



Sanford, FL

Invites applications for

***Vice President of Finance and
Chief Financial Officer***



STEVEN BALDWIN
ASSOCIATES
Airport Management Consultants

OVERVIEW

The Sanford Airport Authority (Authority), owner and operator of the Orlando Sanford International Airport (SFB), invites applications for the position of **Vice President of Finance and Chief Financial Officer**. Steven Baldwin Associates is conducting a national search for this position on behalf of the Orlando Sanford International Airport.

Orlando Sanford International Airport (SFB) is a commercial, public use airport located 18 miles from downtown Orlando and is a key economic driver for the region, driving job creation, attracting tourism, and supporting a wide array of businesses. The airport supports thousands of jobs across various sectors such as airline operations, airport services, logistics, and hospitality. SFB employs approximately 255 personnel. The airport covers 3,000 acres and has four runways with the main runway reaching over 11,000 feet.

SFB serves a mix of personal, leisure, and business-related domestic and international travelers. Passenger service is provided by Allegiant Air to over 60 destinations and connecting airports across the country. In 2024 the airport provided service to 2.87 million passengers and is steadily regaining pre-pandemic service levels of 3.29 million passengers.

SFB also serves general aviation operators and is the home of the L3 Harris Airline academy who provides flight training for prospective regional airline and international pilots. In addition, the Seminole County Sheriff's Office has a hangar and support facility for aviation elements of the agency's Special Operations Division.

The Authority recently underwent an organizational realignment with the vision to improve Airport operations, increase the customer experience and enhanced amenities. This change began with re-envisioning the full operation of the airport under the Authority and has included countless other improvements to the general business operations, corporate culture, staffing levels, and a focus on employees and compassionate leadership.

In 2024, the airport secured a \$13 million loan to improve on key infrastructure projects to enhance operations. Plans include an extension to runway 9L/27R as well as a rehabilitation of the terminal ramp, with both planned for completion in late 2026. The plan also includes expansions to parking lots, which would see 1,000 additional spaces. This is an exciting time to join this progressive Airport.



THE OPPORTUNITY:

Vice President of Finance & CFO



The Orlando Sanford International Airport is seeking a professional with strong financial acumen, strategic thinking abilities, collaborative decision-making and proven ability to manage complex financial operations. SFB offers a growing, interconnected, relaxed and welcoming environment, and is pursuing a creative and resourceful professional who will lead and mentor staff.

Overview of Requirements

Under the general direction of the President and CEO, the Vice President of Finance and CFO directs the finance and accounting department of the Orlando Sanford International Airport. The Authority is seeking a candidate with an entrepreneurial spirit to maximize Airport revenue and enhance the customer experience strategically and collaboratively. This position is responsible for the planning, implementation, managing and directing the Sanford Airport Authority's financial activities, including business planning, budgeting, forecasting, and negotiations, obtaining and maintaining investor relations, securing and managing funding instruments from private and government entities, ensuring the Sanford Airport Authority develops and maintains a fiscally responsible posture to meet its short- and long-term obligations. Ensure that the organization's fiscal matters comply with all related local, federal and state regulations and partnership compliance.

Professional Attributes

The Vice President of Finance and CFO is expected to embody the attributes of principled leadership which includes integrity, ethics, commitment, honesty, involvement and vision. The successful candidate will support a participative and inclusive management style, possess strong emotional intelligence, displays enthusiasm toward work, team and community, and is capable and flexible in succeeding in a dynamic work environment.

This vibrant Airport is seeking an entrepreneurial, collaborative, and strategic-minded Vice President of Finance and CFO to join its team.

KEY DUTIES AND RESPONSIBILITIES

The Vice President of Finance and Chief Financial Officer for the Orlando Sanford International Airport reports to the President & CEO and will be responsible for the following duties:

Essential Duties and Responsibilities

- Participate as a key member of the Executive Leadership Team, in collaboration with and under the President & CEO's direction, to establish overall Airport vision, policy, practices, and standards.
- Recommend and adopt business operating strategy and goals, capital planning, organizational budget development, and related policies and procedures. Determine the fiscal action to be taken on areas of significant importance.
- Present recurring financial updates to internal/external stakeholders at public meetings detailing the Authority's performance and variance analysis.
- Develop and implement the policies and procedures for the accounting team to process documentation and post revenue and expenses and generate a variety of financial reports compliant with GAAP, GASB, and other governing conventions and regulations, including FDOT and FAA.
- Direct and coordinate financial reporting activities for the Authority to include internal/external financial statements, interim/fiscal year-end audit engagements, and Federal/State financial reporting compliance with funding agencies along with appropriate internal controls.
- Manage all aspects of cash flow forecasting and the management of the Authority's investment program in efforts to generate additional non-operating revenue while also mitigating risk.
- Manage the development and procurement of organizational contracts and grant budgets.
- Manage the development and use of analytical and financial reporting tools to communicate the organization's actual and project financial performance.
- Prepare, review and present financial results and reports. Analyze, annotate, and finalize for use in executive decision-making.
- Establish procedures for credit and collections, procurement, payables, and general ledger maintenance. Manage transactions and reconciliation of multiple bank accounts associated with Airport business and projects.
- Maintain separation of funds based on sourcing, purpose, cash flow, treasury management, and accounting standards.
- Review and perform analysis of budgets, financial trends, historical data, and forecasts to inform key business decisions and improve management of working capital.
- Develop forecasts to ensure adequate project funding and available working capital needed to meet the Airport's obligations.
- Maintain inventories and general ledger accounting for the Airport's fixed assets.
- Collaborate with the executive team on emergency management responsibilities specifically related to cost recovery and documentation of reimbursable expenses in efforts to obtain disaster recovery.
- Stay informed of leading technologies related to ERP and accounting software to ensure the Authority maintains position. Spearhead any financial software upgrade, development and implementation initiatives.
- Collaborate with bankers, attorneys, and financial advisors to secure advantageous funding for capital projects.
- Manage all grant funding in compliance with related regulations, including all related reports and audits.
- Evaluate performance and provide counseling, cross-training, and coaching to employees to maintain harmonious team/employer relations.

