

Aviation Executive Monthly

Frank Jay & Associates – Airline, Aviation and Aerospace Executive Search



Navigating The Corporate Environment, by Frank M. Jay

I was recently having a discussion with my daughter about her personal capabilities and the opportunities that they offer her.

This time around, I was explaining to her that the “corporate environment” is tough to navigate...that the “pitfalls” are many and not always visible. I said that it is a unique person who can “grow” their career and “keep” their values intact.

That statement made me think about the leaders, executives, managers and professionals in general that I have known and whether they appeared to me to have capably maintained their values while moving forward in their career.

After quite a bit of thought, I remembered one who, in my opinion, did so.

That individual rose through the ranks of one of the major airlines, proved himself in a professional position, was promoted through various managerial levels until he reached the executive level and he survived successfully until retirement. And he did it...in my opinion...while keeping his personal values completely intact. Anyone who has done so knows how hard and unique that is!

Business...be it in aviation or any other industry...is tough. You are forced to work hard, take your licks, learn to apologize, hold your tongue, and manage your ego in order to grow, advance and succeed. You often cannot do ONE of those things...let alone do any or all of them. You have to face success and failure and you have to acknowledge either of those situations to yourself...and often in front of others...in a healthy manner on many continual occasions. You have to sometimes take a beating, lick your wounds, and come back successfully if you hope to survive let alone progress.

Safe to say, there are sometimes when you don’t progress...or at least don’t appear to do so. But always, you have to survive. It should sound like “life in general”...and yet it is only the business part of a “career” and doesn’t include your family and some close friends.

All of that is why it seems to me that it is so impressive when someone “keeps their personal values” when faced with such extreme and continued pressures...when so many others do not.

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On The Move

Aeromexico promoted *Jose Zapata* from VP National Sales to VP North America and LATAM Sales.

Airports Council International (ACI) named *Jason Terrieri*, Executive Director of the Syracuse Regional Airport Authority, as Chair of the ACI-NA Policy Council. Cincinnati/Northern Kentucky (CVG) CEO *Candace McGraw*, was named chair of ACI World.

Alerion Aviation named *Gene Tucker*, previously with Boeing, as Director of Operations.

Allegiant Air moved *Ken Brumfield* from Managing Director Quality to Managing Director MRO Operations.

Amadeus promoted *Stephan Becker* from Head of Airline Service Management Europe to Head of Airline Services-Global Partnerships.

Amazon Air promoted *Mike Wilson* from Head of Fleet Performance & Quality to Head of Technical Services & Fleet Management.

American Airlines promoted *Misty Shafer Sterne* from MD Flight Attendant Technology to VP Customer Technology.

Atlas Air promoted *Kimberly Black* from Senior Manager, Business Operations to Director Technical Operations Transformation.

BOC Aviation promoted *Steven Townend* from Deputy Managing Director & CFO to Managing Director & CEO.

Boeing promoted *Brian Moran* from VP-Global Sustainability Policy & Partnerships to Chief Sustainability Officer. *Chris Raymond*, the previous Chief Sustainability Officer, was named President and CEO for Boeing Global Services.

Bombardier Aviation Services Berlin GmbH named *Stefan Kroll* GM & Managing Director.

Blue Origin promoted *Christopher Olive* from Senior Director Engines Production to VP Engines Manufacturing.

Cargo Airline Association appointed *Brianna Manzelli* Managing Director of Legislative Policy. Manzelli was previously Communications Director for the U.S. Senate.

Delta Air Lines promoted *Guerson Petit Homme* from Station Manager-SYR to Station Manager-PHL. *John Azzaro* was promoted from GM-DTW to Director Corporate Real Estate-Facilities.

DFW International Airport hired *Candra Schatz*, previously Senior Manager, Safety Investigations and Learning for American Airlines, as Assistant VP Safety and Leave Administration.

Embraer appointed *Guilherme Paiva* director of investor relations, and mergers and acquisitions. He was previously Managing Director at Morgan Stanley.

Embry-Riddle Aeronautical University named *Dr. Eduardo Divo* Vice Provost for Faculty Affairs, and *Dr. Bert Zarb* Vice Provost for Academic Affairs.

Etihad promoted *Javier Alija Fernandez* from Director, Revenue Optimization to Director, Commercial Strategy. *Christophe Didier*, most recently VP Global Sales and Distribution at Copa Airlines, became VP Sales & Distribution for Etihad.

Frontier Airlines named *Alexandre Clerc Sr.* VP Customers. Clerc was previously Senior Expert-Transport and Travel practice at McKinsey & Co.

GAT Airline Ground Support hired *Doug Stolls* as GM-SFO. He was previously Department Manager / Station Manager-SFO for Delta Air Lines.

GA Telesis appointed *Kevin Larson* as the company's Senior VP & Global Chief Information Officer (CIO).

GE Aerospace named *Mahendra Nair*, previously Senior VP TechOps for Delta Air Lines, as Group VP GE Programs.

