



Position Brief for

Vice President, Audit

Metropolitan Washington Airports Authority

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The Opportunity

Join the Metropolitan Washington Airports Authority (MWAA) in their mission to deliver world-class transportation infrastructure and services to the Washington, D.C. metropolitan area. We are seeking a forward-thinking audit leader who sees audit not just as oversight—but as opportunity. As Vice President, Audit, you will lead a high-impact function that helps strengthen performance, elevate governance, and drive continuous improvement across the enterprise.

This is a unique opportunity to shift the perception of audits from obligation to enabler—demonstrating how transparency, insight, and accountability can accelerate positive change in one of the region’s most vital organizations.

ABOUT MWAA

The Metropolitan Washington Airports Authority (MWAA) is an independent authority responsible for overseeing the management, operations and capital development of Ronald Reagan Washington National Airport, Washington Dulles International Airport, and the Dulles Toll Road. Committed to excellence in aviation infrastructure and services, MWAA strives to provide world-class facilities and connectivity to the National Capital area.

The Metropolitan Washington Airport Authority hosted 53.54 million total passengers in 2024, setting a new travel record at Reagan National and Dulles International airports. This achievement was primarily attributed to significant growth at Dulles International Airport, which alone saw 27.25 million passengers—a jump of 8.4% from the previous year. This spike in traffic was helped by the addition of six new airlines and expanded services by existing carriers. Reagan National Airport also saw a growth in passenger numbers, with 26.29 million passengers in 2024, which was a 3.3% increase over the prior year.



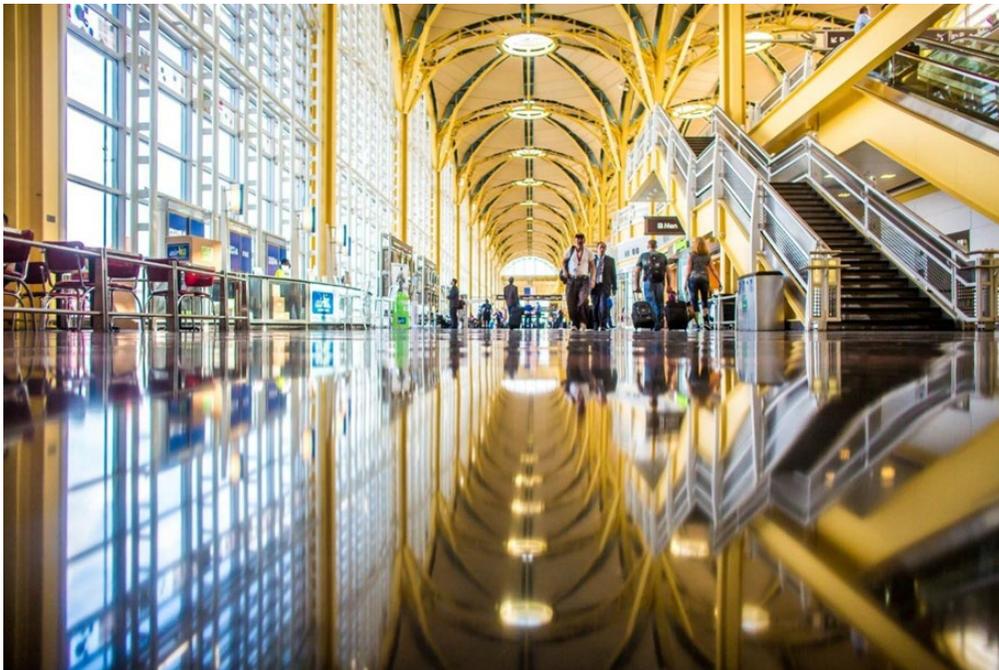
MISSION AND CORE VALUES

The Airports Authority's primary mission is to develop, promote, and safely operate Reagan National and Dulles International airports, continually striving to improve our efficiency, customer orientation, and the level of air service provided. The core values of the Airports Authority are Integrity, Pride, Collaboration, and Mutual Respect.

GOVERNANCE

The Metropolitan Washington Airports Authority is a public body politic and corporate, created with the consent of the Congress of the United States by the District of Columbia Regional Airports Authority Act of 1985, as amended, and Ch. 598, Virginia Acts of Assembly of 1985, as amended. The purpose of this entity is to plan, provide and actively manage world class access to the global aviation system in a way that anticipates and serves the needs of the National Capital area.

