



**YYJ**

VICTORIA  
INTERNATIONAL  
AIRPORT

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**JOB POSTING**

## **Manager, Commercial Development**

**Competition No. #2026-06**

**Annual Salary Range: \$108,209 – \$127,305**

*Victoria International Airport (YYJ) is Vancouver Island's gateway to the world, connecting more than 1.9 million passengers annually to key domestic and seasonal international destinations. Operated by the Victoria Airport Authority (VAA), a not-for-profit, non-share capital organization, YYJ plays a vital role in regional connectivity and economic growth. VAA operates from the homeland of the WSÁNEĆ people whose historical relationship to the land continues to this day.*

*YYJ has been recognized as one of BC's Top Employers annually since 2020. It has also received the Airports Council International award for Best Regional Airport in North America in 2012, 2014, 2020 and 2024. Since April 1, 1997, the Victoria Airport Authority has managed and operated YYJ on behalf of the surrounding communities, delivering a safe, secure, sustainable, and efficient airport experience.*

### **Career Opportunity:**

Victoria Airport Authority (VAA) is seeking an experienced and strategic leader to join our Commercial team as Manager, Commercial Development (Manager).

Reporting to the Vice President, Revenue Strategy and Business Development, the Manager plays a key leadership role in advancing VAA's commercial business portfolio, with primary responsibility for parking, ground transportation, and in-terminal concessions programs.

The Manager is accountable for driving commercial performance, identifying new revenue opportunities, and ensuring exceptional customer experiences across a diverse portfolio of commercial operations and service partners. The successful candidate will lead a multidisciplinary team responsible for commercial program administration, contract management, operational oversight, business analysis, and strategic commercial initiatives.

This role is ideal for a commercially focused leader who thrives in a dynamic, operational environment and brings strong business acumen, relationship management skills, and the ability to translate strategy into measurable results.

The Manager works collaboratively across departments and with external partners to support VAA's strategic priorities while ensuring programs operate efficiently, competitively, and in alignment with VAA's values and operational standards.

### **Requirements:**

The ideal candidate will have:

#### ***Education & Experience:***

- Completion of an undergraduate degree or post-secondary diploma in Business Administration, Commerce, or a related field (or an equivalent combination of education and experience).
- Minimum of seven (7) years of recent, progressively responsible experience in commercial development, operations, program management, or related leadership roles within a complex, multi-stakeholder environment.

- Experience in parking and ground transportation operations, commercial contract management, concessions or tenant relations, and revenue program administration.
- Previous management or supervisory experience in a unionized environment.
- Experience in the aviation, transportation, hospitality, or commercial property management sectors is strongly preferred.

**Knowledge of:**

- Commercial revenue development principles, contract administration, and program management.
- Parking operations and revenue control systems (PARCS), ground transportation programs, and concessions operations, including retail, food and beverage and car rentals.
- Business planning, budgeting, procurement, and performance measurement practices.
- Airport operational environments, including safety, security, and regulatory considerations.
- Industry trends and emerging technologies related to commercial airport operations and customer experience enhancement.

**Skills and abilities:**

- Strong leadership skills with the ability to lead, coach, and develop high-performing teams.
- Exceptional relationship management and communication skills with the ability to collaborate effectively with operators, tenants, contractors, and internal stakeholders.
- Excellent written and verbal communication skills, including the ability to prepare reports, business cases, and presentations for senior leadership.
- Proven ability to manage multiple priorities and adapt in a fast-paced operational environment.
- High level of professionalism, integrity, discretion, and accountability.
- Advanced proficiency in Microsoft Office and comfort working with data analytics and reporting tools.
- Ability to communicate effectively in both English and French is considered an asset.

**Required Security Clearance:**

- Must be eligible to work in Canada.
- Must be willing to work outside normal work schedule to meet operational requirements as needed.
- Within six (6) months of hire, the successful candidate must obtain and maintain the appropriate level of Airport Security Clearance (RAIC) as a condition of employment.\*\*

VAA is part of the federally regulated air transportation sector and employees must abide by any potential future federally mandated health measures (e.g. COVID-19 vaccination/booster shots).

Please refer to the full list of Requirements and Duties as found in the job description on [VAA's website](#).

**VAA Values**

VAA has an incredibly bright future ahead and its success depends entirely on our team of very talented, dedicated staff. We want to ensure VAA is an environment where our people thrive and is an organization where people are proud to work, where our culture is admired and where career aspirations are fulfilled. At VAA we're proud to be living our Values:

<b>People</b>	We work as a team, supporting and respecting one another to bring out the best in each of us.
<b>Excellence</b>	We lead in safety, quality, and innovation to create exceptional experiences.
<b>Integrity</b>	We ensure that honesty, equity, and accountability are the cornerstones of everything we do.
<b>Community</b>	We foster meaningful relationships through service excellence and responsible stewardship.

## **Applications:**

Take your career to new heights – submit your application today!

Interested applicants may submit their Cover Letter and Resume quoting Competition **#2026-06** by emailing Agilus Work Solutions by **4:00 pm, Monday, June 15<sup>th</sup>, 2026** at [rarsenault@agilus.ca](mailto:rarsenault@agilus.ca). Applications will be reviewed as soon as they are received.

VAA is located on the homelands of the W̱SÁNEĆ People and qualified self-identified Indigenous applicants are encouraged to apply and may be given preference during the recruiting and selection process.

VAA values inclusion and accessibility and is committed to providing reasonable accommodation for applicants and employees with disabilities. If reasonable accommodation is needed to take part in the job application or interview process, please contact [humanresources@yyj.ca](mailto:humanresources@yyj.ca).

**Please ensure your application clearly identifies how you meet the education, experience, and knowledge requirements stated in the job description. Applicants must be legally entitled to work in Canada.**

**We sincerely appreciate the interest of all applicants; however, only those selected for further consideration will be *contacted*.**

*\*\* The Restricted Area Identification Card (RAIC) is a security pass issued by local airport authorities to all non-passengers working in the restricted areas of airports.*