region and is the largest urban centre north of Edmonton. The city's latest municipal census recorded a population of 70,385, with a median age of 35.3 – younger than the provincial average and reflective of a strong presence of working families and youth. This growing population represents a sustained upward trend, averaging approximately 3% annual growth since 2021, underscoring Grande Prairie's strong appeal and expanding economic and lifestyle opportunities.

Grande Prairie serves as a young and diverse community, with 13% of residents identifying as immigrants, 16% as visible minorities, and 12% as Indigenous. Residents representing 67 cultural and ethnic backgrounds contribute to a dynamic, welcoming, and vibrant urban environment. As the region's commercial and service hub, Grande Prairie anchors a primary trade area of more than 106,000 people, supporting significant regional economic activity and service accessibility across broader Peace Region.

The city strikes a unique balance between the connectivity of a mid-sized centre and the amenities of a larger urban community-often described as "urban without urban grind." Families and residents enjoy access to





extensive parks and trails, state-of-the-art recreation facilities, and a thriving arts and culture community. Cultural expression is showcased in signature venues such as the Art Gallery of Grande Prairie, Alberta's second-largest public art gallery, located within the Montrose Cultural Centre, as well as the Centre for Creative Arts and the Grande Prairie Live Theatre. These institutions, together with a wide range of cultural associations and community groups, anchor an increasingly diverse and engaged creative sector.

Grande Prairie's economic landscape is driven by a well-balanced blend of agriculture, forestry, energy, construction, and emerging industries, supported by strategic location advantages and strong transportation corridors. The city continues to evolve as a northern economic anchor with growing investment, strengthened Indigenous partnerships, and a rapidly expanding post-secondary ecosystem through Northwestern Polytechnic- including aviation, trades, and technology programs that directly support the region's future workforce need.

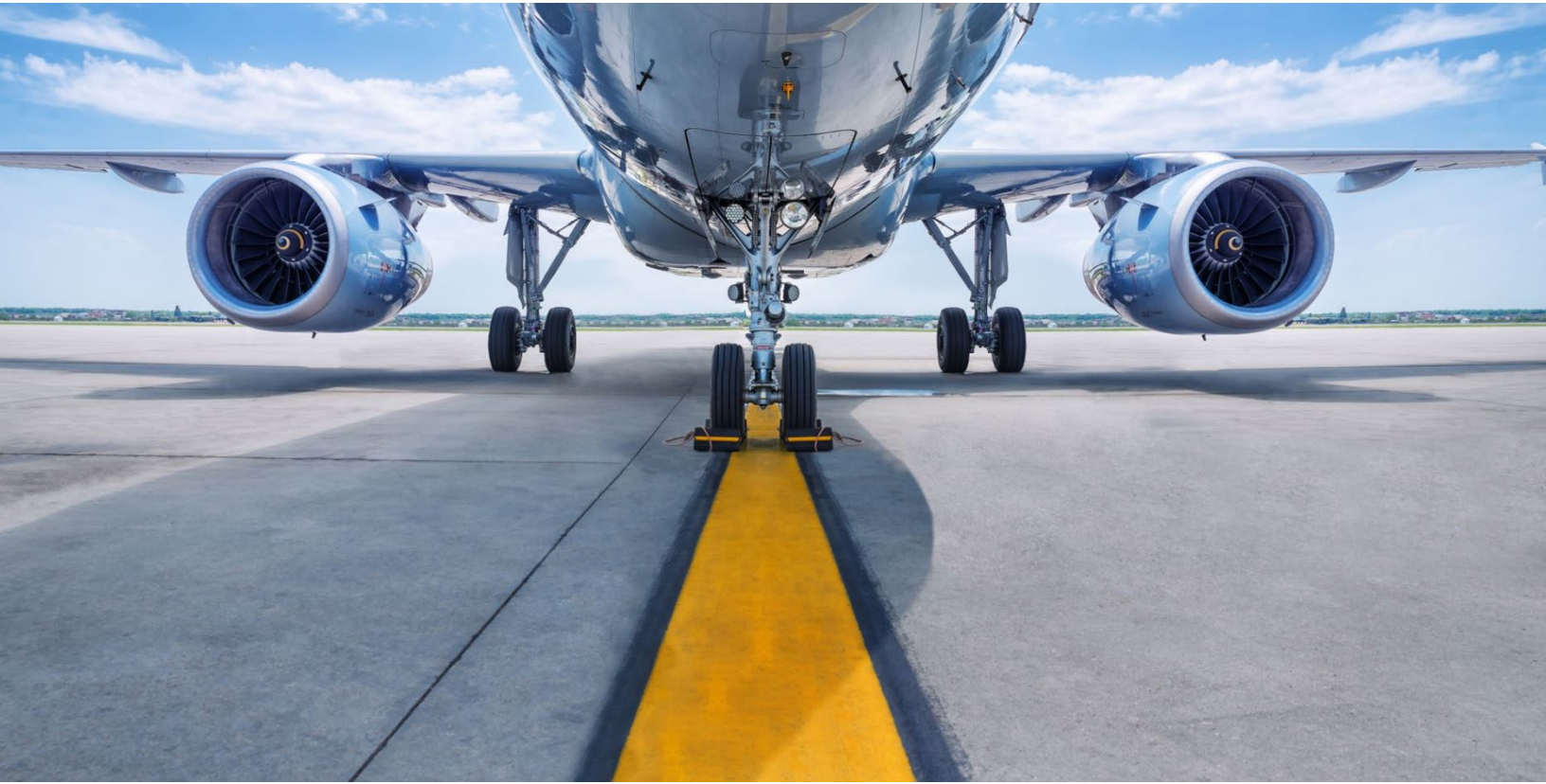
With one of Canada's youngest populations, a strong entrepreneurial spirit, and a regional economy experiencing steady diversification, Grande Prairie is well-positioned for sustained long-term growth. The Airport plays a central role in this momentum, serving as a gateway for resource industries, tourism, business travel, cargo, and an ever-growing urban population. The CEO will help shape the Airport's future as a regional hub, driving innovation, enhancing connectivity, and enabling the continued development of northern Alberta's economic engine.