Global Airlines, a UK based transatlantic carrier with startup planned for late 2024, appointed *Tom Stokely* to its board of directors. Stokely is well known as a co-founder and former owner of the OnlyFans website.

HavanaAir, the charter airline flying from Florida to Cuba, named *Bryan Perez* Director of Airport Operations. Perez was previously MIA station manager for Global Crossing Airlines.

On The Move *(continued)*

Honda Aircraft Company promoted *Amod Kelkar* from Chief Commercial Officer and VP-Customer Service to CCO & Senior VP.

Honeywell announced that former VP GM, Customer Segment, *Rich DeGraff*, rejoined the company as President Mechanical Systems & Components after nearly three years as a Senior VP with Salesforce.

Horizon Aircraft, an eVTOL developer, has appointed CEO *Brandon Robinson* as Chairman of its New Board of Directors. COO *Jason O'Neill* will also serve as a director.

JetBlue VP Controller and Principal Accounting Officer, *Al Spencer*, left and joined NRG Energy as Senior VP & Chief Accounting Officer. *Joanna Geraghty*, currently the company's president and COO, will succeed *Robin Hayes* as CEO, effective February 12, 2024.

Jets MRO, the new private, business and military jet MRO startup in Dallas, named *Gwendolyn Wilkinson* Controller. She was previously Manager, Finance & Accounting at MTU Maintenance Dallas.

Jetstar Asia has tapped long-time Qantas executive *John Simeone* as CEO to replace the outgoing *Barathan Pasupathi*. Simeone has been Qantas' Senior VP for Asia since last April.

Kellstrom Aerospace named *Cristian Bohorquez* Director of Product Line-Widebody Engines. *Jonathan Alvarez* has been named Director, Product Line-Engines.

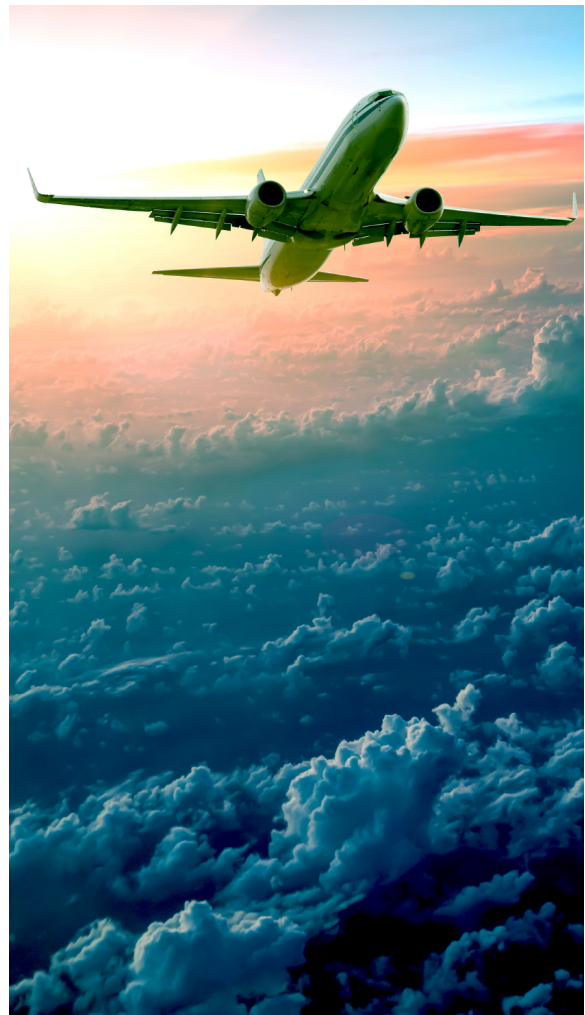
KP Aviation hired former Atlas Air Director of Inventory Management, *Konrad Moszczyński*, as Director Product Line-Airframe.

LaGuardia Gateway Partners announced the appointment of *Klaudia Fitzgerald* as COO. Fitzgerald was most recently Senior Director of Operations for JFK's Terminal One operator AvAirPros, Inc.

Liberty University promoted *Jonny Hewitt* from Director of Flight Training and Adjunct Professor to Executive Director of Training & Innovation-Aviation.

Malaysia Airlines named *Emily Tan* as its new head of global airlines marketing.

Metropolitan Washington Airports Authority named *Brian D'Amico* Director, Airline Business Development.



Philadelphia International Airport named *Kate Sullivan* Chief Commercial Officer. She rejoins PHL after a year with The Chamber of Commerce for Greater Philadelphia.

Precision Aviation Group named *Kyle McGillivray* Chief Human Resources Officer. He was previously Head of HR for Ascent Aviation Services.

