

Aviation Executive Monthly

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



Games People Play, by Frank M. Jay

The first time I saw this move in a recruiting process was years ago. But, since then, I have seen it often...and it continues to occur.

Story is that we were recruiting for a major airline for a key financial position and one of our potential candidates was a rising young executive in another major airline. Now, we interview candidates via Teams, Zoom, etc. but back then, all interviews were in person and we traveled to the candidate's location to complete the interview.

Upon meeting the candidate for a cup of coffee, we talked about his background and discussed our client's opportunity. Initially, he indicated limited interest but as we continued the discussion, his interest grew considerably and he decided to proceed as a candidate.

Upon returning to the office, we reviewed all potential candidates and decided upon five that we felt were most qualified and who had shown a strong interest in the position. One of those candidates was the individual discussed above. The person truly was qualified and seemed to show a great deal of enthusiasm for our client's opportunity.

Next step was to present candidates to our client...and we did so successfully. After completing the presentation, our client took a few days to consider our candidates and then reached out to us to say that they liked one candidate in particular...and would like to schedule an interview in person. The candidate was our person as discussed above. An interview was scheduled and then occurred as planned. The candidate/client interview went really well and a formal employment offer was quickly made to the candidate by our client.

And that is when the whole process went "South".

As we found out later, our candidate...with offer in hand...went to see his boss and said that he had been contacted by a search firm, interviewed by a potential employer, and now was being offered a new opportunity at a higher level than his current position. He said that he had not been looking for other employment, had been contacted "out of the blue", and now even though he didn't want to leave his current company he was faced with a "dilemma".

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On The Move

Abu Dhabi Presidential Flight named *Keiron McNeill* Deputy VP England and Maintenance.

AerFin appointed *Paul Ashcroft* Senior VP-Asia Pacific. Ashcroft was previously Global Head of Engineering for Services-Defense at Rolls-Royce.

Aero Simulation, Inc. promoted *Joel Jolley* from Senior Director to VP Business Development.

Air Line Pilots Association (ALPA) announced that Captain Anne Worster is becoming the chair of the United Airlines MEC of ALPA.

Air Mauritius named *Charles Cartier* as the new CEO, replacing *Kresimir Kucko*, who stepped down on February 29th following a mutual agreement. Cartier was previously a Managing Director with Accenture in Mauritius.

Air Partner, the global logistics provider, has promoted *Clive Chalmers* to senior VP of group charter UK and the rest of the world.

AJW Capital, part of the AJW Group, has appointed *Erlendur Svavarsson* as its new CEO.

ALTOUR, the global travel management company, named *Shannon Garcia* Senior VP Global Sales & Strategy. She was previously VP Strategic Sales and Client Management for Deem, Inc., the business travel management company.

Anduril Industries named *Michael Steiger*, previously Director, Continuous Improvement & Production for L3Harris, as Head of Production.

AVIAN Inventory Management named *Marty Klauss* VP Strategic Sales. He was previously Senior Manager, Trax & MX Programs at Allegiant Airlines.

Blue Origin hired *Jamichael Brooks* as Sr. Quality Manager. He was previously Associate Director of Landing Gear Quality at Collins Aerospace.

Boeing's head of the 737 MAX program and GM of the Renton, Washington plant, *Ed Clark*, stepped down. *Katie Ringgold*, currently VP of 737 delivery operations, will assume Clark's role. Additionally, Boeing has established a new position, appointing *Elizabeth Lund* as Senior VP for Quality in its commercial airplanes business.

Bombardier promoted *Ida Reed* from Project Manager to Manager, Defense Program Management in Wichita.

Collins Aerospace promoted *Jacqueline Kelly* from GM-Goodrich Hoist & Wench to Director, Operations Strategy, Enterprise Operations. *Kimberly Panguito*, previously Director of Distribution for Eaton, joined as Customer Business Director.

CommutAir announced that *Rob Emrich*, previously of Amadeus, American Airlines, and others, joined as VP Enterprise Optimization.

CPat Global, the software and distance learning training solutions company for the aviation industry, hired former CAE Director of Training Design, *Steve Dennis*, as VP Training Design.

Cutter Aviation promoted *Anna Cutter* from Aircraft Sales and Charter Coordinator to Flight Department Director.

DASI, the global aircraft inventory solutions provider, promoted *Claus Schnau* from VP-Americas to Senior VP-Business Development.

EBCO Aviation Insurance, a wholly-owned subsidiary of Titan Aviation Fuels, has named *Jon Downey* as CEO. Downey was previously President and MD of Assured Partners Assurance.

