

# Aviation Executive Monthly

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



## Video Conference Interviews From the Candidate's Perspective, *by Frank M. Jay*

When I began interviewing...as a candidate...and also when I began interviewing candidates as a corporate representative and a search consultant...video conference interviews did not exist. You always interviewed in person or you interviewed by phone prior to an “in person” interview. These days, video conference interviews are of course the norm and “in person” interviews occur as a final part of the process. That makes video conference interviews very important. They need to be successful so that you can take that next step and interview in person prior to a formal employment offer.

So, how does a candidate approach the video conference interview? What factors are important?

I have seen so many circumstances...good and bad...regarding candidate interviews via video conference. The bad circumstances are such as the candidate who interviews at his or her kitchen table with a window behind that lets in sunlight to the point that you can only see a dark image without any facial features. Or the person that has a display of a beach behind them and the image process eliminates their ears. From the good side, I have seen candidates interview using a phone in their car but, while making the best of the process by reviewing lighting and sound and cellular coverage in advance, they were able to display themselves most professionally.

Lighting and sound and connectivity in the video conference process are really important...but most candidates just do not take the time to reasonably review the process in advance of the interview. On a Zoom call or Teams call, for instance, you can start the process in advance of the actual interview and then see yourself to be sure that lighting is good and that your background works. You can also see yourself as the interviewer sees you and then make some simple adjustments such as the height of your computer, iPad or phone which will allow a more effective view of yourself.

*(Continued on Page 4...)*

### **AS AN ASIDE**

*\*\*\* Jonathan Sutter, Senior Director of J.D. Power's Travel Industry Practice, is building a non-profit focused on documenting Autism resources at US airports to empower air travel for the Autism community. Through his organization, [www.travelingwiki.com](http://www.travelingwiki.com), he is engaging with travel, sports (Special Olympics & prof. basketball), govt. (incl. a recently signed MOU with TSA), and professional orgs. Given the potential to assist the 8M on the Autism Spectrum in the US, he has asked us to help get the word out. Please reach out to him directly at [Jonathan.sutter@gmail.com](mailto:Jonathan.sutter@gmail.com) to discuss.*

## On The Move

**Aero Norway** appointed *Neil Russell* CEO. He takes over from *Glenford Marston* who is moving to the role of Senior VP Sales. Russell was previously COO.

**Air Canada** promoted *Carlos Faxas* from Senior Director, Digital Product and Design to Managing Director, Ops Mod and Tech Enablement. *Mark Nasr*, President of Aeroplan and EVP Marketing and Digital, joined the Board of Directors for Miles4Migrants.

**Air Lines Pilot Association** elected *Billy Wilson* as chair for an interim term that began immediately following the election and runs through March 2025. Captain Wilson fills the vacancy left by *Chris Norman*. Wilson is a 27-year FedEx pilot.

**Air Transport Services Group (ATSG)** announced that *Joe Hete*, current Chairman of the Board and former CEO, is returning to the CEO role. He succeeds *Rich Corrado*. Hete will also continue as Chairman of the Board. Separately, *Peter Hilton* was hired as Associate General Counsel.

**Alaska Airlines'** wholly-owned regional carrier – Horizon Air – announced that *Jason Berry* has been promoted to president of Horizon. Berry joined Horizon early in 2023 as senior VP operations. He was previously VP Cargo with Air Canada, and prior to that spent several years with Alaska Air as MD, Cargo. As president, he replaces *Joe Sprague*, who is retiring after four years in the president role.

**Alerion Aviation** appointed *Brian Beach* Chief Operating Officer. Beach was previously VP Operations at Reva, Inc., and has held roles that include COO at Amerijet International and Director of Flight/Chief Pilot-MIA at American Airlines.

**Allegiant Air** promoted *Teresa Payne* from OCC Manager to Senior Manager Network Operations. *Matthew Key* moved from Director Aircraft Heavy Maintenance to Director Maintenance Planning and Strategy.

**Altavair**, a leader in commercial aviation finance, has promoted *Matt Hoesley* to Chief Commercial Officer. He was previously Head of Originations.

**American Airlines** promoted *Arnaud Mathieu* from MD Operations Technology to VP Airline Operations Technology. *Ben Humphrey*, most recently VP of Ground Operations at Sun Country, joined as VP Operations-ORD. With a reorganization of the corporate sales division, it was announced that *Kyle Mabry* and *Thomas Rajan*, both VPs of Global Sales, and *Hank Benedetti*-Global Head of Corporate Sales, will be leaving the company. *Eric Davis* was promoted from Senior Manager to Director, Quality Programs. *Rich Ashlin* moved from VP ORD Hub Operations to VP DFW Hub Operations.

**Amerijet International** CEO *Tim Strauss* announced his departure from the company. *Joe Mozzali*, CFO for the last seven months, is moving up to replace him.

