

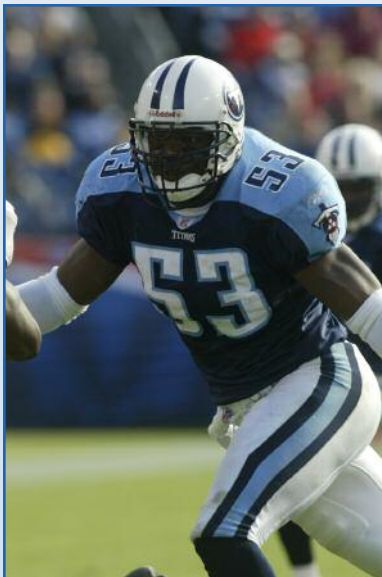
Metropolitan Nashville Airport Authority

**The Metropolitan Nashville Airport Authority
Invites Application for Senior Vice President,
Operations and Maintenance**



Metropolitan Nashville Airport AuthoritySM
A Six Sigma Organization

Executive Search Services Provided by ADK Executive Search



NASHVILLE

From the moment you step off of the plane into the terminal at Nashville, you know you are in Music City. Live music fills the air and you can feel its pulse as you walk through the airport. Visitors quickly discover what locals appreciate...the culture and history, the great food, sports, outstanding academics, natural beauty, and pure Southern charm of Nashville.

MUSIC & ENTERTAINMENT

Well known for its country music industry, popular sites include the Country Music Hall of Fame and Museum, Grand Ole Opry, and Ryman Auditorium, called the "Mother Church of Country Music." Each year the CMA Music Festival brings thousands of country fans to the city. The Gaylord Opryland Resort & Convention Center is another major attraction relating to the popularity of country music.

Nashville has vibrant and diverse entertainment. The Tennessee Performing Arts Center is the major performing arts center of the city. It is the home of the Tennessee Repertory Theater, the Nashville Opera, the Music City Drum and Bugle Corps, and the Nashville Ballet. The Schermerhorn Symphony Center is the home of the Nashville Symphony.

Nashville has an active theatre scene, having several professional and community theatre companies. Most notable of the professional companies are Nashville Children's Theatre, Tennessee Repertory Theatre, the Nashville Shakespeare Festival, the Dance Theatre of Tennessee and the Tennessee Women's Theater Project. Of the community theatres, Circle Players has been in operation for over 60 years.

CULTURE & THE ARTS

Much of the city's cultural life has revolved around its large university community. History buffs enjoy destinations such as the historical forts and battlefields, well-preserved antebellum homes, and The Hermitage, one of the older presidential homes open to the public. Art enthusiasts appreciate local treasures at the Tennessee State Museum, the Frist Center for the Visual Arts, Cheekwood Botanical Garden and Museum of Art, and the Parthenon, a full-scale replica of the original Parthenon in Athens. Many other galleries at Vanderbilt University and other locations in the city pique the interest of locals and tourists alike. Many enjoy viewing the fine crafts and handiwork of Tennessee's artisans, both traditional and avant-garde.

CULINARY DIVERSITY

With great restaurants, fantastic food festivals, and food fresh off the farm, you'll get a taste of Tennessee that is unforgettable. There is everything from down-home cooking with Tennessee classics like juicy barbecue, famous country hams, and flaky biscuits to upscale and trendy urban restaurants serving international cuisine or creative twists on traditional southern cooking.

SPORTS

Nashville has many professional sports teams, most notably the Nashville Predators of the National Hockey League and the Tennessee Titans of the NFL. Several other pro sports teams also call Nashville home, as does the NCAA college football Music City Bowl. Nashville is home to four college Division I athletic programs, a minor league baseball team, and to the Fairgrounds Speedway, a NASCAR Whelen All-American Series racetrack.



ECONOMY

As the “home of country music,” Nashville has become a major music recording and production center. All of the Big Four record labels, as well as numerous independent labels, have offices in Nashville. The music industry has a multi-billion dollar impact on the local economy, contributing tens of thousands of jobs in the Nashville area.

Although Nashville is renowned as a music recording center and tourist destination, its largest industry is actually health care, with more than 250 health care companies including Hospital Corporation of America, the largest private operator of hospitals in the world. The automotive industry is also becoming increasingly important for the entire Middle Tennessee region. As a reflection of the increased development of Nissan and other economic interests in the region, Japan moved its New Orleans Consulate to Nashville’s Palmer Plaza. Other major industries include insurance, finance, and publishing as well as hosting headquarters operations for several religious denominations. Nashville is also home to numerous institutions of higher education.

