

# Aviation Executive Monthly

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



## Search Firms and Funeral Homes, *by Frank M. Jay*

*(This article originally was published in Aviation Executive Monthly in June of 2019. It garnered so much attention and reader response that we felt it should be published once again. It explains “retained” executive search services and the opportunities involved.)*

I have a friend that owns several funeral homes, cemeteries, and crematoriums. He always tells me that he has no problem with business...that people are dying to get in. I always tell him that our business...the executive search business...is very similar to his except that the people we deal with are dying to get out.

And, in our business, people are. They are dying to get out of the position they are in and into a position that they hope will be much better. While we don't encourage that attitude, we accept the opportunity to consider them as potential candidates for searches that our clients have engaged us to complete.

Retained search firms are unique when it comes to their search process. They normally don't advertise for candidates because advertising spreads “too wide” of a net and is seldom specific enough in its ability to attract pertinent, qualified candidates. Instead, retained firms utilize related industry information and contacts to recognize potential candidates and then they make personal contact by email or phone to determine qualifications and interest. Once they have contacted a number of individuals, they utilize those relationships to build a research network that will eventually produce qualified individuals interested in the position. They then interview the best of that group and formally select and confirm the most qualified to be candidates that they will formally present to their client.

All of that means that no matter how much they care, it will take time for a retained search consultant to find you an opportunity. If you send them your resume, they have to have a pertinent search open with a client, and your background has to fit the “specs” of that position for you to be considered as a potential candidate. So, most retained search consultants will be pretty “low key” when you reach out to them to talk about your personal objectives. And the chance of them having something for you right away is usually much slimmer than you would like.

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## On The Move

**AAR Corp.** elected former FAA Administrator and current Archer Aviation Chief Safety Officer, *Billy Nolen*, to its Board of Directors.

**Airbus** announced changes to the leadership team led by CEO *Guillaume Faury*, as well as the appointment of a designated Commercial Aircraft Business management team, which will operate under the helm of *Christian Scherer*. The leadership team as of January 1st, 2024 will also include: *Theirry Baril*-CHRO, *Bruno Even*-CEO Airbus Helicopters, *Alberto Gutierrez*-EVP Special Industrial Projects, *John Harrison*-General Counsel, *Catherine Jestin*-EVP Digital and Information Management, *Julie Kitcher*-Chief Sustainability Officer and Communications, *Sabine Klauke*-Chief Technology Officer, *Christian Scherer*-CEO Commercial Aircraft, *Mike Schoellhorn*-CEO Airbus Defence and Space, *Thomas Toepfer*-CFO, *Jeff Knittel*-Chairman and CEO Airbus Americas, *Matthieu Louvot*-EVP Strategy, *Wouter van Wersch*-EVP International, and *George Xu*-CEO Airbus China. **Airbus Helicopters** appointed *Bart Reijnen* as President of the US subsidiary, Airbus Helicopters Inc., and head of its North American region. He succeeds *Romain Trapp*, who will now be EVP Customer Support and Services for Airbus Helicopters. Reijnen was previously CEO of Satair, an Airbus Services company.

**Airshare** named *Scott Miller* VP Aircraft Account Management. He joins from Wheels Up, where he was VP, Aircraft Account Management. *Tina Valley*, previously with Gama Aviation and Landmark Aviation, was hired as Director of Training and Standards.

**Air Transport Services Group** announced that *Mike Berger* has been promoted from Chief Strategy Officer to President. The company also hired *Shawn Bauman* as Director of Talent Acquisition & Planning. He was previously Senior Manager Talent Acquisition for Wheels Up.

**Allegiant Air** announced that current Chairman and former CEO *Maury Gallagher* is returning to the CEO role at the airline following the departure of CEO *John Redmond*.

**Aloft AeroArchitects** announced that aviation industry veterans *David Hurley* and *Jack Arehart* have been named to the board of directors. Hurley also served on the board for Aviation Partners Boeing, and previously served as CEO and Vice Chairman of PrivatAir, Inc. He was a co-founder of Business Express Airlines. Arehart was previously President of Delta TechOps.

**Amazon Air** promoted *Henning Greiser* from Senior Manager-Amazon Air Network Design & Programs to Head of Network Planning.

**Amerijet International** promoted *Joe Mozzali* from CFO to CEO. *Robert DeGrie* joined as Director of Technical Services.