Other Duties

- Perform or assist with any operations and maintain workflow and meet schedules and quality requirements.
- Participate in meetings and workgroups to integrate activities, communicate issues, obtain approvals, resolve problems, and maintain a specified level of knowledge regarding new developments, requirements, and policies.
- Perform other related duties as assigned.

Education and Experience

- Bachelor's degree in finance or accounting required.
- 5 years' minimum work experience as a CFO or equivalent, 10+ years total accounting or finance experience.
- Airport/Aviation/Governmental Finance Experience Required.
- CPA preferred.

Other Requirements

- Outstanding knowledge and understanding of GAAP.
- Background coordinating with vendor to manage accounting software (Microsoft Dynamics NAV).
- Sound technology skills.
- Strong communication and presentation skills.
- Demonstrated leadership ability, confidence, and executive presence.
- Excellent analytical, reasoning, and problem-solving skills.
- Significant experience working with external auditors, internal controls, and compliance-related issues.
- Experience with Federal Aviation Administration, AIP and PFC program administration and oversight.
- Strong interpersonal skills and self-awareness.
- Maintain flexibility to adapt priorities based on changing business needs.

SALARY

The Authority's benefits are excellent, and salary is commensurate with experience.

SFB benefits include medical, dental, vision and life insurance. SFB employees are also members of the [Florida State Retirement](#), and this position is classified as Senior Management Service Class (SMSC) with the FRS. This position comes with 13 paid holidays, 4 weeks of vacation leave, 1 week of sick leave, 3 days of Floating PTO, annual FSA & HSA options, 457 plan, Roth IRA, paid medical, dental, LTD, Life Insurance, and much more. A relocation benefit is available to the selected candidate.

TO APPLY

To apply for this opportunity, please submit a cover letter, resume, and complete the online application at the link [HERE](#).

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

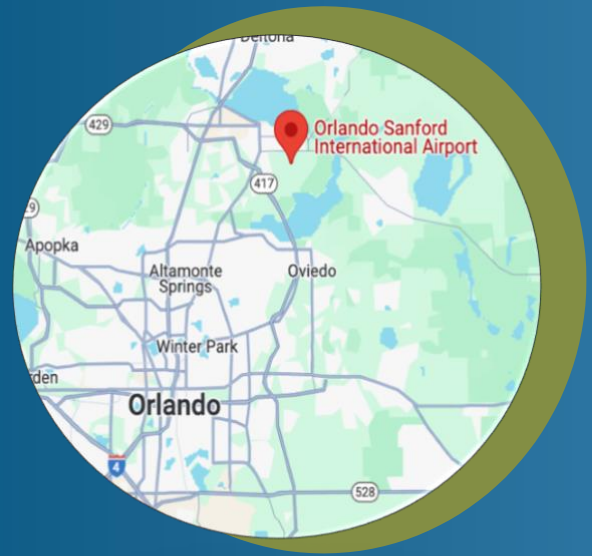
Accepting applications through 5:00 PM EST, August 29, 2025. Continuous applicant review.

Questions regarding the opportunity should be emailed to info@baldwinllc.com with VP of Finance & CFO in the subject line.

NOTE: The Sanford Airport Authority and the Orlando Sanford International Airport 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 and complies with all the applicable federal, state and local fair employment practice laws. The Airport reserves the right to not fill the position. Nothing in this announcement guarantees employment.

LOCATION

Nestled in the heart of Central Florida, the Sanford region is a captivating area that seamlessly blends historical charm, natural beauty, and modern conveniences. The region is part of the Orlando-Kissimmee– Sanford Metropolitan Statistical Area. Located on the southern shore of Lake Monroe and along the St. Johns River, Sanford serves as the county seat of Seminole County, which is home to a population of over 489,000. Just 20 miles northeast of Orlando, Sanford's prime location offers easy access to the Greater Orlando area, making it a vibrant hub with a welcoming small-town atmosphere.



