

The Metropolitan Knoxville Airport Authority Invites Applications for

## Director of Human Resources

McGhee Tyson Airport (TYS)  
Downtown Island Airport (DKX)

Knoxville, Tennessee

*Executive Search Services Provided by ADK Consulting & Executive Search*



## Metropolitan Knoxville Airport Authority

In 1937, the City of Knoxville opened a municipal airport to support the growing number of aviation enthusiasts in the region as well as to capitalize on the city's favorable location in the establishment of an air mail route. Being centrally located within one day's drive or a few hours flight from major cities, Knoxville made its position in the air transportation system critical. As the demand for air travel grew, the city transitioned airport operations to a newly created, independent nonprofit agency that would own and operate the city's aviation system. In 1978, the Metropolitan Knoxville Airport Authority (MCAA) was established. It is governed by a nine-member Board of Commissioners, who are appointed by the Mayor of Knoxville and confirmed by Knoxville City Council, and are charged with the financial success, future planning and development, and operation of both McGhee Tyson Airport (TYS) and Downtown Island Airport (DKX). Within the organizational structure, the MCAA Director of Human Resources reports directly to the President.

The MCAA directly employs around 170 staff members, all non-union, to operate TYS and DKX. There are approximately 3,100 additional employees with the various airlines and agencies, and an estimated 4,630 people are employed regionally because of TYS.

## The Airports

### McGhee Tyson Airport

Located 12 miles from the heart of Downtown Knoxville, 20 miles from a world-class technological research hub at the Oak Ridge National Laboratory and 30 miles from the majestic landscape of the Great Smoky Mountain National Park, McGhee Tyson Airport (TYS) is at the center East Tennessee's growing region. 2019 was the all-time busiest year reaching over 2.6 million passengers. This trend in passenger statistics can be attributed to strong relationships and operational leadership with incumbent air carriers: Allegiant Air, American Airlines, Delta Air Lines, Frontier Airlines, and United Airlines (or their regional affiliates). Combined, these airlines operate more than 120 daily nonstop flights to 23 destinations, giving TYS passengers more nonstop options than most other peer airports. *(continued...)*







## The Airports *(continued...)*

Moreover, the market for TYS is found in Knoxville's Metropolitan Statistical Area (MSA) of nearly 1 million people. Airport research indicates that TYS attracts passengers from a much larger MSA of nearly 3 million people.

In addition to commercial air service, the airport's two parallel runways support significant general aviation, air cargo and military operations. At 9,000' and 10,000' in length, the TYS dual runway system annually handles over 83 million pounds of cargo; over 100,000 general operations; and is home to world-class fixed-base operator, TAC Air. TYS is also the host facility for the Tennessee Air National Guard's 134th Air Refueling Wing and their KC-135 Stratotankers as well as the Tennessee Army National Guard's Aviation Support Facility and their UH60 Blackhawk Helicopters.

TYS provides visitors with an on-site, full-service Hilton Hotel connected to the airline terminal that completed a significant renovation in 2016. In 2020, the Hotel opened an expanded conference meeting space, making it one of the largest meeting spaces available in the area.

Economically, TYS has an impact of \$610 million annually in the local economies of its five surrounding counties through job creation, recruitment of new businesses, the attraction of new air service and the infusion of tourism dollars into each community. For example, based upon the recruitment package developed through relationships in the community and with state and federal organizations, the airport successfully recruited Cirrus Aircraft's Delivery and Training Center for all worldwide Cirrus Aircraft deliveries as well as their large Cirrus Factory Service Center.

Joining Cirrus in the airport's 50-acre development park, known as the West Aviation Area, is a regional jet maintenance facility operated by Endeavor.

