

Aviation Executive Monthly

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



Stay the Course On Your Job Search, *by Frank M. Jay*

When you are out of work and seeking a new opportunity, it always seems like the first step is “action”, the second step is “opportunity” and the third step is “disappointment”. Then you start all over and the same process seems to repeat and repeat.

The discouragement that arises from those steps and the repetition of them can be overwhelming...to the point that it becomes hard to continue the process. But repeating them continually until you achieve success is the only way to find the right opportunity.

As you go through these steps again and again, it helps to remember that you are not unique. This is the process that every individual undertakes when out of work. And it helps to remember that the steps involved in the search process WILL help you find the “right” employment opportunity.

Sometimes, in unique cases, a person will begin the search process and immediately find another employment opportunity. In such cases, and to everyone that knows of them, they seem to be unbelievably fortunate situations. But that can turn out to be the wrong move. The reason it can be the wrong move is that often the job seeker feels obliged to “accept” the earliest opportunity to alleviate a situation that is painful and scary...one from which they feel they should quickly remove themselves.

However, if we could “step back” and view our situation from a distance and gain some perspective, we might see that an opportunity obtained too quickly and without undertaking the required work can be a very concerning one. We might see that we are overlooking worrisome circumstances in order to leave the ranks of the unemployed as soon as possible.

I tend to believe that, in too many cases, persons who are unemployed and therefore required to look for another opportunity, often “bounce” quickly from that new opportunity. The reason well may be their need to find employment and their willingness to overlook issues to gain it. And, once they are employed again, they calm down and review their situation. Then, from a different vantage point...that of being employed...they work the process again. This time, they are recently experienced in the process, they know what to expect, they handle the pressures more effectively, and they gain a better situation.

(Continued on Page 4...)

On The Move

Acumen Aviation recruited *Goutham Ramdas*, previously Director of Aircraft Trading at Universal Asset Management, to become VP Commercial Lease Management & Sales.

AerFin appointed *Mike Vander Hee* VP, business development, engines, America. He was previously VP business development for TrueAero.

AerSale named *Ben Tschirhart* President, Engineered Solutions. He was previously VP, Engineering Solutions for Aviation Technical Services (ATS).

Air Canada promoted *Michael Collett* from Managing Director Maintenance Planning, Supply Chain, Logistics & Transportation to Head of Maintenance Operations.

Aircraft Engine Lease Finance (AELF) has appointed *Philip Scruggs* to its Board of Directors. Scruggs spent more than two decades with AerCap and ILFC in a variety of legal and commercial positions, culminating in CCO and President of the company.

Alaska Airlines promoted *Daniel Chun* to regional vice president – Hawaii.

Allegiant Air promoted *Jacob Huggins* from Senior Manager, Network Operations to Director of Dispatch.

American Airlines named *Margaret Soda*, Director of People Business Partners. Soda was previously CHRO for Sendik's Food Market, and prior to that was VP of Inflight and HR for PSA Airlines, a wholly-owned regional airline subsidiary of AA. *Om Maniyar* joined as VP Infrastructure and Operations. Maniyar was previously Head of Infrastructure, Security and Cloud Operations for Cisco. *Ken Martin* joined as Manager of Flight Safety Investigations.

Austrian Airlines promoted *Stephan Koenen* to Head of Engineering & Commercial TFM Austrian from his previous role of head of Continuing Airworthiness Engineering.

Avelo Airlines promoted *Giselle Cortes* from Director HVN & Airport Development to Head of Airports.

Barfield promoted *Jhonattan Polo* from Director of Pricing to VP Customer Care and *Giles Mercier* from Senior VP Customer Care and Business Development to Chief Executive Officer.

BF Aerospace named *Michael Lantz* Chief Operating Officer. He was previously COO for KP Aviation. *Armando Alvarez*, previously VP Sales for KP Aviation, joined as VP of Assets.

Bizjet International promoted *Steffen Kanisch* from Senior Project Manager to Head of Portfolio and Network Development. *Butch Virdell* joined as Quality and Mission Assurance Manager.

Blueberry Aviation, the helicopter and commercial aircraft trading company, has appointed *Sofiane Cherchali* as VP Contracts.

Boeing has appointed a Chinese national, *Alvin Liu*, to head its China arm.

Boom Supersonic has appointed *Scott Powell* as the Senior VP of Symphony, the propulsion system for Overture. Powell was previously with Boeing.

CAES promoted *David Young* from Chief Technology Officer to Chief Operating Officer. Prior to CAES, Young held roles with Lockheed Martin and Northrop Grumman.

Calgary Airport Authority promoted *Chris Miles* from VP Operations and Infrastructure to COO.