Empire Aviation USA hired *Bob Kopec* as VP Client Services.

Eviation Aircraft appointed *Jeff Hurford* CFO. Hurford was previously Platform Director, SR1X for Cirrus Aircraft.

Frontier Airlines has appointed *Bobby Schroeter* Senior VP – Chief Commercial Officer. Schroeter was previously Senior VP and Chief Marketing Officer at Spirit Airlines.

Gogo announced the retirement of *Bob Mundheim* from the company's Board of Directors.

International Civil Aviation Organization (ICAO) appointed *Juan Carlos Salazar*, of Colombia, for a second three-year term as Secretary General.

On The Move *(continued)*

Jazeera Airways CEO *Rohit Ramachandran* stepped down from his position after seven years. He will be replaced by former Jazeera Airways CFO *Barathan Pasupathi*.

Kellstrom Aerospace named *Cristian Bohorquez* Director of Product Line-Widebody Engines. *Jonathan Alvarez* has been named Director, Product Line-Engines. *Julliana Nakamata* was named Director of Sales-Americas.

Kongsberg Defence & Aerospace named *Heather Armentrout* US President & GM. She was previously Director, Global Strategy & Business Development for Northrop Grumman.

LanzaJet, the sustainable aviation fuel company, announced that *Erik Birkerts* has joined as VP for Growth and Execution. Birkerts was previously CEO of Evergreen Climate Innovations.

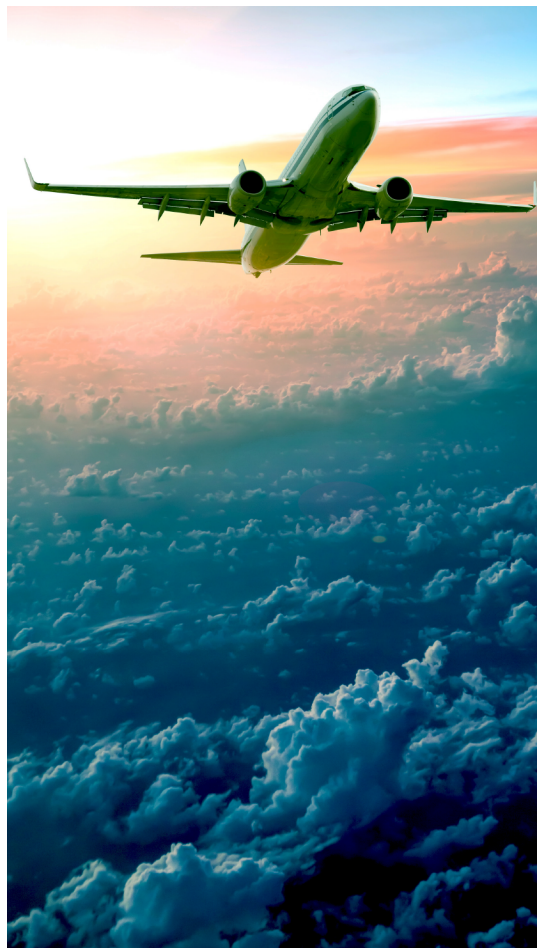
Lilium, developer of the eVTOL jet, has launched its customer service organization Lilium POWER-ON: with *Dominique Decard* leading the unit. Decard is currently VP flight operations and customer service for Lilium.

Lufthansa Group realigned its Board of Directors with the departures of *Harry Hohmeister*, *Detlef Kayser*, *Christina Foerster*, and *Remco Steenbergen*. *Grazia Vittadini*, former Chief Technology Officer at Airbus and Rolls-Royce, joined as Chief Technology Officer and Board Member. *Dieter Vranckx*, currently CEO of Swiss International Air Lines, will be appointed to the Board of Directors “Global Markets and Commercial Management Hubs” and will take over the mandate of Vice Chairman on the Board of Directors for SWISS. *Michael Niggemann* will temporarily lead the Group Finance board department, in addition to his board responsibility for HR, Logistics and Non-Hub Transport.

MTU Maintenance appointed *Mohammad Alamoush* as director of leasing & asset management at its Dubai office.

Priester Aviation promoted *Jay Gilbert* from Captain to Chief Pilot and Assistant Director of Operations.