For the year ending 2018, there were 123,644 aircraft operations and the airport's operational budget for the fiscal year is approximately \$23 million.  
*(continued...)*





## The Airports *(continued...)*

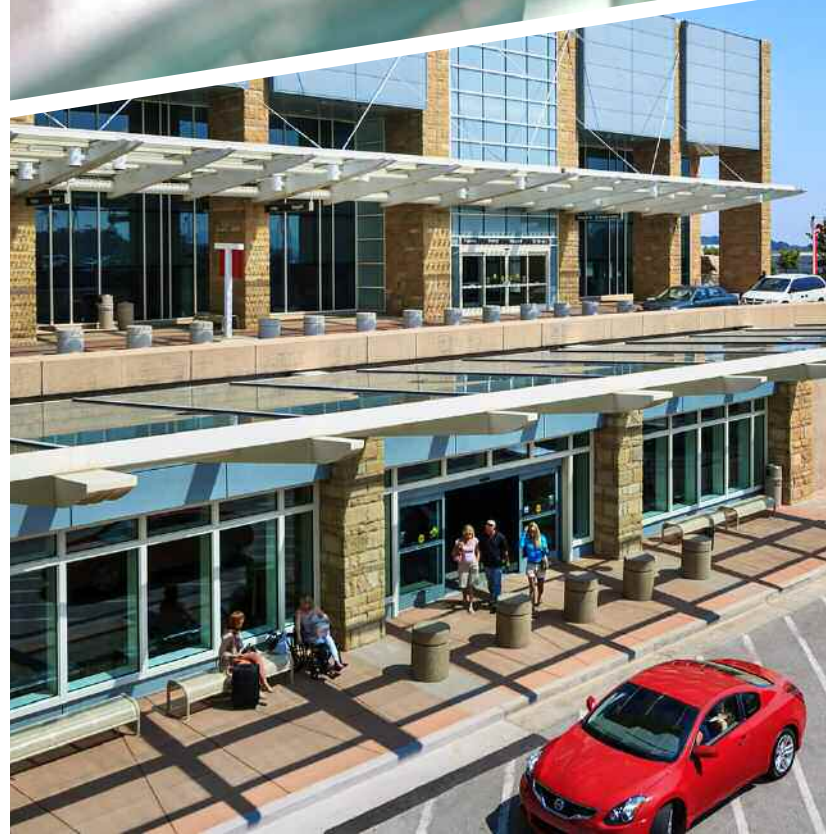
In 2014, the airport began construction on the largest project in its 80-year history, the Airfield Modernization Program. This \$120 million, 6-year capital improvement project at McGhee Tyson Airport is a comprehensive airfield project that includes installation of a CAT I ILS and airfield lighting improvements on Runway 23L and a complete reconstruction and elevation change of RWY 5L/23R. It requires complete demolition of existing airfield pavement, significant grade change and earthwork, concrete pavement, LED upgraded airfield electrical lighting system, LED airfield signage, CAT II ILS, Approach Lighting System, and markings.

### Downtown Island Airport

**Downtown Island Airport (DKX)** is Knoxville's most successful general aviation airport. Located adjacent to Downtown Knoxville and the University of Tennessee, DKX handles more than 83,000 operations per year and has nearly 160 aircraft based on the island.



METROPOLITAN  
KNOXVILLE  
AIRPORT  
AUTHORITY





## The Community

Founded in 1791 where the French Broad and Holston Rivers converge to form the Tennessee River, Knoxville has always been known for its great beauty, but this is a city where more than rivers converge. In this vibrant, progressive city, art meets adventure... and culture meets cuisine... and no one meets a stranger.

### Art Meets Adventure

**Knoxville is the big town with little attitude.**

Knoxville is one of America's most vibrant cities for live music. From classical to bluegrass, country to rock, live music is on the Square, on the streets and on the stages of the historic Bijou and Tennessee Theatres, hosting concerts and Broadway shows as well as performances by the Knoxville Opera Company, the Knoxville Jazz Orchestra and the Knoxville Symphony Orchestra.

Year round, this diverse and welcoming city hosts more than 70 cultural festivals and events. Highlights include the Dogwood Arts Festival (now 58 years young), Rhythm N' Blooms, Women in Jazz Jam, Knox Asian Fest and Big Ears.

**The sounds of nature are also part of Knoxville's soundtrack.** Located just three miles from downtown, Knoxville's Urban Wilderness is a spectacular 1000-acre outdoor adventure area where you can hike, bike, climb, paddle or just wander in the woods – within the heart of the city. Over 50 miles of trails and greenways connect a nature center, pristine lakes, historic sites, Civil War battlegrounds, quarries, adventure playgrounds, city parks and 500-acre wildlife area.

The city also features more than 85 miles of greenway connecting all facets of the city. Thanks to a new Bike Share program (Pace Knoxville), access to those greenways is easier than ever.

