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CHIEF FINANCIAL OFFICER

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Open until filled

THE COMMUNITY

Ontario is a thriving, strategically located city in Southern California's Inland Empire, positioned along major transportation corridors with quick access to Los Angeles, Orange County, and nearby mountain and desert regions. With more than 180,000 residents, it offers a blend of suburban comfort and metropolitan opportunity supported by a strong economy in logistics, advanced manufacturing, retail, and the continued growth of Ontario International Airport, one of the fastest growing airports in the nation.

A desirable place to live and work, Ontario is known for its affordability, high-quality neighborhoods, excellent schools, expansive parks, cultural amenities, world class entertainment venues such as the ONT Field (home to the Los Angeles Dodgers' Single-A affiliate), Toyota Arena, Ontario Sports Empire, and premier shopping at Ontario Mills and Victoria Gardens. Its central location places beaches, mountains, and desert destinations all within easy reach, giving residents access to a wide range of outdoor and recreational activities.

ABOUT OIAA

The Ontario International Airport Authority (OIAA), headquartered in Ontario, California, is a Joint Powers Authority (JPA) established in 2012 by the City of Ontario and the County of San Bernardino to restore local control of Ontario International Airport (ONT) and advance the region's mobility, economic, and long-term aviation priorities. OIAA assumed full operational authority in 2016, positioning ONT as the Inland Empire's global gateway and one of the fastest-growing commercial airports in the United States. Today, the Authority oversees a 2,000-acre airport that supports growing passenger, cargo, and international service activity across a modernizing airfield and terminal complex.

OIAA is governed by a five-member Board of Commissioners, with four members appointed by the City of Ontario and one appointed by the San Bernardino County Fourth District Supervisor. The Board sets policy direction and strategic priorities, and the Chief Executive Officer, appointed by the Board, leads the full range of the Authority's operations and management responsibilities. The Authority is supported by a multidisciplinary workforce of aviation, operations, public safety, maintenance, finance, planning, technology, and administrative professionals who manage 24-hour airport operations, regulatory compliance, airfield safety, terminal services, and customer experience. ONT's facilities include two parallel runways capable of accommodating the largest commercial aircraft, two passenger terminals, a Federal Inspection Station for international arrivals, extensive cargo infrastructure, and major capital programs that expand capacity and modernize the airport environment. With its financial stability and commitment to innovation, OIAA is a key contributor to regional, national, and international mobility and a catalyst for economic growth across Southern California and beyond.

WHY JOIN OIAA

At OIAA, you join an organization at a pivotal moment in its growth. Celebrating a decade of local control in 2026, the airport has experienced dramatic growth. Passenger volume has increased by nearly 70% to more than seven million annually. OIAA is advancing the future of aviation through major capital investments, including a new terminal, while strengthening the leadership and systems that will guide the airport into its next era. The organization is intentional about developing talent, empowering leaders, and creating an environment where high performing professionals can shape meaningful, lasting impact.

Grounded by OIAA's vision of *Travel. Transformation. Growth.* which emphasizes strategic thinking, inspiring travel for all, innovation and collaboration, our executives are trusted to lead with vision and expected to contribute to a workplace defined by excellence and shared purpose. Everyday decisions are driven by our mission to *boldly seize every opportunity to connect the Inland Empire to the world*. OIAA's commitment extends beyond airport operations through regional partnerships, workforce development, community engagement, and initiatives that strengthen ONT's position as the airport of choice for travel into and out of Southern California.

Joining OIAA means contributing to something larger than any one role.

THE IDEAL CANDIDATE

OIAA is seeking a Chief Financial Officer (CFO) who can think strategically, exercise sound financial judgement, and provide the leadership needed to advance OIAA's mission and core values. The ideal candidate combines strong financial and business acumen with the ability to earn and build trust, navigate complex issues, and strengthen relationships across the organization. This leader will listen well, collaborate easily, and elevate the Finance Division's role and impact across OIAA. The ideal candidate will also understand the Inland Empire/Southern California local market, including its communities and political environment, enabling effective engagement with regional partners and stakeholders.

