



Position Brief
Vice President, Facilities Optimization
Canaveral Port Authority



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The Opportunity

The Canaveral Port Authority is seeking a dynamic, experienced leader for the newly created role of Vice President, Facilities Optimization. Primary responsibilities will include ensuring preventive, predictive, and emergency maintenance of all port facilities and equipment in a safe and timely manner while working collaboratively with operations to ensure availability is optimized. Reporting directly to Chief Executive Officer, the Vice President, Facilities Optimization will be a key member of the executive leadership team contributing to the ongoing success and growth of Port Canaveral's operations.

About Port Canaveral

Located on Florida's Space Coast, Port Canaveral stands as a beacon of global connectivity and economic vitality. For nearly seventy years, it has served as a pivotal nexus for trade and transportation, linking businesses and consumers across Florida and the southeastern United States. With a rich history intertwined with U.S. military operations, government initiatives, and the ever-expanding frontier of commercial space exploration, the Port continues to play an indispensable role in shaping regional and national prosperity.

At the heart of one of the nation's most dynamic economic landscapes, Port Canaveral fuels growth and innovation as the 10th largest consumer market in the U.S., boasting economic expansion rates that outpace the national average. Functioning as a versatile quadra-modal transportation hub, it seamlessly integrates sea, land, air, and space, offering unparalleled access and efficiency. With its deep-water unrestricted access to Atlantic shipping lanes and uncongested connection to state and interstate highways, Port Canaveral plays a vital role in global trade and international commerce.

Renowned as the world's second busiest cruise port, Port Canaveral welcomes millions of passengers annually, embarking on voyages aboard some of the world's largest and newest cruise vessels operated by premier brands. With seven state-of-the-art cruise terminals, recently enhanced to accommodate industry growth, the Port has seen a resurgence in cruise traffic following the challenges posed by the global pandemic. With innovative measures in place to ensure passenger safety and satisfaction, Port Canaveral continues to reclaim its preeminence in the cruise market.

Port Canaveral, having repeatedly earned accolades such as "World's Best Cruise Port" and "Best Cruise Port in the U.S." from global travelers and cruise industry experts, continues to lead in innovation as the Americas' pioneer LNG cruise port. Carnival Cruise Line's *Mardi Gras* and Disney Cruise Line's *Wish* are two of four technologically advanced cruise vessels powered by cleaner-burning LNG homeported at Port Canaveral, which underscores the Port's commitment to sustainability and technological progress. The 2021 opening of Cruise Terminal 3, a 188,000-sq. ft. \$163 million endeavor, marked a pivotal moment in Port Canaveral's rich history, as one of the world's leading seaports catering to the evolving needs of the global cruise industry. Excitingly, plans are underway for a new cruise terminal to address the burgeoning demands of the industry. Positioned

at the Port's North 8 berth, this multi-user terminal and adjacent parking complex promises notable cost efficiencies, operational adaptability, and an accelerated construction timeline of approximately two years, catering to an array of world-class vessels across various brands.

Port Canaveral has continued to invest in cutting-edge infrastructure and specialized resources to ensure the Port maintains a high level of operational excellence. From the commissioning of the high-tech "Canaveral Fireboat 2" to the expansion of cargo operations, and the Port's support of commercial space launch and recovery maritime operations, the Port remains at the forefront of safety, security, efficiency, and resilience. With a strategic focus on sound financial planning and fiscal responsibility, business diversification and expansion, Port Canaveral is poised to meet the demands of an increasingly dynamic global marketplace, fostering economic prosperity and opportunity for generations to come.

Governance

In 1939, a Special Act of the Florida legislature created the Canaveral Port Authority (CPA) as an independent governmental agency to manage Canaveral Harbor, which was dedicated on November 4, 1953.

The Legislature established the Canaveral Port District in the central and north areas of Brevard County and divided it into five regions. Five elected officials representing the five regions form the Canaveral Port Authority Board of Commissioners, which sets fiscal, regulatory, and operational policies for the Port. Commissioners are elected at-large and serve four-year terms.

While the Commissioners set policy, the Port's Chief Executive Officer and staff are responsible for administrative and operational duties.