To learn more about the City of Grande Prairie, visit: [cityofgp.com](https://cityofgp.com)

## The Opportunity

The Chief Executive Officer (CEO) plays a key role in shaping the future of the Grande Prairie Airport, ensuring it remains a vital transportation hub and economic driver for the entire region. Leading a team of three direct reports, the CEO is responsible for directing and managing the overall affairs and operations of the Grande Prairie Airport Commission (GPAC), subject to the governance of its board of directors and the owner.

The CEO effectively supports initiatives that strengthen regional connectivity, enhance operational efficiency, and unlock new economic opportunities through the Grande Prairie Airport. This includes a broader vision to



strengthen economic corridors by connecting communities and improving the movement of goods and people across the region.

The CEO leads all efforts to expand regional air service and logistics capacity, positioning Grande Prairies to play a more prominent role within a nationally significant transportation network. In addition, the CEO encourages the exploration and adoption of new and emerging technologies and processes to streamline, modernize, and improve GPA operations.

The GPA presents unique opportunities within a rapidly growing regional economy. The CEO will play a leadership role in advancing aviation-related economic development, supporting diversification across energy, agriculture, forestry, and emerging industries, while leveraging the Airport's land base for commercial development, innovation activity, and future aviation technologies.

## **Key Roles & Responsibilities**

### **Strategic Leadership**

- Champion the GPAC Vision, Mission, and Values in all decisions and initiatives.
- Provide executive leadership to ensure safe, efficient, and compliant airport operations.
- Set and enforce governance frameworks, operational policies, and performance standards.
- Drive a culture of safety and regulatory compliance in alignment with federal aviation requirements.

### **Accountable Executive**

- Serve as the designated Accountable Executive under Transport Canada regulations.
- Ensure the Safety Management System (SMS) is implemented, resourced, and effective.
- Promote a strong safety culture and uphold corporate safety policies across all operations.



## **Business Development**

- Lead strategic planning, including long-range and annual business plans, to position the airport for growth.
- Execute revenue-generation strategies and infrastructure development aligned with GPAC objectives.
- Expand air service offerings and pursue new business opportunities that strengthen regional connectivity.
- Build strategic partnerships with industry, government, and community stakeholders.
- Lead a data-driven air service development program focused on route retention, market analysis, partnerships with carriers, and support for regional economic sectors, including energy, tourism, trades, and health care.
- Advance infrastructure planning, airport master planning, and land development initiatives that position the Airport for long-term sustainability, commercial growth, and regional economic impact.

## **Accelerate the Passenger Experience**

- See continuous improvement year-over-year in the Passenger Experience Program as measured through the Airport Service Quality Benchmarking Program (ASQ) and Passenger Experience Survey scores.
- Improve the wait times for security screening, check-in, and baggage retrieval, as well as on-time flight departure performance.
- Deliver memorable and personalized passenger experiences, immersing them in local sights, sounds and flavours and delighting them with new travel and concession experiences.
- Build customer loyalty through sustaining and growing destination options, introducing incentive programs and ensuring timely resolution to passenger feedback.
- The passenger journey can be enhanced by weaving regional culture, Northern Alberta identity, and Indigenous partnerships into the terminal environment. By highlighting local businesses, creative talent, and distinctive northern experiences, the Airport can foster community pride and deliver a more meaningful and engaging experience for travellers.

## **Marketing & Communications**

- Develop and execute marketing and branding strategies to enhance the airport's profile and economic impact.
- Oversee market research, air service development, and promotional campaigns.
- Act as the primary spokesperson, fostering positive media relations and community engagement.