AWARDS

- Nashville International Airport was recognized as winner of Airports Council International–North America's (ACI–NA) Richard A. Griesbach Award of Excellence in the 2011 Airport Concessions Contest.
- *American Style Magazine* named Nashville as one of the top 25 Art Cities in the big city category.
- *Kiplinger* ranked Nashville #3 in the Best Value Cities of 2011.
- Nashville International Airport was recognized as the Airport with the Best Overall Concessions Program in the Medium Airport Division in the *Airport Revenue News*’ 2010 Best Airport & Concessionaire Awards.
- Nashville International Airport was ranked 6th in its size class in a survey performed by J.D. Power and Associates on Airport Customer Satisfaction in 2008.
- Nashville International Airport named No. 7 Best Airport by *Travel + Leisure* in 2010.
- Nashville named Top 10 U.S. airport by *USA Business Review* in 2011.
- MSN.com included the Country Music Hall of Fame and Museum in its Top 10 list of the “World’s Wildest Architecture” in June 2008.
- *U.S. News & World Report* ranked Nashville the #4 Best Affordable U.S. Destination for vacations.
- *Forbes Magazine* ranked Nashville the #3 Best City for Minority Entrepreneurs.
- The Nashville CVB was awarded the 2009 Pinnacle Award by *Successful Meetings Magazine*. The Pinnacle Award recognizes the nation's best convention and visitors bureaus, hotels and convention centers.
- Nashville was named America's Friendliest City in 2009 by voters in *Travel + Leisure*'s annual America's Favorite Cities survey.
- Travel research firm, D.K. Shifflet & Associates, named Nashville #4 among the Top 10 Value Cities for Couples.



IMPORTANT LINKS TO EXPLORE

- [Nashville International Airport](#)
- [John C. Tune Airport](#)
- [Nashville CVB](#)
- [Tennessee Vacation](#)
- [Nashville Government](#)
- [Vanderbilt University](#)

THE AUTHORITY — The MNAA is a quasi-governmental entity, operating as an independent Authority, with two principal functions. The first is planning, construction, operation, and management of Nashville International (BNA) and John C. Tune (JWN) Airports. The second is to assure promotion and development of commerce and industry through air transportation. MNAA owns and operates its facilities without the benefit of local property tax dollars.



The principle competitive advantage lies in the MNAA's core competency – delivering the Nashville Airports Experience (NAE): great airports for passengers, business partners and employees. The MNAA strives to continually improve its delivery of NAE to our customer groups. Two key tools to help in this journey are: 1) Performance Excellence as described through the Malcolm Baldrige Performance Excellence Criteria, and 2) Lean Six Sigma.

BNA's properties include more than 4,500 acres, a 820,000 square foot passenger terminal, and four runways with the largest being 11,000 feet. BNA is served by 12 airlines operating to 48 non-stop markets. Total passengers at BNA were nearly 10 million in FY 2011, and nearly 44,000 tons of cargo were handled. Total operations were near 175,000

for the year. BNA also serves over 180 based general aviation aircraft as well as the Tennessee Air National Guard. The FY 2012 operating budget is \$67,625,394 and the capital improvement budget is \$19,588,000.

JWN operates as a reliever airport to BNA with over 73,000 annual operations and 167 based aircraft. The FY 2012 operating budget is \$539,579 and the capital improvement budget is \$8,995,000

The President and CEO of MNAA is responsible for the overall operation and financial health of the two airports. He is appointed by and reports to a 10-member Board of Commissioners. Activities at MNAA are driven by a Long-Term Strategic Business Plan adopted by the Board and periodically revisited to keep it relevant to the region's air transportation needs.

THE POSITION — Under the general direction of and reporting directly to the Executive Vice President & Chief Operating Officer, the Senior Vice President, Operations and Maintenance (SVP-O&M), plans, organizes and directs the operations and maintenance of Nashville International Airport (BNA) and John C. Tune Airport (JWN), and is responsible for public safety and security for the two airports and other MNAA facilities.

The SVP-O&M oversees departments and staff responsible for airfield, terminal and groundside operations and maintenance including ground transportation and parking facilities and services, public safety and security, community affairs and customer service. The SVP-O&M will serve as a key member of the executive management

team, and will be expected to provide strategic leadership and vision to assist the EVP/COO, President & CEO and the executive team in meeting the organization's goals and objectives and delivering the Nashville Airports Experience (NAE).



Requirements of this position include:

- Ensuring compliance with FAA Part 139 and other applicable federal, state and local laws and regulations.
- Developing and implementing Preventive Maintenance Program, Safety Management System, Enterprise Risk Management and management systems.
- Integrating Six Sigma, Baldrige performance excellence and continuous improvement processes to ensure effectiveness and operational efficiency.
- Overseeing the preparation and management of the department's operating and capital improvement budgets.
- Managing emergency and incident preparedness and response.
- Serving as a liaison with the federal, state, local agencies, air carriers, airport tenants, fixed based operators, public safety and security agencies, and public stakeholders.
- Developing and improving customer service programs and initiatives to enhance the NAE.
- Assuring effective customer and community outreach relations and programs.