### Culture Meets Cuisine

**Knoxville is home to award-winning museums and attractions that educate, entertain and inspire.**

**The Knoxville Museum of Art** celebrates the art and artists of East Tennessee. The KMA presents an engaging schedule of exhibitions and is home to Richard Jolley's Cycle of Life, one of the largest figurative glass-and-steel assemblages in the world. To supplement the arts in our community, TYS has its own art exhibition space that features the artistic talents of the region. To grow this program, TYS has invested in an Art Master Plan. *(continued...)*







## The City of Knoxville

### The Community *(continued...)*

Other popular Knoxville attractions include the **Women's Basketball Hall of Fame**, an international museum dedicated to preserving the history of women's basketball; the **East Tennessee History Center**, home to exhibits that tell the history of the people, places and events that shaped this region; **McClung Museum**, where exhibits showcase the geological, historical, and artistic past of Tennessee and cultures from around the globe; and **Zoo Knoxville**, one of the premiere zoological experiences in the southeast where guests come face to face with the world's most fascinating animals.

**Knoxville has more than its fair share of Culinary Arts as well.** With a heavy focus on locally sourced foods, Knoxville's unique culinary scene is shaped by a group of talented chefs including Tennessee's first James Beard Award Winner: Joseph Lenn. Lenn is one of several Blackberry Farm chefs who operate restaurants in Knoxville.

The city is also building a name for itself as one of the best craft beer towns in the Southeast, a place to relax with some of the country's finest beers and finest people.

### Downtown & Beyond

The pure walkability of downtown's **Market Square**, historic **Gay Street** and **The Old City** allows people to explore and discover vibrant murals, local music, historic sites, art galleries, shops and more than 80 restaurants (nearly all local), bars and rooftop patios.

For those who prefer not to walk, trolleys provide free transportation throughout downtown, including the riverfront and University of Tennessee campus.

Beyond downtown, from East to West, North to South, Knoxville offers a variety of places and activities to explore. West Knoxville features some of the area's finest shopping. East Knoxville is home to the Knoxville Botanical Garden & Arboretum and two of the city's seven historic homes. And North and South offer their fair share of parks, restaurants and gathering spots.

As mentioned, Knoxville is home to the flagship campus of the **University of Tennessee**, one of the nation's oldest state universities, but it's clearly more than a college town.

The state of Tennessee does not collect income tax and Knoxville's cost of living index is 11 percent lower than the U.S. average. Combine the area's picturesque beauty and many cultural attractions with the low cost of living and it is easy to see how people quickly fall in love with this city.

**[Click here](#)** to view a short video about living in Knoxville.

***With a sophisticated mix of culture and cuisine, served up with genuine hospitality, Knoxville will surprise you.***



## The Position

Under the general direction of the President, the Director of Human Resources is responsible for the overall direction of activities related to defining, developing and directing the implementation of human resource initiatives, including but not limited to recruitment, labor cost management, total rewards systems, compliance, employee relations and HR data/technology for the Metropolitan Knoxville Airport Authority. Position requires the use of discretion, judgment, and collaboration to interpret and apply MCAA, Federal Aviation Administration and other rules, policies, and regulations.

This position also has responsibility to supervise support staff. Work requires managing and monitoring work performance of the business unit including evaluating program/work objectives and effectiveness and establishing broad organizational goals.

For a complete job description, [click here](#).

## Position Qualifications

The ideal candidate will have a bachelor's degree in a human resources or a related field, and 8 years of related full-time experience, including 5 years of management experience. An equivalent combination of training, education and experience that provides the knowledge, skills, and ability to perform the duties of this position may be considered. SPHR, CCP, SHRM-SCP or other human resource related certification is preferred. Must be able to obtain and maintain Security Identification Display Area (SIDA) clearance.

## Salary & Compensation

The salary range for this position is \$81,752-122,628. MCAA offers a very competitive benefit package for this position including medical/dental benefits, disability/life insurance, a 401(a) retirement program and relocation assistance. Final salary offer will be dependent upon experience.

## How to Apply:

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

**Deadline for complete applications:  
Sunday, December 6, 2020**

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**Please note:** after your application is complete, you will receive an important email from us. Please check your inbox and your junk/spam folder, and if you have not received our email, please notify us at: [admin@adkexecutivesearch.com](mailto:admin@adkexecutivesearch.com)

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