## **Financial Stewardship**

- Secure capital funding and manage long-term financial planning for infrastructure projects.
- Oversee budgeting, audits, and financial reporting to ensure transparency and fiscal responsibility.
- Maintain operational performance within approved financial parameters.





### **Human Capital Leadership**

- Cultivate a high-performance culture aligned with GPAC's strategic vision.
- Oversee talent acquisition, development, and performance management.
- Ensure compliance with HR policies while fostering engagement and accountability.
- Lead organizational modernization efforts, including succession planning, innovation adoption, change management, and building a culture focused on efficiency, accountability, and continuous improvement.

### **Governance & Board Support**

- Advise and support the GPAC Board on strategic priorities, policy development, and master planning.
- Prepare comprehensive reports on business performance, compliance, and strategic initiatives to inform decision-making.
- Ensure effective and ongoing communication with the owner (City) to support its strategic direction and planning.

## **The Person**

### **Qualifications & Education Requirements**

The ideal candidate will possess a solid academic foundation, supported by a degree in a related field, such as business administration, planning, engineering, aviation or an equivalent combination of education and experience. Graduate credentials are preferred.

The ideal candidate will have relevant executive leadership experience within a multi-faceted, regulated, complex governance and ownership structure. They will have demonstrated a track record of success in building relationships and cultivating partnerships that drive sustainable and positive economic growth for a region. Aviation experience is considered an asset.

The candidate will have experience leading capital and expansion projects that have supported the long-term growth of an organization. They will have had the opportunity to build and lead a high-performing executive team. In addition, the individual will have a strong appreciation of working with and reporting to a Board of Directors and elected officials.

### **Knowledge, Skills & Attributes**

**Strategic Leadership:** Brings a forward-thinking, visionary leadership style with the ability to set clear strategic priorities, inspire teams, and translate Board direction into measurable organizational outcomes. Able to lead through change, foster operational excellence, and align operations with regional economic development goals.

**Partner & Government Relations:** Builds strong, constructive relationships with municipal partners, airlines, tenants, local businesses, provincial and federal regulators, and community organizations. Skilled in advising



and presenting to elected officials and/or a Board of Directors, with the ability to communicate complex issues clearly and diplomatically.

**Regulatory Expertise:** Possesses a deep appreciation of leading in a heavily regulated industry. Understands regulatory oversight requirements and is adept at ensuring compliance in a highly regulated environment.

**Operational & Project Management:** Demonstrates the ability to oversee complex operations, manage risk, and deliver high-quality services to tenants, airlines, partners, and the travelling public. Experienced in leading capital projects, infrastructure upgrades, and other significant initiatives from planning through execution.

**Customer Experience & Service Excellence:** Committed to ensuring exceptional service standards across airport operations, creating a welcoming, efficient, and safe experience for passengers, airlines, and tenants. Builds a culture focused on continuous improvement, responsiveness, and user satisfaction, setting clear expectations for customer-facing performance.

**Financial & Business Acumen:** Exhibits strong financial literacy with experience in budgeting, forecasting, contract oversight, and revenue generation. Able to identify new business opportunities, strengthen airport competitiveness, and drive sustainable financial performance.

**People Leadership:** Experienced in managing and developing staff, creating a positive workplace culture, and supporting performance excellence across all levels. Able to build high-performing teams and foster an environment grounded in accountability, safety, collaboration, and respect.

**Communication & Public Representation:** A confident and credible spokesperson who communicates effectively with diverse audiences, including government, media, business partners, and the community. Comfortable navigating sensitive issues, public scrutiny, and high-profile situations with professionalism.

**Judgement, Political Acuity & Decision-Making:** Applies sound judgement in fast-moving, high-stakes environments. Demonstrates political acuity, strong decision-making skills, and the ability to balance operational realities, stakeholder expectations, and long-term strategic interests.

**Adaptability & Results Orientation:** Thrives in a dynamic environment where priorities evolve constantly. Demonstrates resilience, flexibility, and a strong commitment to safety, service excellence, and continuous improvement, ensuring the Airport remains competitive, innovative, and responsive to future needs.

## Compensation

A competitive compensation package, including an attractive base salary and excellent benefits, will be provided. Further details will be discussed in a personal interview.



## Express Your Enthusiasm

*Leaders International values diversity, equity, and inclusion in all aspects of our operations. Candidates are invited to contact us directly with any accommodation requests.*

To apply, please email your cover letter and resume (PDF or Word document only—preferably as one document) to **Ardyce Kouri or Jessica Park** at [apply@leadersinternational.com](mailto:apply@leadersinternational.com), indicating the job title in the subject line.

**Leaders International Executive Search**    [www.leadersinternational.com](http://www.leadersinternational.com)