Qantas announced two new board members. *John Mullen* will join the Board as Non-Executive Director & Chairman Elect and will assume the role of Chairman at the company’s annual general meeting. *Dr. Nora Scheinkestel* joined the Board as a Non-Executive Director and Chair of the Remuneration Committee. These appointments follow the retirements of *Maxine Brenner* and *Jacqueline Hey*, who will step down after the company’s half year results and the retirement of current Chairman, *Richard Goyder*, prior to the annual general meeting.



Reliable Robotics, hired *Larry Surace* as Director of Product Management, Airspace Integration and Automation. Surace joined from Honeywell where he was Lead UAS / AAM Systems Architect.

Safran hired *Frank Sotelo* as Director, Sales-Americas. He was previously Senior Consultant at HEICO.

San Jose Mineta International Airport (SJC) named *Mookie Patel* Director of Aviation. He was previously Airport Chief Officer – Business & Finance for Austin-Bergstrom International Airport (AUS).

South African Civil Aviation re-appointed *Poppy Khoza* to a 5-year term as the Director, Civil Aviation.

Spirit AeroSystems moved *Mark Napier* from Executive Director, Commercial Aftermarket, Americas to Executive Director, Global Asset Management. *Jane P. Chappell*, CEO of Altamira Technologies, a national security company in the defense and intelligence sectors, joined the company’s Board of Directors.

On The Move (continued)

Swiss International Air Lines promoted *Oliver Buchhofer* to Chief Operating Officer. He was previously Head of Operations. *Dennis Weber* will succeed *Markus Binkert* as CFO. Weber has been Head of Investor Relations at Lufthansa Group since 2018.

Terminal One at JFK hired *Monclas Noel* as Director of Safety and Security. He was previously Senior Manager, Safety & Security at LaGuardia Gateway Partners.

TGIS Aviation, the global network of engine and aircraft consultants, appointed *Charlie Whyman* as its new managing director. Whyman has served as a consultant for the company for the past year.

Thrive Aviation promoted *Nate Nelson* from Sr. Director of Finance to VP Finance.

Transportation Security Administration (TSA) promoted *Robert Rottman* from Director for the TSA and Director, Transportation Security for the National Security Council to Executive Director for the TSA.

UNICAL Aviation promoted *David Dicken* to EVP Asset Management, and *Conrad Vandersluis* to Senior VP Strategic Programs and Acquisitions. Dicken was previously Senior VP Sales, Americas, and Vandersluis was previously Senior VP Assets.

Unifi hired *Leigh McCrodan*, previously In-Flight Director for Flair Airlines, as Station Manager-Burbank.

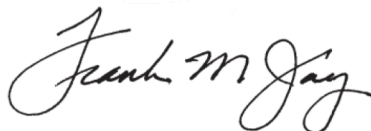
Games People Play, (continued from page 1)

His boss responded by saying that he understood the situation and then said that he would like to make a “counter offer” that would include a promotion and a sizable increase in salary. Our candidate said that he appreciated the consideration and that he would accept the promotion and salary increase to stay. Its hard to say whether our candidate ever really wanted to consider our client’s opportunity. Its possible that he did and he simply tried to be fair by notifying his boss of his circumstances. Or its possible that he utilized our client’s offer to gain advancement with his current employer.

Regardless, we saw a situation that we have since seen again and again. And that is the candidate who will play an offer to gain opportunity as part of the process. On our part as a search firm, we have to recognize this possibility and we have to prepare for it.

On the candidate’s part, he or she has to recognize that such a ploy can backfire. But that is another story for another time.

Sincerely,



United Airlines has appointed *Rosalind Brewer* to its Board of Directors. Brewer is the former CEO of Walgreens Boots Alliance.

VAS Aero Services promoted *Terry Stone*, MD-Satair Middle East / Head of Sales – EMEA, to VP Material Sales.

Vortex Aviation announced the *Mike Fleener* has joined as General Manager in Fort Lauderdale. He was previously with Moog Inc. as Sr. Program Manager – Commercial Aftermarket.

West Star Aviation hired *Mark White*, previously with Duncan Aviation, as Regional Sales Manager.

WHILL, the personal mobility company, hired *Shane Bogni*, previously Field Director Onboard Service at Delta Air Lines, as VP Business Development N.A.

Women in Aviation International promoted *Stephanie Kenyon* from Chief Growth Officer to COO.

Worldwide Flight Services (WFS) promoted *Jim Tallant* from Manager-HSEE Policies & Procedures to Director-Field Training Compliance. Also, *Fernando McKinney* was promoted from Director of Operations to VP UPS Operations / East.

Zephyrus Aviation Capital CEO *Damon D’Agostino* has departed the company.

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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.

