



BIRMINGHAM-SHUTTLESWORTH INTERNATIONAL AIRPORT

The Birmingham Airport Authority invites applications for

President & Chief Executive Officer

Birmingham-Shuttlesworth International Airport (BHM)

Birmingham, Alabama

Executive Search Services Provided by ADK Consulting & Executive Search



The Airport

The **Birmingham-Shuttlesworth International Airport** (BHM) is Alabama's largest airport serving the Greater Birmingham area and surrounding Southeastern cities. BHM offers over 100 daily flights to 18 airports in 15 cities throughout the United States and presently ranks in the country's top 100 airports in terms of passengers served annually.

BHM is owned and operated by the Birmingham Airport Authority, an independent authority autonomous from local government. The Authority is responsible for the day-to-day operations and long-term planning for the airport. It is governed by a 7-member Board of Directors that sets policy, approves the budget, and hires the airport's President / CEO.

There are 167 full time positions at Birmingham Airport Authority supporting a FY 2018 operating budget of just over \$45 million in revenues. BHM served over 2.7 million passengers in 2017 with more than 96,000 aircraft operations. Additional activity at BHM includes one eight-bay cargo facility, one FBO with two locations, and an Air/Army National Guard facility. The airport is host to over 100 leasing tenants and 4000 total employees.

The five-year capital improvement program for the Authority (2018-2023) has estimated expenses of nearly \$151 million. In 2014, the Birmingham Airport Authority completed its most significant terminal modernization project to date at \$201.6 million, which achieved LEED Gold certification.





The City of Birmingham

The Community

People who live in Birmingham enjoy the diversity - in entertainment, cuisine, the arts, nightlife, and the great outdoors. The variety brings visitors back time and again. The Birmingham metropolitan area has consistently been rated as one of America's best places to work and earn a living based on the area's competitive salary rates and relatively low living expenses. As the largest city in Alabama, diversity is its greatest strength and strongest appeal, with cultures that are all a part of the charm and intrigue that is Birmingham.

The city of Birmingham played a pivotal role during the era of the Civil Rights Movement. The famous Civil Rights Institute opened in 1992 attracts tourists worldwide and empowers people of all cultures to understand the legacy of human rights.

Birmingham enjoys a balance of manufacturing and service-oriented jobs. The city ranks as one of the most important business centers in the South East and is also one of the largest banking centers in the United States. It also serves as headquarters to one Fortune 500 company and five Fortune 1000 companies.

Sports – A modern city surrounded with sports history and enthusiasm, Birmingham packs the house for some of the South's most premier sporting events. In professional sports, the Class AA Birmingham Barons have one of the proudest traditions in baseball. The team plays at Regions Park, one of the premier stadiums in minor league baseball. The Regions Park is also home to the Southeastern Conference Baseball Tournament. In basketball, Birmingham has been the location of NCAA March Madness first and second rounds and is headquarters of the Southeastern Conference, one of the major U.S. collegiate athletic conferences. College football dominates sports in Birmingham. UAB, which fields a major college basketball and baseball team, also has a Division 1A football program. The team plays at Legion Field. College athletics also play an important role on the campuses of Birmingham-Southern College, Samford University, and Miles College. UAB/City just broke ground on a new \$174 million downtown stadium, and Legacy Arena is undergoing a \$123 million renovation. Motorsports are also very popular in the Birmingham area and across the state, and the area is home to numerous annual motorsport races. Visitors and residents are enjoying Top Golf's brand new \$20 million facility, which is 65,000-square-feet and three stories.

Outdoor Activities – Birmingham's four distinct seasons provide the perfect backdrop for a range of outdoor activities including running, cycling, fishing and of course, golfing. Fishermen appreciate that Birmingham was named "Bass Capitol of the World" by ESPN and Bassmaster magazine.