Operations and Funding

As a governmental body, the Canaveral Port Authority can incur indebtedness through the sale of bonds; establish Federal Maritime Commission-regulated tariff rates; and negotiate for government grants. The Canaveral Port Authority also can levy ad valorem taxes from property owners in the Canaveral Port District. In 1986, the Board of Commissioners recognized that the Port had become self-sufficient and unanimously voted to stop collecting the annual revenue from ad valorem taxes. The Port has remained self-sufficient since that time with funding for operations and capital improvement provided by revenues earned from Port operations, including cruise ship fees, cargo handling charges, and leasing agreements with tenants utilizing the port's facilities. The port also receives funding from state and federal grants for infrastructure projects aimed at enhancing its capabilities and capacity. Additionally, Port Canaveral generates revenue from various auxiliary services, such as parking fees, terminal rentals, and concessions. This diversified funding model allows the port to maintain and expand its infrastructure while remaining financially sustainable.

To support its ongoing operations and future growth, Port Canaveral continually invests in infrastructure upgrades and expansion projects. These investments are crucial for ensuring the port can accommodate increasing demand from both cruise and cargo operations while remaining competitive in the global maritime industry. By strategically managing its funding sources and prioritizing infrastructure development, Port Canaveral aims to solidify its position as a key economic driver for the region and a vital gateway for global trade and tourism.

Location

Located on Florida's picturesque east coast, Port Canaveral is not only a thriving maritime hub but also a vibrant recreation community including a Port owned and operated beach, boat ramps, fishing pier and campground. Its strategic position near major transportation routes and attractions like NASA Kennedy Space Center, Orlando International Airport, and renowned Orlando area theme parks makes it an attractive destination for job seekers. The Florida Space Coast community's sense of camaraderie and support, coupled with its proximity to stunning Atlantic Ocean beaches, recreational activities such as fishing, and a plethora of outdoor sports, fosters an enviable lifestyle.

Equal Opportunity Employer

The Canaveral Port Authority is an Equal Opportunity employer – Minority/Female/Veterans/Disabled. Relevant military experience is considered for veterans and transitioning service men and women.

For more information, please visit:

- [Port Canaveral website](#)
- [State of the Port](#)
- [Financials](#)
- [30-Year Strategic Vision Plan](#)
- [Values](#)
- [Visit Florida](#)



The Position

The Vice President, Facilities Optimization serves as a visible leader overseeing a large and diversified maintenance program encompassing facilities and technical systems services for Port Canaveral. The Vice President assumes overall responsibility for directing technical trades services and ensuring the safe, efficient, and reliable operation and maintenance of all CPA facilities and systems, which include automated port systems and equipment, mechanical, electrical, plumbing, HVAC systems, boarding bridges, security/access control, fire detection and protection, building, grounds, and fleet maintenance. Additionally, the Vice President provides input, consults, and collaborates with leaders in other port divisions including Administration, Finance, Engineering & Construction, Operations, and Security, as well as interacts with external representatives such as federal, state, and local regulatory agencies, tenants, suppliers, and consultants to accomplish established department goals and objectives.

Key Responsibilities

- Develop, implement, and maintain a cost-effective maintenance strategy aligned with the Port's strategic vision and goals.
- Assess CPA maintenance program and practices for continuous improvement opportunities.
- Recommend and implement approved enhancements to existing policies and practices to elevate the maintenance program of CPA assets.
- Communicate clear and relevant plans supporting the Port's strategic direction in an inspiring manner.
- Plan, assign, and supervise teamwork, establishing challenging standards and productivity goals with clear measurements (Key Performance Indicators).
- Foster organizational readiness and adaptability to change.
- Collaborate with port leadership, tenants, suppliers, industry networks, and stakeholders to advance and implement best practices.
- Provide exceptional service and support to both internal and external customers, ensuring timely resolution of inquiries and maintaining high levels of customer satisfaction.
- Develop and manage the department's budget.
- Ensure establishment, procurement, and maintenance of all necessary specialty maintenance service contracts.
- Identify and prioritize necessary projects for facilities/equipment/systems replacement with a proactive plan.
- Drive cost-effective maintenance operations prioritizing safety and security.

Staff Leadership

- Develop and implement staffing plans, outsource contracting, and management programs as needed.
- Recruit, inspire, motivate, and guide team members towards goal accomplishment.