A 17-member Board of Directors governs the Metropolitan Washington Airports Authority. The Board establishes policy and provides direction to management, and its authority is plenary. Members of the Board are appointed by the Governors of Virginia and Maryland, the Mayor of Washington, D.C., and the President of the United States.



OPERATIONS AND FUNDING

The Metropolitan Washington Airports Authority is not taxpayer-funded but is self-supporting, using aircraft landing fees, rents and revenues from concessions and parking to fund operating expenses. The Authority is responsible for capital improvements at the airports, which are funded in part by passenger facility charges collected through airline tickets, Federal Airport Improvement Program funds and the proceeds of bonds issued by the Airports Authority.

In 2008, the Airports Authority's responsibilities were expanded to include the operation of the Dulles Toll Road and management of the construction project to extend the metropolitan Washington region's Metrorail mass transit system for 23 miles from the existing East Falls Church station in Virginia to Dulles International Airport and beyond into Loudoun County, Virginia.

Tolls collected on the Dulles Toll Road are used to operate and improve the Toll Road and fund a portion of the construction of the Metrorail extension project. Additional funding for the Metrorail project is supplied by federal grants and loans and by contributions from the Commonwealth of Virginia, and Loudoun and Fairfax counties in the commonwealth.

LOCATION

The authority's headquarters is located less than one mile from Reagan National Airport in the Crystal City neighborhood of Arlington County, Virginia.

For more information, please visit:

[MWAA Website](#)

[Dulles International](#)

[Dulles Toll Road](#)

[2026 Recommended Budget](#)

[Reagan National](#)

[Dulles Metro](#)



The Position

The **Vice President, Audit** is a key executive leadership role responsible for directing the internal audit function of the Metropolitan Washington Airports Authority (MWAA). Working under the administrative supervision of both the President and Chief Executive Officer and the Chair of the Board of Directors, the Vice President provides independent, objective assurance to ensure accountability, transparency, and continuous improvement across MWAA's financial, operational, administrative, and technology-related activities.

This critical leadership role oversees a risk-based, enterprise-wide audit program and serves as MWAA's principal authority on internal audit. The Vice President guides the strategic direction of the Office of Audit, ensuring that its work aligns with the Airports Authority's priorities and adheres to professional standards, including those set by the Institute of Internal Auditors (IIA).

NATURE OF WORK

Directly and through subordinate staff, the Vice President, Audit is responsible for implementing a broad, risk-based audit plan to provide assurance that MWAA maintains an effective system of internal controls spanning financial, administrative, operational, and information management functions, including information technology.

The incumbent exercises a high degree of professional judgment and discretion in setting audit priorities, determining scope and methodology, and managing resources. The role requires strong leadership, independence, and the ability to work collaboratively with senior leadership, the Board, and external stakeholders to promote transparency, accountability, and continuous improvement across the enterprise.

ILLUSTRATIVE RESPONSIBILITIES

- Leads and manages the Airports Authority's internal audit function, ensuring legal and regulatory compliance and promoting a culture of accountability and customer service.
- Develops and executes an annual risk-based audit plan to evaluate MWAA's systems, controls, and operational effectiveness.
- Advises the President and CEO and the Chair of the Board on audit findings, risk mitigation strategies, and internal control enhancements.
- Provides regular reports to the Risk Management Committee and coordinates closely with them on matters such as external auditor selection.



Vice President, Audit | Metropolitan Washington Airports Authority

- Oversees performance, compliance, and financial audits, as well as reviews of fraud, waste, and abuse allegations.
- Acts as the Contracting Officer's Technical Representative (COTR) for audit services and leads the technical evaluation of external audit proposals.
- Serves as MWAA's liaison to external audit and oversight bodies, including the U.S. Government Accountability Office, the Federal Aviation Administration, and the Federal Transit Administration.
- Reviews MWAA policies, procedures, and contracts from an audit and risk perspective; recommends improvements to safeguard integrity and efficiency.
- Establishes and maintains internal auditing standards, a quality assurance and improvement program, and an audit charter for the Office of Audit.
- Drives innovation and process improvement in audit execution, stakeholder engagement, and reporting.
- Ensures effective supervision and development of Audit Office staff, including setting expectations, monitoring performance, and supporting professional growth.
- Participates in Board meetings, senior leadership meetings, and other forums to ensure alignment of audit activities with MWAA's mission and strategic goals.
- Keeps current on industry trends, professional standards, and emerging risks relevant to airports and public enterprise governance.
- Performs other related duties as assigned.