THE AIRPORT'S MISSION, VISION, VALUES

It is the **MISSION** of the Sanford Airport Authority to operate, maintain, improve, expand and professionally manage the Orlando Sanford International Airport for the convenience and benefit of the air traveling public and economic development of the Central Florida community. In furtherance of this mission, the Authority seeks both aviation and non-aviation business and industry to utilize the land, services and facilities located at the airport, and manages the airport resources in a prudent, lawful, community-conscious and fiscally responsible manner. SFB'S leadership team is passionate about guiding the Orlando Sanford International Airport into a new era of modernization, efficiency, and opportunity.

VISION: The Orlando Sanford International Airport will be a global gateway, a dynamic hub of commerce, and a catalyst for innovation.

CORE VALUES

(How we Behave)

We are Resourceful

We find creative solutions to challenges and make the most of available resources.

We think outside the box and seek innovative ways to improve our work.

We are Adaptable

We are open to change and can adjust our approach as needed.

We embrace new ideas and technologies to stay ahead of the curve.

We are Ambassadors

We represent SFB with pride and professionalism.

We build positive relationships with our customers, business partners and each other.

We are United

We work together as a team to achieve our goals.

We support and encourage each other, fostering a positive and collaborative work environment.

We make a Difference

We strive to have a positive impact on our airport, our community and the world.

We are committed to excellence.

SFB ROUTE MAP



Passenger service is provided by Allegiant Air and Sun Country Airlines to over 60 destinations and connecting airports across the country. SFB serves over 2.87 million passengers each year and the Airport has a \$3.5 billion economic impact on Florida's economy.

AIRPORT CULTURE

The Airport values its employee's skills and abilities, ethical behavior, diversity, creativity, innovation and sound judgment. They commit to providing employees with rewarding work, opportunities for professional growth, and an appreciative 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. They challenge themselves to be the best at what they do and celebrate their staff's achievements.

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



AIRPORT ADMINISTRATION

Led by President & CEO, Nicole Martz, Esq., AICP., The Airport's administration is responsible for managing the operations, business and growth activities of the Orlando Sanford International 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.



BOARD OF DIRECTORS

The Sanford Airport Authority (SAA) was established in 1969 by the City of Sanford. It's Board of Directors consists of nine members who are appointed by the Sanford City Commission. The President/Chief Executive Officer (CEO) of the Orlando Sanford International Airport (SFB) is appointed by and reports to the Board of Directors and manages a team of approximately 255 employees.



Clyde H. Robertson, Jr.
Chairman of the Board



Kenneth Bentley
Vice Chairman



Charles W. Gregg, Sr.
Secretary / Treasurer



Jennifer T. Dane, Esq.
Board Director



Benny Crosby
Board Director



Frank S. Ioppolo, Jr. Esq.
Board Director



William R. Miller
Board Director



Stephen P. Smith
Board Director



Richard Sweat
Board Director



THE COMMUNITY

Sanford, Florida, is a great place to live, work, and raise a family. Nestled in the heart of Central Florida, the Sanford region is a captivating area that seamlessly blends historical charm, natural beauty, and modern conveniences. The city offers a variety of activities and attractions for residents and visitors alike. The city of Sanford is the county seat of Seminole County and is in Central Florida. Sanford is a growing city with a population of over 65,000 residents. It is known as the “Historic Waterfront Gateway City” and sits on the southern shore of Lake Monroe, providing a waterfront backdrop for walking, jogging or just enjoying the natural beauty. It is in close proximity to Interstate 4 and State Road 417, halfway between the attractions of Orlando and the beaches.

Sanford, one of Central Florida’s oldest incorporated cities is well-known for its brick lined streets, towering oaks, elegant storefronts and large, nineteenth-century Victorian homes. Picturesque First Street, the center of downtown Sanford, is a vibrant, enticing destination. The historic downtown showcases many unique shops, restaurants, art galleries, an historic theater and a burgeoning micro-brewery and craft cocktail scene. Events, such as the Saturday morning Farmers Market, theatrical productions at the Wayne Densch Performing Arts Center, and the monthly Alive After 5 street parties attract visitors from all over the Central Florida region.

The riverwalk, with its gazebos and swinging benches, has several miles of pedestrian walking paths. Along the way, you can visit Veterans Memorial Park, Marina Island, Ft. Mellon Park, the Sanford Museum, or dock your boat at the free marina day slips and have a great time in downtown. The booming retail activity just west of downtown includes one of the largest malls in Central Florida, The Seminole Towne Center, as well as numerous retail enclaves surrounding it. One of the area’s largest congregations of auto and motorcycle dealers is located in this vicinity, as well.

Restaurants, movie theatres, bookstores and other service facilities are readily available “close to home.” Marinas at the Port of Sanford, at the Osteen Bridge and in Downtown offer boaters of every level ready access to Lake Monroe and the beautiful St. Johns River. Sanford is also becoming a true destination; we are home to the Orlando Sanford International Airport and Amtrak Autotrain.



National search conducted by



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