Canadian Owners and Pilots Association (COPA) has appointed *Mark van Berkel* as president and CEO.

Cirrus Aircraft has promoted *Patrick Sniffen* from director of marketing to executive director of global marketing.

CLEAR promoted *Tom Yourke* from GM Palm Springs to GM Los Angeles.

Collins Aerospace hired *Dusten Adams* as Senior Leader -Product Line/Product Management. He was previously with American Airlines.

Delta Air Lines promoted *Kate Modolo* from Director of Corporate Communications – Media Relations, Brand Reputation & PR, to Managing Director of Corporate Communications. *Ash Dhokte* was promoted from Managing Director to VP Onboard Service Operations.

On The Move *(continued)*

Endeavor Air promoted *Kevin Kyro* from Managing Director, Technical Operations Support Services to VP Technical Operations, replacing *Bill Donohue* after his retirement.

European Union Aviation Safety Agency (EASA) appointed *Luc Tytgat* as Acting Executive Director. Tytgat replaces *Patrick Ky*, who is leaving at the end of his second 5-year term. Tytgat was previously Director of Strategy and Safety Management for EASA, and will be replaced in that role by *Maria Rueda*, previously MD at CAA International.

Finnair announced that CEO *Topi Manner* has resigned to join the Finnish telecommunications firm Elisa Corp.

French Bee, France's low-cost airline, has appointed *Christine Ourmieres-Widener* as its new CEO. She comes to the airline with 35 years of industry experience, including top posts at TAP Air Portugal and Flybe.

Frontier Airlines hired *Kerry Keith* as Manager, HRIS and People Support. *Montse Ortega-Garcia* was promoted to Senior Manager Revenue Integrity. *Andrea Vortriede* was promoted to Manager, Material Operations and Inventory Control.

GE Aerospace promoted *Katie Deitemeyer* from Controller-Military Division to Executive Controller-Commercial Engines and Supply Chain. *Jennifer Ratica* was promoted from Director Customer Programs to President GE Passport and CFE.

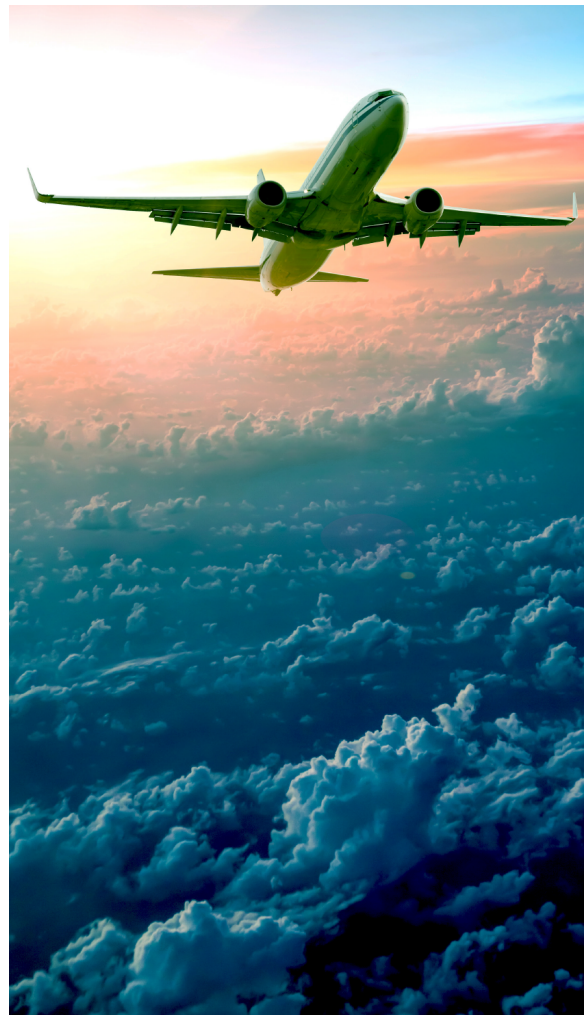
Heart Aerospace has named former IATA executive *Simon McNamara* Director of Government and Industry Affairs.

Howell Instruments named *Marc Paganini* President & CEO. Paganini was on the Board of Directors for the company previously, and was the CEO of Kalogridis International.

Jet Aviation named *Christopher Wallace* Senior Manager Customer Service in Teterboro, NJ. Wallace was previously VP Operations East for Prosecur.

JetBlue Ventures promoted *Ryan Chou* to Managing Director, Investments.

Kaman Corp. announced that Senior VP & CFO *James Coogan* has stepped down, with *Carroll Lane*, Senior VP, serving as interim CFO until a permanent successor is appointed.