**Atlantic Aviation** announced that CEO *Lou Pepper* will be stepping down with *Jeff Foley* taking over the role. Foley was most recently CEO of The Parking Spot.

**Atlas Air** announced that *Martin Drew*, previously Senior VP Global Sales & Cargo for Etihad, has joined as Chief Strategy and Transformation Officer.

**Citadel Completions** welcomed *Chip Fichtner* as the new Engineering Leader.

**Etihad Engineering** named *Daniel Hoffman*, previously CEO of Lufthansa Technik Sofia, as the new CEO.

**Eve Air Mobility** named *Johann Bordais* CEO. Bordais was previously President & CEO of Embraer Services & Support.

**Frontier Airlines'** VP Inflight Experience, *Stephen W. Howell*, left to become an Aviation Safety Inspector for the FAA.

**GA Telesis** promoted *Avinash Singh* to VP Sales – Asia & Middle East within the Engine Services Group (GATES). He was previously Senior Director, Sales & Business Development-APAC, Engine Services.

**Heli-One** hired *Colin Smith*, previously with Combine Strategy Group Services, as its new head of growth and strategy.

**IAG** promoted Iberia's Head of Global Commercial Operations to Senior Partnerships Manager Spain & LATAM, Financial for IAG Loyalty.

**Jet Linx** hired *Brent Wouters* as President & CEO as *Jamie Walker* moves over to Chairman. Wouters was previously President & CEO of Iron Valley Supply. *Mark Fischer* and *Chris Curtin* joined as VPs of Regional Aircraft Management Sales.

## On The Move *(continued)*

**JetMS Completions** announced that *Gegams Hanamirjans* has been appointed Executive Chairman and *Stefan Chavelier* has been appointed Operational Director.

**Jet Support Services Inc. (JSSI)** has appointed *Megha Bhatia* Chief Marketing Officer and Chief Strategy Officer. Bhatia was previously VP sales and marketing at Rolls-Royce's business aviation organization. *Ben Hockenberg* was named COO. *Joao Caram* was appointed director of business development for South America, and *Giuliano Donadio* as director of regional sales for Latin America. Both men joined JSSI from Brazilian business aviation group TAM Aviacao Executiva.

**Los Angeles World Airports** CEO *Justin Erbacchi* resigned to accept a similar role in Saudi Arabia. *Beatrice Hsu*, president emeritus and a 10-year veteran of the Board of Airport Commissioners, will serve as interim CEO.

**Lufthansa Technik** promoted *Pat Foley* to CEO & Managing Director and *Maria Cilia* to Head of Base Maintenance & CEO Lufthansa Technik Malta. Foley was previously Senior Director Business Development Aircraft Maintenance Services, Americas and Cilia was Senior Director Planning and Engineering-Sofia.

**NCR Atleos** appointed former CWT CEO *Michelle McKinney Frymire* to its Board of Directors.

**North Las Vegas Airport** named *Karina Tarnowska* Airport Manager. She was previously Program Manager for Air Elite.

**Precision Aviation Group** named *Jon Clarke* President of MRO Services. Clarke was previously VP and GM of Professional Aircraft Accessories in Titusville, Florida. *Meghan Brock* was appointed VP and General Manager for Trace Aviation, an essential member of PAG's Components Services division.

**Qantas** Chairman *Richard Goyder* will retire prior to the Annual General Meeting in late 2024 and non-executive director *Michael L'Estrange* will retire on November 3, 2023. Also Directors *Jacqueline Hey* and *Maxine Brenner* will retire in February 2024. Three new directors – *Doug Parker*, *Dr. Heather Smith*, and *CEO and Managing Director Vanessa Hudson* – and two existing directors – *Todd Sampson* and *Belinda Hutchinson* – will offer themselves for election this year. The CEO of Qantas Loyalty, *Olivia Wirth*, announced that she will leave the airline next year. *Catherine Walsh* has been appointed to the role of Chief People Officer for Qantas Group. She was most recently a member of the new leadership at PWC.



**Revv Aviation** announced that *Jayson Wilson*, previously COO at Grand Canyon Scenic Airlines, has joined as President.

**Satair**, an Airbus Services company, has appointed *Richard Stoddart* as the new CEO and Head of Airbus Material Services. Stoddart was previously Head of Company Transformation at Airbus.