OIAA is seeking a CFO that has the following five qualities:

1. Strategic Leadership and Vision

The successful candidate will be a respected financial executive who exercises sound judgment and anticipates future challenges and opportunities. They will align financial planning with the Board's long-term goals, including capital development and organizational growth. This leader will take time to understand the organization, build trust with colleagues, and guide the finance function with clarity and purpose.

2. Experience in Airport or Complex Public-Sector Finance

The strongest candidates will bring experience with airport financial operations including rates and charges, capital planning, and compliance with Federal and state aviation requirements. OIAA also values financial leaders who have managed complex financial operations in public-sector environments like special districts, utilities, or transportation agencies. This leader will steward public resources responsibly, manage complex budgets, and ensure compliance with federal, state, and local laws.

3. Collaborative Relationship Builder

OIAA seeks a CFO who builds productive, respectful relationships across the organization. This leader is an approachable leader, values diverse perspectives, and fosters a culture of partnership. They will work closely with the executive team, internal departments, airlines, and business partners to support shared goals and strengthen communication. This leader will elevate Finance as a responsive, service-oriented partner.

4. Exceptional Communicator and Trusted Advisor

The ideal candidate communicates complex financial information clearly and effectively. They are comfortable presenting to the Board, executive leadership, and external partners, and proactively share financial strategies, risks, and opportunities. Strong listening skills, openness to feedback, and the ability to articulate a clear financial vision will be essential to ensuring alignment across the organization.

5. People Developer and Culture Champion

OIAA is seeking a CFO who invests in people and the long-term health of the organization. This leader prioritizes staff development, succession planning, and team cohesion. They model OIAA's core values and reinforce the principles of humility, impact, and resiliency. The CFO will help build a Finance team that feels supported, empowered, and connected to OIAA's mission.

THE NEXT CFO'S FOCUS WILL BE

Enhancing Executive Team Alignment

The CFO will help reinforce strong, collaborative relationships within the executive leadership team by being an active listener, understanding organizational priorities, and contributing to a culture of trust and shared purpose.

Assessing the Organizational Landscape and Elevating the Finance Division

The CFO will evaluate the Finance division's structure, processes, and service orientation. A key priority will be enhancing Finance's role as a collaborative, customer-focused partner that supports departments with clarity, responsiveness, and strategic insight.

Modernizing Financial Systems and Enhancing Efficiency

The CFO will evaluate and modernize financial systems, processes, and reporting tools. They will identify opportunities to improve efficiency, enhance transparency, and support data-driven, decision-making. This includes ensuring that financial strategies align with OIAA's capital development plans and long-term growth.

Building Strategic Partnerships and Strenghening Stakeholder Confidence

The CFO will cultivate strong relationships with internal departments, airlines, business partners, and the Board. Clear communication and consistent follow-through will be essential to reinforcing confidence in OIAA's financial stewardship.

Advancing Long-Term Financial Planning and Capital Strategy

The CFO will shape OIAA's long-term financial strategy, including capital planning, debt management, and investment decisions. They will ensure financial resources support the airport's growth trajectory and major capital projects and modernization initiatives.

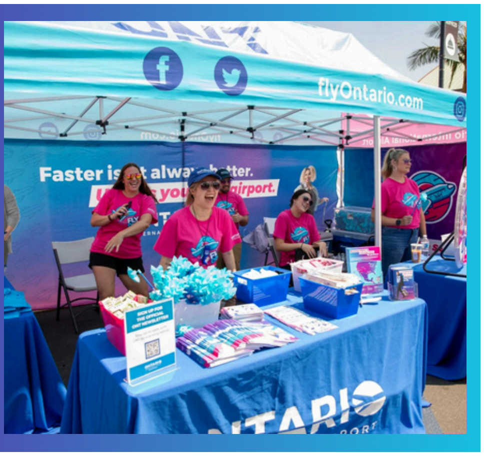
THE POSITION

Reporting directly to the Chief Executive Officer, the CFO is an essential part of the Executive Leadership Team, leading a multi-disciplinary team of financial professionals in the development and execution of OIAA's financial operations and strategies. The CFO provides highly responsible and complex financial and business decision guidance and is responsible for overseeing all financial matters pertaining to the achievement of financial objectives enabling OIAA to optimize its operating efficiency.

