



Aecon Inc. and Tikehau Star Infra,  
as representatives of the SkyCity consortium, invite applications for

## ORAT Manager

SkyCity is a special purpose-built company for the transformative  
U.S. Virgin Islands Port Authority (VIPA) Airports P3 Project  
U.S. Virgin Islands

*EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH*



## About SkyCity

---

### **A World-Class Partnership to Modernize the USVI's Airports**

SkyCity is delivering world-class airports through the redevelopments of the Henry E. Rohlsen Airport (HERA) in St. Croix and the Cyril E. King Airport (CEKA) in St. Thomas by combining global expertise with local partnerships.

A purpose-built Public-Private Partnership (P3) has been designed to foster collaboration between the Virgin Islands Port Authority, SkyCity, and project stakeholders at all stages of the redevelopment, ensuring both airports receive state-of-the-art upgrades that reflect the unique USVI culture and heritage.

SkyCity is the future of the USVI's air travel experience. The Henry E. Rohlsen Airport in St. Croix and the Cyril E. King Airport in St. Thomas operate with the highest international aviation standards and will be modern gateways for the islands.

The SkyCity consortium is led by Aecon Concessions, an international concession and construction firm and Tikehau Star Infra ("TSI"), an international infrastructure investor and developer. SkyCity was selected to redevelop both airports in March of 2024 through a competitive bid process by the Virgin Islands Port Authority Board of Directors. Aecon Concessions and TSI will each hold a 50% equity interest in the 40-year concession. Aecon, as the Design-Build lead, will also have a 50% interest in the Design-Build joint venture with St. Croix-based J. Benton Construction. Avports will serve as the operations and maintenance partner.

## About the Project

---

The United States Virgin Islands (USVI) is a marquee Caribbean destination showcasing sun-soaked beaches, breathtaking vistas, and a vibrant and diverse culture. Through this project, the territory's two airports will better accommodate the ever-increasing numbers of passengers and flights and enable the USVI to remain competitive in the global market, create a better experience for travelers, and strengthen its vital tourism industry.

Just about everything that is used or consumed by the residents of the U.S. Virgin Islands enters the islands by boat or by plane. Food, clothing, machinery, mail, furniture, vehicles, building supplies, and medical equipment enter through the seaport or airports. In addition, the territory's major economic contributor is a bustling tourism industry that blossomed in the 60s. Tourism accounts for about 80 percent of the islands' gross domestic product and employment. The islands are a popular destination for travelers from every corner of the world seeking the perfect vacation. These key factors make the airports and seaports in the territory a critical component in the strength and growth of the islands' economy. Any investment or improvement to the airports' facilities secures the territory's economic future.