**SAS** appointed *Paul Verhagen* EVP & Chief Commercial Officer of the Scandinavian airline. He was previously Deputy CEO for Iberojet Airlines.

**Spirit Aerosystems** CEO, *Tom Gentile*, stepped down in the wake of a series of industrial difficulties, with the aerospace supplier naming former Boeing executive and Pentagon official *Patrick Shanahan* as his interim replacement. Shanahan has served on the company's board since November 2021.

**Swissport International AG** hired *Guillaume Halleux* – previously Chief Officer Cargo at Qatar Airways – as Chief Commercial Officer.

## On The Move *(continued)*

**Textron Aviation** promoted *David McElroy* from Area Sales Manager to Director, Aftermarket Sales. *Todd McKee* was appointed Senior VP of Integrated Supply Chain, and *Brad White* is now Senior VP of Global Parts Distribution & Programs. McKee was previously Senior VP Supply Chain Management at Textron and White was Senior VP Operations. *Kriya Shortt* was named to head Textron's eAviation division as President & CEO. Shortt is succeeding *Rob Scholl*, who is moving over to lead Textron Specialized Vehicles as President & CEO. Shortt was previously Senior VP Global Parts and Distribution at Textron Aviation.

**United Airlines** promoted *Diana Loaces* to managing director of global corporate accounts, succeeding *Aileen Furlong*. Loaces was previously director of global corporate accounts. *Josh Earnest* was promoted to EVP Communications and Advertising and *Terri Fariello* was promoted to EVP Government Affairs and Global Public Policy. Earnest was most recently Senior VP and Chief Communications Officer, and Fariello was Senior VP Government Affairs. *Mike Leskinen* was promoted from President of United Airlines Ventures to EVP, Chief Financial Officer for United Airlines.

**Up.Labs**, the travel tech venture capital firm, hired *Adam Aren*, previously VP Revenue & Growth Strategy for Aero, as Venture Head of Business and Growth.

**UPS** promoted *Bill Moore* to President of UPS Airlines. He was previously President of UPS Aircraft Maintenance and Engineering. He succeeds *Jim Joseph*. *Troy McCullum* was promoted from Senior Director of Aircraft Maintenance & Operations to President of Aircraft Maintenance and Engineering.

**Wheels Up** appointed *George N. Mattson* as CEO. Mattson is a longstanding member of the Delta Air Lines Board of Directors and previously served as a partner and co-head of the Global Industrials Group in Investment Banking at Goldman Sachs & Co. He is also the lead investor and Chairman of Tropic Ocean Airways. Delta's CFO, *Dan Janki*, who replaced *Ravi Thakran* as Chairman of the private jet flight provider, is relinquishing his seat at the head of the table to *Adam Zirkin*, a Partner at Knighthead Capital Management. *Lee Moak*, former President and COO of the Air Line Pilots Association, replaces *Eric Snell* on the Board. *Patrick Busscher*, former GM and Director at Delta, joined as VP Maintenance Control Center.

## Search Firms and Funeral Homes, *(continued from page 1)*

But they can be very beneficial to you over a longer period of time. While they might not have anything at present, an applicable opportunity becomes more likely with every passing day, week and month. And they will keep your resume on file continuously so that you can be considered when an opportunity arises.

Experienced executives know that the right time to communicate with executive search firms is ALL the time. Relationships with search professionals can and should be maintained continually so that:

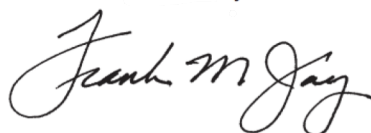
They have you in mind when an opportunity arises.  
You are in their mind PRIOR to sudden career issues that you might face.

A career change can happen as quickly as a sudden death. And it is catastrophic in its own way because you have to re-establish your business and personal life after it occurs.

Thinking about my friend, maybe his business is easier. He graciously closes out the life of another individual. In our case, we often take an individual who has faced a distressing, often disappointing experience and we help them to acknowledge their circumstances and move forward into revitalized business and personal health.

No doubt, I like our work better.

Sincerely,

A handwritten signature in black ink that reads "Frank M. Jay". The signature is fluid and cursive, with the first name "Frank" being the most prominent part.



## Contact

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**Frank Jay**  
Managing Partner  
713.875.5949  
fjay@frankjayassoc.net



**Steve Jay**  
Partner & Executive  
Search Consultant  
713.875.5952  
sjay@frankjayassoc.net

## 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.