The Candidate

COMPETENCIES & AREAS OF EXPERTISE

The Metropolitan Washington Airports Authority is seeking an experienced, forward-thinking audit executive to lead its Office of Audit as Vice President. The ideal candidate will bring both technical mastery and strategic insight, ensuring that the internal audit function not only evaluates risk and compliance, but also serves as a trusted partner in organizational improvement and decision-making.

This leader must be adept at overseeing a comprehensive, risk-based audit program within a large, complex organization, and will demonstrate a clear commitment to integrity, transparency, and service. With an ability to navigate a highly visible and regulated operating environment, the successful candidate will be a collaborative advisor to senior leadership and the Board, while providing clear direction and development opportunities to audit staff.

Key Candidate Attributes

- **Strategic mindset with operational depth** – Able to design and execute a comprehensive audit plan that aligns with MWAA's strategic goals, while remaining grounded in operational realities.
- **Credible subject matter authority** – Brings deep expertise in internal auditing standards and practices and the ability to translate technical findings into actionable insights for executive audiences.
- **Leader of people and process** – Demonstrates the ability to manage, mentor, and develop a high-performing audit team while fostering accountability, curiosity, and service orientation.
- **Collaborative communicator** – Skilled in building trust across all levels of the organization, with excellent written and verbal communication skills to engage a range of internal and external stakeholders.
- **Integrity-driven and independent** – Maintains independence of thought and action while working productively within a collaborative leadership structure. Serves as a role model for ethical conduct.
- **Change agent** – Sees audit as a lever for performance improvement and is capable of shifting perceptions of audit from a compliance exercise to a driver of organizational excellence.



ESSENTIAL CRITERIA

- Ten years of progressively responsible experience in auditing, with an emphasis on accounting.
- At least eight years' experience preparing or reviewing internal and external financial statements and reports; preparing audit policies and plans, including risk assessments; conducting internal or external audits; assessing fiscal controls, policies, and practices of an organization; and implementing Government Accounting Standards Board standards, IRS regulations, Federal government contracting and reporting requirements, and IIA Standards.
- Must have experience as a second level or higher supervisor of auditing professionals.
- Comprehensive knowledge of and ability to apply auditing standards and methods (including Institute of Internal Auditors (IIA) *International Standards for the Professional Practice of Internal Auditing*, Generally Accepted Government Auditing Standards, Generally Accepted Auditing Standards, and Generally Accepted Accounting Principles) to routine and non-routine auditing; developing risk assessments and internal audit plans; and conducting and reporting the results of internal audits of financial statements, contracting, and fixed assets accounting.
- Ability to perform complex analyses of data and information and make recommendations.
- Ability to speak and write effectively.
- Skill in using a computer and modern office suite software, with emphasis on accounting and financial systems/software.
- A bachelor's degree in finance, accounting, economics, or related field.
- A state driver's license in good standing.

PREFERRED QUALIFICATIONS

- A master's degree in accounting, finance, business administration, or related field.
- Experience successfully implementing operational excellence and continuous improvement initiatives.
- State licensure and certification as a Certified Public Accountant (CPA) from the American Institute of Certified Public Accountants.
- Certification as a Certified Internal Auditor (CIA) from the Institute of Internal Auditors (North America).



NECESSARY SPECIAL FACTORS

- Work is typically reviewed in progress and upon completion for quantity, quality, timeliness, teamwork, customer service, and other factors.

IMPORTANT NOTICES

- MWAA is an Equal Employment Opportunity Employer/Affirmative Action (EEO/AA) employer that complies with applicable federal and state laws. As a matter of principle, MWAA does not discriminate in employment on the basis of race, color, religion, age, sex, sexual orientation, national origin, disability, veteran's status, or any other reason prohibited by law.
- Applicants qualifying for employment will be subject to an extensive background check including, but not limited to, fingerprint checks, employment verification and other procedures.



About Odgers

Odgers was founded in 1965. We offer integrated executive search and leadership advisory services through our 59 offices in 33 countries. During our 60-year history we have developed functional and sector expertise and built a global network of relationships. We are deeply rooted in our local markets, which we combine with global perspective and reach, enabling us to serve clients across six continents.

What we do matters; our work impacts peoples' lives and drives our clients' success. It is a privilege to help build the world's best leadership teams, a trusted role we never take for granted.

This ethos underpins our commitment to our clients and candidates and motivates our colleagues to strive for excellence in all we do.

HOW TO APPLY

In order to apply, please submit a comprehensive CV along with a covering letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria.

The preferred method of application is by email to: allison.zobrist@odgers.com.