THE IDEAL CANDIDATE

The successful candidate will be a highly motivated, energetic and visionary individual, who is innovative and able to build and motivate a team to achieve high performance. A commitment to customer service and continuous improvement programs and processes – such as Six Sigma, Baldrige Performance Excellence – will be essential to success.

Education and Knowledge:

- A four (4) year college degree in aviation/airport management, business administration, public administration or related field of study is required. A Master's degree, plus an IAP and/or A.A.E. accreditation is highly desired.
- Knowledge of principles and practices of employee relations and performance accountability, financial management, budgeting, customer relations, contract negotiation, project management, airport safety, security, emergency response, maintenance practices, and general administration.
- Working knowledge of, or commitment to learn, Six Sigma principles and practices and Malcolm Baldrige criteria for Performance Excellence.
- Must possess a valid Tennessee State Driver's License or must be able to obtain within six (6) months; must maintain SIDA (Security Identification Display Area) and AOA (Airport Operations Area) clearance.

Work Experience:

- Minimum of fifteen (15) years of experience in increasingly responsible airport management positions, with at least seven (7) years in a senior management role supervising operations and maintenance functions at a small-medium or large hub commercial service airport.
- Proven track record of planning and strategic execution of those plans. Demonstrated competency in project management.
- Must be able to demonstrate tangible management results and delegate effectively.

Skills:

- Demonstrated ability to work across organizational departments and functions, building a culture of collaboration and teamwork, to accomplish organizational goals and objectives.
- Demonstrated ability to anticipate, analyze, plan, develop, and implement executive management actions consistent with organizational, customer, stakeholder and community needs.
- Ability to direct and empower staff in accomplishing positive results working under pressure deadlines.
- Must have demonstrated strategic and critical thinking, and negotiation skills in addition to sound decision making capability.
- Must demonstrate strong interpersonal and communication skills and high level of professionalism.
- Ability to operate personal computer. Must be proficient in Microsoft Office Suite and in using software to support statistical and data analysis.
- Ability to prepare concise reports, plans, documents and recommendations.

Other:

- Maintain safe working environment for staff consistent with MNA safety procedures and regulatory requirements.
- Ability to establish and maintain effective internal and external business and working relationships.
- Must plan and supervise the work of others and have the ability to lead and motivate a staff in accomplishing organizational goals.
- Must be able to evaluate employee performance, ensure accountability and resolve conflicts.
- Will be required to traverse throughout all Airport Authority properties to include undeveloped topography.
- May be exposed to adverse weather conditions during emergency situations.



COMPENSATION & BENEFITS

Salary Range: \$130,000 to \$160,000
Medical, Dental, and Vision Plans
401a and 457 Defined Contribution Plans
Life Insurance and AD&D (max \$50,000)
Supplemental Life and Dependent Life Available
Short Term and Long Term Disability
Flexible Spending (Health and Dependent Care)
Employee Assistance Plan (EAP)
Tuition Reimbursement
Legal Plan
Paid Annual and Catastrophic Leave Program
Holidays - 9 per year + 1 floating holiday
Vehicle - will be eligible for an allowance
Other voluntary programs available

HOW TO APPLY

Please submit, in PDF format, a cover letter, resume, and a minimum of five professional airport references, including your working relationship to them, to ADK Executive Search at: bn@adkexecutivesearch.com

Your submission should include a separate supplement with responses to the following:

1. What is the size of airports, facilities and communities you have served including the operating budgets, capital improvement budgets, and staffs you have managed? How do these experiences relate to the size and complexity of those at MNAA?
2. What are the key elements of a successful team-oriented management style? Give examples of your experience in implementing and maintaining a collaborative, team-oriented leadership culture.
3. Why do you think this position is right for you?
4. MNAA is seeking a visionary leader. What does that mean to you? Are you a visionary leader? Give an example.
5. How do you keep those that work for you engaged in their job, and, at the same time, how do you hold them accountable?

Please complete the ADK employment application form at: [ADK Application Form](#) (a secure link).

Filing Deadline: Open until filled. Only complete electronic submissions will be considered.

The Metropolitan Nashville Airport Authority is an Equal Opportunity Employer.

Email Questions to: bn@adkexecutivesearch.com to Attn: Annell Kuelman

PHOTOS & INFORMATION COURTESY OF:

Metropolitan Nashville Airport Authority
Nashville CVB
Nashville Chamber of Commerce
www.tnvacation.com

