

CHIEF FINANCIAL OFFICER





ABOUT LAWA

Los Angeles World Airports (LAWA) operates Los Angeles International Airport (LAX), Van Nuys Airport (VNY), and Palmdale Land Holdings (PMD). The agency is governed by a seven-member Board of Airport Commissioners, appointed by the Mayor and confirmed by the City Council. LAWA has over 3,000 employees that manage operations, policy, and enforcement with a commitment to excellence. LAWA's strategic priorities are developing a people first culture, transforming LAX into a world-class global gateway, leveraging LAWA's economic impact to foster economic opportunity and ensuring a safe, secure and effortless guest experience.

LAX, one of the busiest airports in the world with more than 75 million annual passengers, and VNY, one of the nation's busiest general aviation airports, are vital to meeting Southern California's passenger, cargo, and general aviation needs. LAX is undertaking a \$30 billion capital improvement program to deliver new world-class facilities, including an Automated People Mover, and a Consolidated Rent-A-Car facility, as Los Angeles prepares to host the Olympic Games in 2028. **Learn more about LAWA:** <https://www.lawa.org>

THE OPPORTUNITY

LAWA is seeking a dynamic, forward-looking Chief Financial Officer (CFO). This is a pivotal leadership role for one of the world's busiest and most complex airport systems. The CFO will join a leadership team at a critical inflection point responsible for stewarding the financial health of the organization, driving modernization through a major Enterprise Resource Planning (ERP) system implementation, and driving the financing of LAWA's capital improvement program. This is an opportunity to shape the future of aviation in Los Angeles, ensure financial resiliency, and serve as a strategic partner to the CEO, CAO, Board of Airport Commissioners, and LAWA's executive team. **Learn more about LAWA financial data:** [LAWA Investor Relations | Los Angeles World Airports](#)

Key Responsibilities

- **Financial Stewardship:** Lead all finance functions, including accounting, financial reporting, budgeting, rates and charges, payroll, financial management system, and risk management.
- **Strategic Planning & Analysis:** Build and lead a robust financial planning and analysis (FP&A) capability to help LAWA evaluate business opportunities and quantify risks, enhance financial modeling, and provide timely, insightful analysis for decision-making.
- **Capital Program Funding:** Implement financing strategies for LAWA's multi-billion-dollar capital improvement plan, including bond issuances and debt management.
- **ERP Implementation:** Drive successful transition to Oracle Cloud ERP (scheduled to go-live in July 2026), ensuring integration across departments and a culture of ownership.
- **Financial Planning:** Drive a budget process that is transparent, inclusive, and accessible to both leadership and operating divisions.
- **Enterprise Risk Management:** Advance a strategic organization wide approach to identifying, assessing and managing risk.
- **Board & Stakeholder Engagement:** Present regularly to the Board of Airport Commissioners, the Audit Committee, and other stakeholders with clarity, transparency, and impact.
- **Talent Development & Succession:** Recruit, mentor, and retain financial talent across a 139- person finance team; ensure succession planning and leadership growth.

- **Cross-Functional Partnership:** Serve as a trusted thought partner to HR, procurement, capital development, and commercial functions, helping business units align financial strategies with organizational goals.

Professional Attributes

- **Collaborative Partner** – Builds strong working relationships across complex organizations; partners with business units instead of acting as a gatekeeper.
- **Communicative & Transparent** – Skilled in presenting complex financials to diverse audiences; tells the “financial story” with clarity.
- **Strategic & Pragmatic** – Brings financial discipline while offering creative, workable solutions that align with business needs.
- **Trusted Leader** – Confident yet humble, emotionally intelligent, straightforward, operates with integrity.
- **People Developer** – Recognized for building teams, mentoring leaders, and leaving behind stronger organizations.

Core Competencies

- Deep knowledge of finance functions including accounting, budget, rates & charges, debt management, and risk management.
- Expertise in leveraging diverse revenue streams to finance large capital programs.
- Demonstrated success in capital markets, debt issuance, and complex financing structures.

- Hands-on experience with ERP systems (Oracle strongly preferred) and technology-enabled finance modernization.
- Strong grasp of enterprise-level risk assessment and mitigation.
- Proven success in large-scale, complex organizations, airport or public enterprise experience strongly preferred.
- Skilled in talent development, succession planning, and motivating large finance teams.
- Exceptional communication skills with a track record of board-level engagement.

Candidate Profile

The ideal candidate will be:

- An experienced financial executive with airport or enterprise-level public sector finance expertise (preferred), with deep FP&A, public debt and capital market experience.
- A proven strategic partner to executives, boards, and stakeholders.
- A leader of people, able to recruit and develop finance professionals in a competitive talent market.
- Comfortable navigating the complexity of a large, political, and highly visible organization, while maintaining focus on outcomes and execution.
- A proven leader who can quickly foster trust and gain credibility, who is collaborative, confident in their expertise, but humble and adaptable.

Priorities in the First 12-18 Months

- Deliver a successful Oracle Cloud ERP implementation on schedule (July 2026).
- Enhance internal analytic capabilities to evaluate business opportunities and quantify risk.
- Redesign and launch a more transparent and inclusive budget process.
- Successfully finance and support LAWA's multi-billion-dollar capital program.
- Strengthen finance's role as a strategic partner to operating divisions.
- Recruit and retain key financial talent; reduce vacancy rates; and establish succession planning for future leadership.
- Enhance board reporting and stakeholder transparency around financial performance and risk.





COMPENSATION AND BENEFITS

The salary range for this position is: \$243,460-\$355,920 DOE/DOQ

Los Angeles World Airports offers a competitive benefits package including medical, dental, and vision coverage along with participation in LACERS retirement and deferred compensation plans. LAWA also invests in its workforce through tuition reimbursement, professional development, wellness programs, and commuter benefits.

MINIMUM QUALIFICATIONS

Potential candidates interested in the position MUST meet the following requirements:

- Bachelor's degree - Business, Public Administration, or other related field.
- 8 years of senior management level experience in finance, accounting or a related field with demonstrated ability to lead teams.
- Master's degree - Business, Public Administration, or other related field desirable.

Disclaimer: This job specification is not to be construed as an exhaustive statement of duties, responsibilities, or requirements. Employees may be required to perform any other job-related instructions as requested by their supervisor.

TO APPLY

To be considered for this opportunity, please submit your resume and letter of interest electronically, as soon as possible, to: **cfo.lawa@thehawkinscompany.com**. The letter must outline:

1. Scope and size of the largest budget you have managed
2. Size and depth of the largest teams you have managed
3. Largest workforce supported
4. Two major accomplishments that illustrate your qualifications

Resumes received by **October 3, 2025**, will receive first consideration. For the complete position description, please visit www.thehawkinscompany.com.

Confidential inquiries are encouraged and should be directed to:

Will Hawkins, VP Executive Search
will@thehawkinscompany.com, 310-703-4474 or

Yonnine Hawkins – Garr, Senior Vice President Executive Search
yonnine@thehawkinscompany.com, 323-252-1655



THE HAWKINS COMPANY
8939 S. Sepulveda Blvd., #110-216
Los Angeles, CA 90045
www.thehawkinscompany.com