**Atlas Air** named *Justin Wargo*, a B767 Captain, Regional Chief Pilot-Houston.

**Blue Origin** announced that *Mike Eilola*, Senior VP of Operations since 2021, has left for personal reasons. This follows company owner Jeff Bezos's announcement that CEO *Bob Smith* is being replaced by long-time Amazon executive *Dave Limp*. *Brent Sherwood*, head of the company's research and development unit, is also departing.

**BOC Aviation** announced *Steven Townend* as MD and CEO, replacing *Robert Martin*, who will step down on December 31<sup>st</sup>. *Wu Jianguang* will be appointed CFO, replacing Townend in the role.

**Bombardier** welcomed *Bill Molloy* back as VP Aftermarket Sales & Parts Services. Molloy rejoins the company from his previous COO roles with TES and Killick Aerospace Group.

**Breeze Airways** hired former Silver Airways Director of Tech Ops Training and Special Projects, *Jimmy Yotas*, as Quality Control Manager.

**Chromalloy** hired *Daniel Sanchez* as Director of Strategic Business Development. He was previously Regional Sales Manager for StandardAero.

**Comlux** promoted *Adam White* from VP Program Management to CEO. Former CEO *Daron Dryer* is joining the Comlux board of directors.

## On The Move *(continued)*

**Delta Air Lines** promoted *Mark Covey* from Regional Sales Manager-Delta TechOps to Manager, Strategy & Business Development, MRO Sales-Delta TechOps.

**Embraer** hired *Jake Williams* as VP Business Development – North America. He joined from L3Harris where he was Director of BD-Communications Systems-JAD Missions.

**Envoy Air** promoted *Alissa Brown* to GM Sioux Falls, South Dakota. *Holly Van Straten* was promoted to GM Bozeman, Montana.

**Federal Aviation Administration (FAA)** confirmed *Michael Whitaker* as FAA Administrator. Whitaker joins from Supernal, the smart mobility service provider, where he was most recently Chief Operating Officer, and previously Chief Commercial Officer and Global Head of Policy. He has also held roles that have included Deputy Administrator and Chief NextGen Officer for the FAA, Senior VP Alliances, International and Regulatory Affairs for United Airlines, and Assistant General Counsel – International and Regulatory Affairs at Trans World Airlines (TWA).

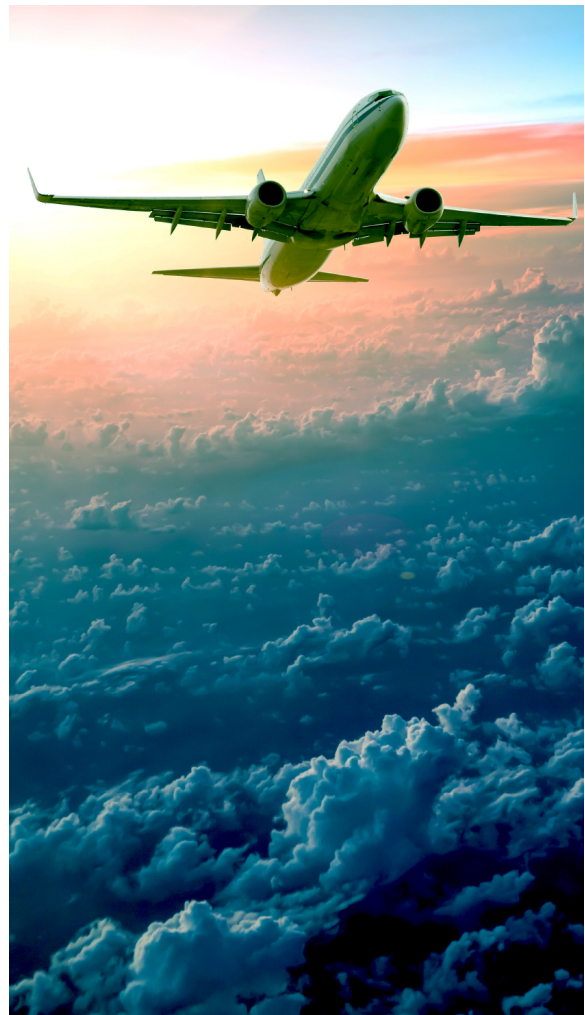
**Flydocs** announced that *Jennifer Ioannidou* has been named Chief Product Officer.

**Frontier Airlines** promoted *Jimmy Dempsey* from Executive VP and Chief Financial Officer to President, and *Mark Mitchell* from CAO and VP, Finance and Investor Relations to Senior VP & CFO. The company also appointed *Rajat Khanna*, previously VP Technology with Lowe's Companies, as Senior VP & Chief Information Officer, and *Matthew Saks*, previously VP Airline Marketing at Airbus, as VP Treasurer. Additionally, the company moved *Richard Muise* from Senior Director, Airport Sales and Operations to Senior Director, Airport Operations and Planning.