MINIMUM QUALIFICATIONS

Any combination of education, training, and experience that would likely provide the knowledge, skills, and abilities to successfully perform in the position.

- Ten (10) years of progressively responsible and recent professional financial management experience, preferably in the aviation industry, such as airports, airline or consulting, which includes experience involving budget, personnel management and interagency coordination. A minimum of three years of this experience must be at a supervisory level. Experience at a commercial airport and working with an appointed board or elected officials is highly desirable. Familiarity with and work experience in the Southern California region is a plus.
- A bachelor's degree from an accredited college or university with major course work in Accounting, Finance, Business Administration, Public Administration, or a related field. A master's degree is desirable.
- Certified Public Accountant License is preferred.



CORE RESPONSIBILITIES

- Executive financial leader for OIAA, responsible for creating and implementing strategic financial plans and determining available financial resources to support the ongoing success of the airport.
- Develop and oversee OIAA's annual operating budget and implement a plan to track and forecast monthly expenses and revenues.
- Develop and administer the airport's capital budget, supporting the Capital Improvement Program
- Establish and administer the overall financial activities of the airport, including cash management, treasury, and internal controls to ensure processes and procedures are in accordance with accounting standards, laws, and regulations and OIAA's Investment Policy.
- Oversee the annual audit of OIAA's financials, and periodic audits of OIAA's revenue generating agreements.
- Manage OIAA's overall financial interests, capital structure and debt/equity mix, ensuring financial metrics and targets are met.
- Manage the development and evaluation of short- and long-term financial goals, grant administration and financial reporting.
- Plan and manage OIAA's debt position, including the issuance of bonds, relying as appropriate on outside advisors and underwriters.
- Responsible for establishing the goals and objectives of the Finance Team consistent with OIAA's priorities and in support of OIAA's Strategic Plan
- Analyze OIAA's current and forecasted financial and operating performance; provide analysis, reports and interpretations clearly, concisely and accurately through oral and written communications to the CEO and Board of Commissioners
- Manage relationships with financial institutions, rating agencies, financial advisors, capital investors, federal program managers and other related stakeholders to maximize exposure and performance of OIAA's capital project financing needs.
- Leadership role in the development and issuance of financing structures to support OIAA's capital demands.
- Responsible for oversight of Federal Grants, Passenger Facility Charges (PFCs) and Customer Facility Charges (CFCs).
- Build, lead, and motivate the Finance and Accounting staff to assure that OIAA attracts and retains highly skilled professionals.
- Provide significant input into overall strategic, business, and financial plans.
- Identifies, prioritizes, and executes key initiatives in support of the OIAA's Strategic Plan, including "Invest in ONT", "Plan for the Future" and "Master the Basics".

This summary reflects core responsibilities. A complete job description can be provided upon request.

COMPENSATION & BENEFITS

Salary Range
$260,000 - $290,000

Retirement
Deferred Compensation Plan 401A contribution of 12% for executive management

Benefits Package
- Comprehensive medical, dental, and vision coverage with generous Authority contribution.
- Flexible Spending Accounts, Employee Assistance Program, Travel Assistance Services, Deferred Compensation Plan 457(B), Tuition Reimbursement.

Paid Time Off
Generous paid time off: Up to 272 hours of PTO (based on service), thirteen paid holidays.

This summary highlights key elements of OIAA's compensation and benefits package.

For more information, please contact
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To apply, please email a cover letter and resume to:
OIAA.CFOrecruitment@jacobgreenandassociates.com

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