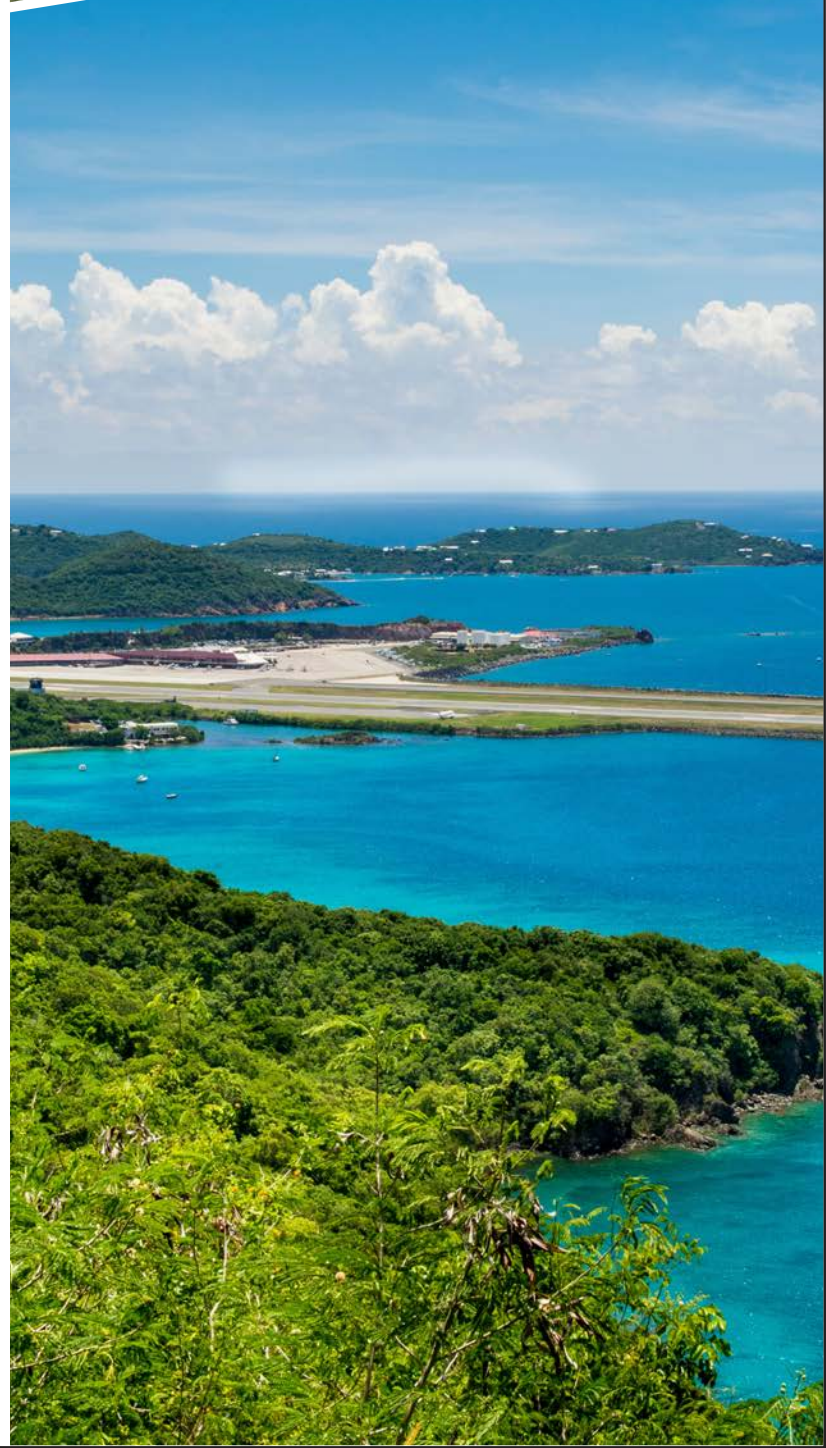
## The Process

---

The redevelopments of the Henry E. Rohlsen Airport (HERA) in St. Croix and the Cyril E. King Airport (CEKA) in St. Thomas are being delivered through a collaborative Design, Build, Finance, Operate and Maintain (DBFOM) Public-Private Partnership (P3) model that will bring state-of-the-art amenities, private investment, improved service levels, increased capacity, efficient airport operations, and long-term maintenance plans while enhancing resiliency.

These new facilities will stimulate economic growth in the Territory while providing travelers with a safe, modern, comfortable, and pleasant experience. Improvements to the airports will include upgrading the baggage systems, adding jet bridges, renovating and expanding existing terminal buildings, and adding additional seating, concession areas, and other amenities.

The project is currently in a transition phase that involves substantial work between SkyCity and VIPA including design, construction planning and permitting, employee transition, airline engagement, financial and commercial business activities, operations and maintenance, legal and project documentation, regulatory matters, and stakeholder communications and outreach. This process will facilitate the development of design plans that best reflect the unique needs of both airports.





## The Community

---

The U.S. Virgin Islands (USVI), a stunning tropical paradise in the Caribbean, consist of three main islands—Saint Thomas, Saint John, and Saint Croix—along with numerous smaller islets. Known for its beautiful beaches, vibrant culture, and rich history, the USVI is a popular destination for travelers seeking both relaxation and adventure.

The U.S. Virgin Islands are located in the Lesser Antilles, east of Puerto Rico. Each island offers a unique landscape: Saint Thomas is known for its bustling harbor and lively atmosphere, Saint John is celebrated for its natural beauty and national park, while Saint Croix boasts a blend of cultural influences and agricultural landscapes. The tropical climate ensures warm temperatures year-round, with a rainy season typically from May to November. This climate makes the islands ideal for outdoor activities, from hiking to snorkeling.

The culture of the U.S. Virgin Islands is a vibrant blend of African, European, and indigenous influences. This mix is evident in the islands' music, art, and culinary traditions. Calypso, reggae, and quelbe (a traditional folk music genre) are popular, often accompanied by lively dance. The annual Carnival celebrations, particularly in Saint Thomas and Saint Croix, showcase this rich cultural heritage, featuring parades, music, dancing, and traditional costumes.

The islands also celebrate various festivals throughout the year, such as the Festival of Lights in Christiansted, which honors the Christmas season with festivities that reflect both African and Christian traditions. These events offer a glimpse into the islands' history and the resilience of their communities.

The economy of the U.S. Virgin Islands has historically relied on tourism, manufacturing, and agriculture. The breathtaking beaches and warm climate attract millions of visitors each year, making tourism the primary economic driver. Cruise ships frequently dock in Saint Thomas, with visitors drawn to the island's duty-free shopping, picturesque views, and water activities.