**FTI Capital Advisors** hired *David Fowkes* as Senior Managing Director Aviation, Aerospace and Advanced Air Mobility Investment Banking. Fowkes was previously MD: Head, Aviation, Aerospace and Advanced Air Mobility at Raymond James.

**GE Aerospace** promoted *Colin Gauger* from Commercial Excellence Leader to Chief Operating Officer for Unison Industries.

**Grupo EULEN** hired *Greg Smith*, previously Regional Airport Compliance Specialist with Breeze Airways, as Director of Pricing & Bid Management.



**Hawaiian Airlines** promoted *Chris Ristich* from Senior Manager, IT-Network Planning and Revenue Management to Director, IT-Revenue Portfolio.

**Hospitio Consulting & Professional Services**, the global airline and hospitality industry consulting firm, announced that *John Powell* has joined the company. He was previously a consulting manager at PROS.

**Kansas City International Airport** named *Melissa Cooper* as the new Director of Aviation. Cooper was most recently the Deputy Director of Aviation and Airport Manager of the Charles B. Wheeler Downtown Airport.

**LSG Group** named *Dale Messling* as the new Head of Key Account Management and VP Sales and Services for Alaska Airlines. He rejoined the company from gategroup where he was Director of Sales & Services.

**Mesa Airlines** promoted *Adam Ricciardi* from Manager of CASS to Senior Manager of Regulatory Compliance.



## On The Move *(continued)*

**oneworld Alliance** promoted *Damian Mc Loughlin* from Senior Director, Commercial to Head of Sustainability.

**Pratt & Whitney** promoted *Jason Cote* from Senior Director, Manufacturing Engineering Programs to Senior Product Director, Compression Systems Module Center.

**Professional Aircraft Accessories** has promoted *Keith Johnson* from Director of Materials and Production Control to Vice President and General Manager.

**PSA Airlines** named *John Cronnelly* Director of Quality Control and Technical Services. Cronnelly was previously Senior Manager Maintenance Engineering, Planning and Scheduling at FedEx.

**Qantas Group** announced that *Rachel Yangoyan* will be the new CEO of its regional and charter business, QantasLink. This follows the announcement in June that current QantasLink CEO, *John Gissing*, is retiring in November. Yangoyan has been with Qantas Group for 20 years and was most recently Executive Manager, Fleet Programs.

**Qatar Airways** Group Chief Executive *Akbar Al Baker* stepped down on November 5<sup>th</sup>. He will be succeeded by Mohammed Al-Meer.

**Spirit Airlines** promoted *Greg Christopher* from VP Operations Control Center to VP Flight Operations and Operations Control.

**STS Aviation Group** announced that *Mick Adams* is retiring as CEO STS Aviation Services Europe, and will be replaced by *Ian Bartholomew*, who will become EVP & MD, STS Aviation Services EU.

**Swissport** named *Guillaume Halleux*, previously Chief Cargo Officer at Qatar Airways, Chief Commercial Officer. *Joseph Tariverdi* was promoted from GM-LAX to VP U.S. Cargo West. *David Farias* joined as VP Fleet, North America. Farias was previously Senior Manager, Airport Services & Planning at JetBlue. *Peter Feldstein*, previously with WestJet, joined as VP Operations, Canada.

**United Airlines** – *Dana Donati*, CEO of United’s Aviate Academy, left UA to join non-profit Breaking Down Barriers as CEO. *Diana Loaces* was promoted from Regional Sales Director to Managing Director.

**Virgin Galactic** – Executive Vice President Spaceline Technical Operations, *Michael Moore*, announced his retirement from the company. Prior to Virgin Galactic, Moore spent ten years at Delta Air Lines, where he held the role of Senior VP Maintenance Operations and MRO Services Group.

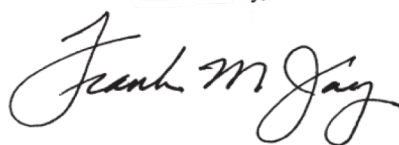
## Video Conference Interviews From the Candidate’s Perspective, *(continued from page 1)*

Also, a simple check regarding your internet bandwidth is really important. Sometimes you can’t adjust for internet issues but, if you haven’t considered that situation in advance of the actual interview, you don’t know what can and can’t be done. Sometimes moving from one room to another will effect a change. Other times going from a network to cellular coverage will do the trick. The point is that you have to check things out before you start. You only have one chance to make an impact...and if you are trying to adjust for a bad network situation, you never even get to the point of formally presenting yourself.

In the end, an interview is what it has always been about. You are trying to present yourself as effectively as possible regarding the opportunity that the potential employer has to offer. It involves professionalism, communication, motivation, and personalization. But now you have to do those things after being sure that your video camera works, that your audio is coming through loud and clear, and that the internet is not “spotty”. Those things take a little preparation in advance so that you can effectively show off your “presence” and “values”.

Its the same old thing. You take the time to do the process right and the process will do right by you.

Sincerely,





## Contact

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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.