The Community - Things to Do

Birmingham's weather is a lure for golfers as well as the handsome and challenging public golf courses. With the development of the state's Robert Trent Jones Golf Trail, Alabama became the Godfather of Great Golf, with Birmingham having two courses along the trail.

Dining in Birmingham – Just remember that Birmingham is home to "the Oscars of dining" with James Beard Foundation Award winners and nominees and has won awards from Gourmet, Bon Appétit, and Esquire magazines. Highlands Bar and Grill received the James Beard Foundation's award for the most outstanding restaurant in America for 2018. People come from around the Southeast to dine at chef-owned restaurants across the city. Renowned NYC mega-restaurateur Danny Meyer named Birmingham in an interview in New York Times when asked about up-and-coming food cities.

Entertainment – When the sun goes down in Birmingham, the fun is just beginning. From intimate clubs to world-class music halls, people discover that no matter where they go in the city, live entertainment is always right around the corner. And with live theatre, nationally known musical acts and orchestral performances, Birmingham gets even better after dark. Legendary jazz greats are immortalized in the Alabama Jazz Hall of Fame. At the McWane Science Center, you have four floors of hands-on exhibits and an IMAX Dome Theatre to experience. The Birmingham Museum of Art has one of the finest collections in the Southeast. The Alabama Symphony Orchestra has entertained audiences for more than 70 years, playing a variety of classical and popular compositions and hosting performances by some of the finest international guest artists. And for ballet enthusiasts, there is the Alabama Ballet and the Birmingham Ballet.

Shopping – The area's antique shops are becoming places of legend in upscale lifestyle magazines around the county. Trendy malls have taken root all over the area. The Summit is one of Birmingham's trendiest shopping destinations with high end retailers. Dozens of new art galleries surprise enthusiasts and collectors with a wide variety of paintings, sculpture, jewelry, ceramics, fine and funk art.

Parks – The Birmingham Zoo is a large regional zoo with more than 700 animals and a recently opened interactive children's zoo. The Birmingham Botanical Gardens is a 67-acre park displaying a wide variety of plants in interpretive gardens, including formal rose gardens, tropical greenhouses, and a large Japanese Garden. It is complemented by Hoover's 30-acre Aldridge Botanical Gardens, which offers a place to stroll, and is to add unique displays in coming years. Splash Adventure in Bessemer serves as the Birmingham area's water park, featuring numerous slides and water-themed attractions. Railroad Park has won numerous awards and was most recently named the best park in Alabama by MONEY magazine.





The Community - Accolades

Like most cities, Birmingham has its own list of largest, greatest, oldest places and things to brag about. Here are a few:

- Southern Living, the nation's most successful regional magazine, is published in Birmingham.
- The University of Alabama at Birmingham's University Hospital is among the world's top kidney transplant centers.
- In 1995 Mercedes Benz chose Birmingham for its first assembly plant outside Germany to produce the popular M-Class All-Activity Vehicle.
- Birmingham is known as the founding city for the recognition of Veterans Day and hosts the nation's oldest and largest Veterans Day celebration.
- Birmingham is home to the nation's oldest baseball park, Rickwood Field, which opened in 1910 and hosted baseball greats such as Jackie Robinson, Ty Cobb, Babe Ruth, Lorenzo "Piper" Davis, Willie Mays and "Shoeless" Joe Jackson.
- Birmingham has one of the "Top Ten Bars Worth Flying For," according to GQ Magazine. The article lists the top ten bars in the world, among them "The Garages" in Birmingham for its eclectic authentic charm.
- Birmingham is home to the Magic City Classic football game. The Alabama A&M University Bulldogs of Huntsville and the Alabama State University Hornets of Montgomery meet annually in Birmingham. This is the largest historically black college football rivalry in the country.
- TIME magazine named Birmingham's Sidewalk Film Festival among its choices for "Film Festivals for the Rest of Us." Says TIME: "The September fest in the theatre district of Birmingham... is an industry favorite."
- Bon Appétit magazine named Birmingham's Hot & Hot Fish Club among the "Great Neighborhood Restaurants in the South."
- Birmingham's Ruffner Mountain, just ten minutes from downtown, is the second largest urban nature preserve in the country.