- Coach, mentor, and enable individuals to reach their maximum potential.
- Establish organizational structure to fulfill department's mission, promote employee engagement, and provide opportunities for development, training, and advancement.
- Oversee HR functions within the Facilities department including recruitment, employee relations, and performance management.
- Contribute as a Senior Management Team member in recommending and developing policies, procedures, project management plans, goals and objectives, and business plans.
- Cultivate a strong, healthy, and equitable culture across the workforce.
- Supervise off-hour management staff for comprehensive 24/7 maintenance and emergency response.
- Foster change and innovation, embracing diverse thinking and styles across staff levels.

Other

- During emergency conditions, all CPA employees are automatically considered essential employees and may be subject to recall. These events may include, but are not limited to, natural, man-made, or public health emergencies. Employees may be expected to perform emergency and/or recovery operations outside of their normal assigned responsibilities and routine working hours.
- Additional duties as assigned.



The Candidate

Knowledge, Skills, and Abilities

- Comprehensive knowledge of maintenance practices, procedures, and techniques related to port or other similar campus facilities, equipment, and systems.
- Familiarity with regulations, standards, and codes governing maintenance operations, safety, and security.
- Proficiency managing mechanical, electrical, plumbing, HVAC, and other technical systems common in port environments.
- Experience with leading a large maintenance operation that includes utilization of in-house and outsourced resources.
- Competence in project management methodologies, including planning, scheduling, budgeting, and resource allocation.
- Knowledge of Maintenance and Reliability Engineering disciplines.
- Experience in utilizing Computerized Maintenance Management System (CMMS) software.
- Demonstrated success in team management, organizational development, and performance management.
- Understanding of budgeting principles and financial management relevant to maintenance operations.
- Proficiency in risk assessment and implementation of mitigation strategies.
- Knowledge of industrial maintenance and adherence to safety protocols.
- Analytical skills for data collection, organization, and evaluation.
- Leadership capabilities to influence and lead outcome-driven teams effectively.
- Excellent oral and written communication skills.
- Strong computer proficiency.
- Problem-solving abilities with meticulous attention to detail.
- Quick decision-making skills and adeptness in collaboration.
- Effective interpersonal, public speaking, and leadership skills.
- A reputation for integrity, ethics, and trustworthiness.

Essential Qualifications

- Five (5) years in a senior leadership role leading maintenance operation for organizations and teams of similar scale and complexity; with proven leadership acumen and highly effective stakeholder engagement and communication skills.
- Bachelor's Degree in Engineering, business or public administration, or other area of concentration which is relevant to the role as described above.
- Master's degree preferred.

Certifications and Licenses

- Possess a Florida Driver's License in good standing or the ability to obtain one within 30 days.
- Ability to secure a Transportation Worker Identification Credential (TWIC).
- Certified Maintenance & Reliability Professional certification is preferred.

Physical Requirements

- Tasks involve the intermittent performance of physically demanding work, typically involving some combination of reaching, bending, stooping, kneeling, or crouching, and that may involve the lifting, carrying, pushing, and/or pulling of moderately heavy objects and materials (20-50 pounds).

Environmental Requirements

- Tasks are performed in indoor and outdoor environments. Due to the nature and location of the work environment, tasks include potential for intermittent exposure to disagreeable elements, e.g., heat, humidity, inclement weather.
- Some tasks include working in and around moving vehicles and associated vehicle/equipment areas, where heightened awareness to surroundings and observance of established safety precautions is essential in avoidance of injury or accidents.
- Must also be willing to work nights, weekends, and holidays to meet business needs.
- During emergency conditions, all CPA employees are automatically considered essential employees and may be subject to recall. These events may include, but are not limited to, natural, man-made, or public health emergencies. Employees may be expected to perform emergency and/or recovery operations outside of their normal assigned responsibilities and routine working hours.

About Odgers Berndtson



Odgers Berndtson Executive Search is a leading global executive search firm, assisting private and public sector organizations find the highest caliber, people, for senior management appointments across North America and internationally.

Our reputation at the top of the executive search profession is over 50 years old. With offices in over 60 cities worldwide, our experienced executive search specialists operate with absolute discretion, integrity, and care, and are experts in finding exceptional individuals for challenging roles.

WE ARE GLOBAL

We have the support of an excellent international network of offices expanding across more than 30 countries globally.

To apply:

Please submit a comprehensive CV along with a cover letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria.

The Canaveral Port Authority is committed to providing preferential consideration in the employment process to veterans. If claiming Veteran's preference, please provide a [DD214 form](#) along with other application materials.

The preferred method of application is by email to: Allison.Zobrist@odgersberndtson.com.



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