## The Community (*continued*)

---

While tourism remains dominant, the USVI has also developed a manufacturing sector, particularly in pharmaceuticals and rum production. The islands have a rich history of rum distillation, with brands like Cruzan Rum and Captain Morgan having deep roots in the region. Additionally, agriculture plays a role, with local farms producing fruits, vegetables, and spices that contribute to the islands' culinary offerings.

The natural beauty of the U.S. Virgin Islands is one of their biggest draws. The beaches are world-renowned, with stunning locations like Trunk Bay on Saint John, which features crystal-clear waters and soft white sand. The Virgin Islands National Park, covering over half of Saint John, offers hiking trails, snorkeling opportunities, and a chance to explore the ruins of sugar plantations.

Saint Thomas is home to the famous Magens Bay, often regarded as one of the best beaches in the world, while Saint Croix boasts a diverse marine environment, including the Buck Island Reef National Monument, a protected area ideal for snorkeling and scuba diving.

The U.S. Virgin Islands offer a unique blend of natural beauty, rich history, and vibrant culture. From the stunning beaches to the lively festivals, the islands captivate visitors and residents alike. As they navigate the challenges of the modern world, the spirit of the USVI remains resilient, rooted in its diverse heritage and commitment to preserving its stunning environment for future generations. Whether for adventure, relaxation, or cultural exploration, the U.S. Virgin Islands hold a special place in the heart of the Caribbean.



## The Position

---

The ORAT Manager will play a key role in the USVI Airport Redevelopment Project, supporting development and operations during the transition and implementation phases. Reporting to the CEO, this leader will oversee planning, execution, and coordination of critical operational activities to ensure a smooth transition of all airport operation and maintenance functions from the existing terminals to the new terminals and compliance with regulatory and contractual obligations.

## About the Role

---

This position is responsible for driving operational readiness, overseeing subcontractors, managing budgets, and ensuring seamless stakeholder management. The ORAT Manager will also contribute to risk management, process improvements, and the overall success of the airports' redevelopment and operational transition.

## Key Responsibilities

---

- Lead operational planning, gap analysis, and implementation of improvements.
- Oversee subcontractor ramp-up and ongoing compliance with contractual and regulatory standards.
- Develop and refine Standard Operating Procedures (SOPs) to align with project goals.
- Manage budgeting, program planning, and implementation oversight.
- Manage Operational Readiness, Activation, and Transition (ORAT) planning and implementation activities for both interim phasing and final transition of all terminal functions at both STX and STT airports.
- Support stakeholder relations and management with key airport partners, airlines, tenants and agencies.
- Identify opportunities for process improvement and best practice implementation.
- Ensure readiness for Day 1 operational transition and future enhancements for both interim and final terminal configurations.



## Leadership Qualities and Style

---

- Strong leadership with the ability to influence with and without direct authority.
- High emotional intelligence and organizational savvy to navigate complex environments.
- Strategic thinker capable of making informed decisions under pressure.
- Results-driven professional who balances urgency with thorough execution.
- Collaborative team leader with a track record of managing diverse relationships.

## Preferred Qualifications

---

- Bachelor's degree in Business, Airport Management, or a related field (or equivalent experience).
- Minimum of 10 years in airport/aviation management, overseeing complex projects.
- Expertise in ORAT, terminal operations, and operational planning.
- Experience in transitioning a team to private operation is a plus.
- Strong communication, negotiation, and problem-solving skills.
- Ability to manage multiple priorities in a fast-paced environment.
- Knowledge of aviation industry trends, regulatory requirements, and best practices.
- Proficiency in Microsoft Office and relevant project management tools.
- Commitment to diversity, equity, and inclusion in leadership and operations.

This role offers a unique opportunity to contribute to a transformative airport redevelopment initiative, shaping the future of aviation in the USVI.

## Salary and Benefits

---

This position offers a market-competitive salary accompanied by a generous benefits package. Benefits include:

- Relocation assistance to USVI and housing allowance provided.
- Opportunities for professional development and advancement.
- Dynamic and collaborative work environment.
- Chance to work on diverse and challenging projects.
- Making a significant impact on organizational success.





## How To Apply

---

To apply online, [click here](#).

Deadline for applications: **Open Until Filled**

***ADK will review and process applications as they are received. We highly encourage you to apply as soon as possible.***

The contact for this search is:

**Chuck McFall, Ph.D., A.A.E., PMP**  
[chuck@adkexecutivesearch.com](mailto:chuck@adkexecutivesearch.com)

Delivering complex infrastructure projects takes enormous vision, innovation and collaboration. At SkyCity, we are committed to fostering a diverse workforce and prioritizing local talent as key to our success.