The Position

The incumbent acts as the President & Chief Executive Officer of the Birmingham Airport Authority and will provide leadership for the administration and operation of the Birmingham-Shuttlesworth International Airport. Reporting to the Authority's Board of Directors, the President & Chief Executive Officer directly or indirectly supervises 167 full-time employees (2019), oversees an operating budget of 46 million dollars (FY18-19), and is responsible for implementation of ongoing business activities and major capital improvement program to meet the demands of the region. Provides vision and proactive efforts to ensure safe, secure, customer friendly and efficient airport facilities and grounds for the traveling public and the citizens of the Birmingham community and surrounding area.

Essential Duties and Responsibilities:

- Design and implement the strategic business and physical development of the airport with coordination of mission, vision, goals, priorities and policies with the Airport Authority.
- Maintain a strong collaborative working relationship with the Board, assist the Board in its policy-making duties by providing relevant information; share activities, opportunities, and risk to include options and potential consequences; and enable the Board and its Committees to make well informed decisions.
- Provide clear guidance and direction to the Authority's staff, integrating and coordinating all departments to ensure a collaborative work environment that achieves the Authority's strategic vision and mission. Establish high expectations for all employees regarding honesty, integrity, openness, loyalty, teamwork, responsibility and accountability.
- Direct and lead the airport financial operation, ensuring the adequacy and soundness of the Authority's financial structure and procedures and keeping the Authority Board fully advised as to the financial condition of the Airport.
- Direct and oversee airport operations, ensuring that the airport operates safely and efficiently, complying with all federal, state and local regulations, policies and contractual obligations.
- Continually, creatively, and persuasively work to attract new air service to Birmingham and ensure new and existing airline relationships and partnerships are well-maintained.
- Direct and lead the administrative activities including negotiations with business partners that will ensure positive and progressive practices that stimulate growth and result in revenue and customer service enhancements.
- Development and management of airside and landside facilities and services. Actively solicit and obtain, to the greatest degree possible, federal, state and local grant funds to develop and enhance the Authority's airport facilities and maintain facilities' status as modern, safe and efficient.





Essential Duties and Responsibilities: *(continued...)*

- Establish and maintain relationships with senior representatives of key constituents including airlines, consumers, the business community, various levels of government, local communities, regulators, and civic and community groups.
- Direct, supervise, negotiate terms and recommend for approval, when required, various and sundry contracts for the use, maintenance and improvement of the Airport.
- Serve as the primary ambassador and chief spokesperson for the Authority, not only in the community but regionally, nationally and internationally, representing the organization to current and potential customers, government agents, business partners, local community groups and the public at large.
- Perform such other duties as may be prescribed by the Authority Board.

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

Qualifications

Qualifications for this position include:

The ideal candidate will have a bachelor's degree in Airport Management, Business Administration or related field. A master's degree is a plus. Seven years' experience in senior management of a certified air carrier airport is preferred as is certification as an Accredited Airport Executive of American Association of Airport Executives or International Airport Professional of Airports Council International. A proven track record of success in economic development initiatives is also preferred. Candidate must have demonstrated skill in strategy development, planning, business negotiations, community relations and financial administration. The ability to communicate and negotiate effectively is essential. Strong knowledge of business practices and principles, along with a broad understanding of industry-related trends, is also desirable.

Salary & Compensation

The salary range for this position is \$250,000 - \$300,000 with the opportunity to earn performance-based incentive pay. The Authority offers an attractive benefits package and the position is eligible for relocation expenses.

How to Apply:

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

Filing Deadline:
Saturday, February 16, 2019

Project Manager: **Kenneth Gwyn, AAE**
kenneth@adkexecutivesearch.com