Kellstrom Aerospace hired *Michael Rezman*, previously Senior VP with StandardAero, as Managing Director.

KP Aviation recruited *Sean Miller* as Head of Asset Sales & Leasing. Miller joins from AeroDirect, where he was VP/Head of Engine Leasing & Trading.

Northrop Grumman named *Krzysztof Krystowski* new country executive for Poland.

Omni Air International appointed *Phil Gibson* Director Flight Operations Engineering.

Ontic welcomed *Kairat Asenei* as VP of Revenue Management. He joins after five years with McKinsey & Co., most recently as Associate Partner.

PHI Aviation named *Cedric Meynier* Director, Commercial & Business Development – Australia & New Zealand, based in Perth, Australia. *Roderick Duplin* joined as Director, Commercial and Emerging Technologies.

On The Move *(continued)*

Qantas Group CEO *Alan Joyce* announced that he will bring forward his retirement date, with *Vanessa Hudson* moving into the role.

Regional One, Inc. promoted *Fernando Blanco* from Senior Director of Sales to VP Sales.

Scandinavian Airlines appointed *Ginger Hughes* Chief Transformation Officer. Hughes spent the last 21 years with Seabury, most recently as MD and Partner for Seabury Capital. The airline also announced *Paul Verhagen* as EVP & Chief Commercial Officer. He joins from Iberojet, where he was Deputy CEO.

Southwest Airlines hired former Director of Inflight for Hillwood Airways, *Leanne Risley*, as Learning Program Manager.

Swissport named *Jennifer Gomes* VP Fueling US & Canada. Gomes was previously Director of FBO Services for Wheels Up. *David Kelley*, previously VP Resource Planning, Performance Analytics and Performance Excellence for GAT Airline Ground Support, was hired as SVP Performance and Planning – North America. *Mike Byrom*, previously VP Airports & Crew Services at Spirit Airlines, was named COO US & Canada. *Jennifer Bartenstein*, previously VP Health, Safety, Security and Environmental Programs, joined as VP Quality, Health, Safety & Environmental.

TAP Air Portugal Chief Operating Officer & Executive Board Member *Ramiro Jose Oliveira Sequeira* left both roles and is now a Non-Executive Board Member.

United Airlines named *Sagi Varghese* Managing Director, Airport Operations & CSD Technology. Varghese was previously Sr. Director IT Services for Spirit Airlines. *Andrew Lundt*, previously Director of Procurement for Air Wisconsin, joined UA as Manager Purchasing Performance. *Jack McCook* was promoted from Senior Portfolio Manager, Customer Analytics, Programs and Strategy to Chief of Staff to the VP of Customer Strategy & Innovation. *Alex Schaefer*, previously a Consultant for the Star Alliance, joined as Manager-Policy Knowledgebase. *Jorge Gonzales* was promoted to Manager Airport Operations Customer Service-SFO. *Julian Velazquez* joined as Manager-Fleet Transactions.

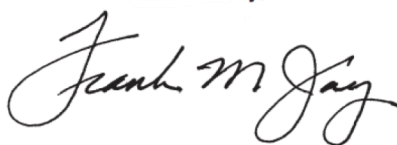
WestJet Group has appointed *Benjamin Smith* and *Alex Cruz* as Vice Chairs of its Board of Directors, and also appointed *Lisa Durocher* to its Board of Directors. Smith is the CEO of Air France-KLM, Cruz was CEO of British Airways until 2021, and Durocher was most recently CEO of Rogers Bank and EVP Financial Services of Rogers Communication. *Todd Peterson* was promoted from Director of Alliances to Director of Regulatory Programs.

Wheels Up, after appointing Delta Air Lines' CFO *Dan Janki* as Chairman, is now tapping Delta Board Member *George Mattson* as CEO. Mattson has been a member of Delta's board since 2021, and has been the lead investor and Chairman of Tropic Ocean Airways since 2014. He was previously a partner and co-head of the Global Industrials Group in Investment Banking at Goldman Sachs. Tropic Ocean Airways is a Wheels Up partner. This news comes as Wheels Up is working to finalize a \$500 million investment led by Delta.

Stay the Course On Your Job Search, *(continued from page 1)*

The point is that the process is “evolutionary”. To truly gain successful results, you need experience...and the search process must therefore occur over and over so that you can gain that experience to achieve the best results. If you look from that point of view, its obvious that immediate results can be negative from both a short term and a long term perspective. There is benefit from trying and failing. Such efforts help to “hone” your process and provide experience...both of which will finally provide a more successful result. You simply have to “learn” as you continue the process and “stay the course”.

Sincerely,



Contact



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.