Raytheon Technologies Corporation (RTX) announced that President and COO *Christopher Calio* will succeed *Gregory J. Hayes* as CEO. The company also appointed *Phil Jasper* as the new President of Raytheon, reporting to Calio. He will be taking over from *Wesley D. Kremer*, who is set to retire at the end of Q1 2024. Jasper was previously President for Collins Aerospace's Mission Systems strategic business unit. Additionally, *Troy Brunk* has been named president and *Heather Roberston* COO for Collins Aerospace's Mission Systems unit. *Nathan Boelkins* has been named president of Collins Aerospace's Avionics unit.

On The Move (continued)

Sky Café promoted *Beth Baas* from Senior VP US Operations to Chief Operating Officer.

SkyPaxx Interior Repairs hired *Louis Nesmith*, previously Sr. Director of Operations at Avmax Group, as Vice President.

Southwest Airlines promoted *Nicholas Hoffman* from Sr. Program Manager to Manager NOC Compliance.

Spairliners, a JV between Lufthansa Technik and Air France Industries KLM Engineering & Maintenance, has named *Michael Vollrath* as Managing Director and CFO. He joins *Benoit Rollier*, who remains MD and CEO. Vollrath takes over from *Thies Moller*, who is returning to Lufthansa Technik.

Spirit AeroSystems hired *Steven Guthery* as Senior Operations Manager in Wichita, Kansas. He joins from DHL Supply Chain where he was General Manager in Wichita.

STS Aviation Group promoted *Gary Pratt* from VP Line Maintenance Ops. to SVP & GM Line Maintenance.

Sun Country Airlines has promoted *Captain Brian Roseen* to System Chief Pilot. He replaces *Captain Dan Reis*, who is returning to the training department.

Surf Air Mobility announced that *Oliver Reeves* will join the company as Chief Financial Officer, succeeding *Deanna White*, who served as Chief Administrative Officer and then CFO. White will become a Senior Advisor to both Surf Air Mobility and the Surf Air Board of Directors. Reeves was previously Chief Strategy Officer for Xinous, Inc., a St. Thomas (VI) based technology company. Surf Air has also promoted *Bryce Van* to Chief Accounting Officer from VP, Controller.

Swissport hired former Spirit Airlines GM-ATL, *Catherine Baizar*, as GM-SFO. *Pat Bealmear* was promoted from VP, Customer Delivery-Fueling to VP Operations. *Dulna Aubourg*, previously Director of Talent Acquisition for Spirit Airlines, joined as VP Talent Acquisition. *Andrew Chevalier*, previously Senior Director of Focus Stations for Spirit Airlines, joined as Senior VP. *Frank Dobbelsteijn*, previously VP Heathrow at Menzies Aviation, joined Swissport International as Global Head of Operations.

TrueAero promoted *Anna Paugh* from Senior Director of Engine Material to VP Product Line.

Unifi promoted *Hernando Sanz* from Station Manager-CLT to Regional Manager.

United Airlines hired *Rosa Mercuri* as GM-Montreal (YUL). She was previously a Supervisor for American Airlines. *Roberto Morales*, previously GM Airport Customer Service-SEA for Delta Air Lines, joined UA as Director Airport Operations-Ramp Services-EWR.

U.S. Nuclear Regulatory Commission Director of Internal Strategic Communications, *David Castelveter*, announced his retirement. Prior to joining the Nuclear Regulatory Commission, Castelveter served in senior roles with the Transportation Security Administration (TSA), Airlines for America, US Airways, and the U.S. military.

Western Global Airlines Senior VP Operations David Rouse left the airline and joined Royal Caribbean Group as Assistant VP CAM Operations.

Women In Aviation International (WAI) announced that *Lynda Coffman* is joining as CEO. She was most recently President of United Ground Express, the UA ground handling subsidiary.

Navigating The Corporate Environment, (continued from page 1)

And that is what I was trying to tell my daughter...that as important as a "career" is and as tough as it is to achieve in that environment, it is most important to obtain results while being the person that maintains their values.

And while I probably have dealt with other persons who have done so, I am so glad that I can name one!

Sincerely,



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About Frank Jay & Associates

Established in 1985, Frank Jay & Associates is the world's leading provider of retained executive search in the Airline, Aviation and Aerospace industries.

Since our beginning, Frank Jay & Associates has operated as a trusted adviser and strategic partner working with clients to evolve, upgrade and facilitate senior-level executive search for Airline, Aviation and Aerospace companies, ranging from major global, regional, international, cargo and related airlines, to Private and Corporate Aviation operators, Aerospace Manufacturers, and all of the companies that support these industries, including MRO operators, Ground Handlers, and others.

We work broadly across the Airline, Aviation and Aerospace landscape with specific expertise in recruiting senior leaders for operational

and functional areas that include finance, marketing, planning, flight operations, inflight, maintenance, manufacturing, engineering, and related areas. We also partner with private equity firms and the companies in their portfolios to execute pre-deal and post-deal acquisition talent and leadership initiatives. Due to our unique access to the most impactful and future-minded executives across the Airline, Aviation and Aerospace landscape, we are able to help our clients assemble teams that create impactful legacies.

