

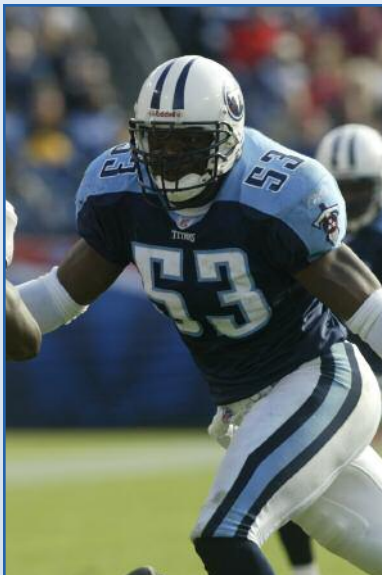
Metropolitan Nashville Airport Authority

**The Metropolitan Nashville Airport Authority
Invites Application for the Director (Chief),
Public Safety**



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 Senior Vice President, Operations, Maintenance, and Public Safety, the Director (Chief), Public Safety plans, organizes, sets policy, and administers the operation of the Metropolitan Nashville Airport Authority's (MNAA) Department of Public Safety (DPS). This position provides leadership and direction for the Department of Public Safety in the facilitation of the department's compliance with the MNAA Mission, Vision and Core Values.

The Chief directs a staff providing leadership and management of the public safety and security activities of the Authority. As such, you will oversee basic law enforcement and direct the delivery of Part 139 Airport Rescue and Fire Fighting (ARFF) services, and emergency medical functions and all other documents that impact the safe and secure operation of the Authority. As the Airport Security Coordinator, you will be responsible for the analytical review and required implementation of Transportation Security Administration (TSA) security regulations.

The Chief is responsible for directing the inspection of all airport premises relative to public safety, recommending corrective actions, coordinates all airport public safety matters with applicable government agencies (federal, state, and local), while also representing the Metropolitan Nashville Airport Authority and tenant interests. You will provide oversight to ensure that the department is compliant with all standards to sustain accreditation to the Commission on Accreditation of Law Enforcement Agencies (CALEA). Will be required to respond 24/7, electronically or in person, to emergency notifications concerning the Authority or the department and represent the Authority for security and safety matters with federal, state, and local authorities.



THE IDEAL CANDIDATE

The ideal candidate will possess the most desirable combination of training, skills and experience as demonstrated in past and current employment history as it relates to the job description. This person should have experience with some elements of the departments service portfolio described in the previous section, and the ability and willingness to learn the other elements.

The ideal candidate is an accomplished, results-driven executive who has exceptional leadership, communication and interpersonal skills. Candidates should have a proven track record of building strong, collaborative relationships with stakeholders of all kinds, including residents, businesses, elected officials, and other professional staff.

MINIMUM QUALIFICATIONS

Experience: Seven years of experience in law-enforcement or public safety, a minimum of five years of professional experience in supervising personnel.

You must be physically able to perform the duties of Chief and will be subject to medical examinations at time of appointment and every year thereafter to determine physical fitness for continued duties. You will be required to traverse throughout all Airport Authority properties to include undeveloped topography and may be exposed to adverse weather conditions during emergency situations.

You must have the ability to competently handle small weapons.

DESIRABLE QUALIFICATIONS

Desirable experience includes management of airport public safety and security operations at a commercial service airport. The successful candidate will be a highly motivated 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 will be essential to your success.

Personal Characteristics & Management Style:

- Possess personal core values that reflect the core values of MNAA: unquestionable character, honesty, integrity, and trustworthiness.
- Possess emotional and mental stability.
- Have the ability to give clear direction, both verbal and written.
- Be able to plan, organize, and implement procedures and techniques.
- Have demonstrated the ability to direct a staff in creating positive results.
- Have demonstrated the ability to establish and maintain effective internal and external working relationships and represent the department to community groups and media.
- Use best practices to provide a safe and secure environment.



Personal Characteristics & Management Style: *(continued)*

- Use strong business acumen, vision and strategy to optimize the department's resources and make prudent additions/changes where needed.
- Demonstrate overall fiscal/budget responsibility and accountability.
- Have personality traits that indicate customer interest and care.
- Have a collaborative management style that will bring out the best in employees so that they are highly engaged and productive.
- Empower employees so that they are fully engaged in their work and make a positive contribution to the organization.
- Have experience in evaluating employee performance and ability to ensure accountability and resolve conflicts.
- Be dedicated to workforce development, benchmarking and continuous improvement to have a highly competent staff.
- Positive and enthusiastic attitude

Knowledge:

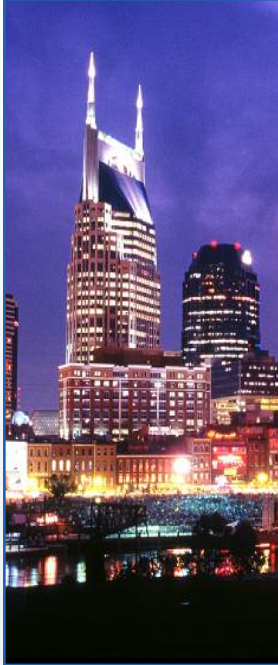
The selected candidate will already have or will obtain once selected:

- a thorough knowledge of federal, state, and local laws, regulations, and procedures governing airport public safety and security measures.
- a functional understanding and working knowledge of Transportation Security Administration (TSA) regulations and Federal Aviation Regulation Part 139 as it relates to Aircraft Rescue and Fire Fighting (ARFF) services.
- be a commissioned State of Tennessee law enforcement officer or possess the ability to obtain that commission within six months from date of hire.
- possess or be able to obtain a valid Tennessee State Driver's License.
- maintain SIDA (Security Identification Display Area) and AOA (Airport Operations Area) clearance at all times.
- pass the American Association of Airport Executives (AAAE) Basic ARFF Certification Program.



COMPENSATION & BENEFITS

- Salary Range: \$90,000 – \$95,000
- Medical, Dental, And Vision Plans
- 401a and 457 Defined Contribution Plans
- Life Insurance and AD&D (max\$50,000)
- 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 Allowance



HOW TO APPLY

Please submit, in PDF format, a cover letter, resume, and a minimum of five professional references. The references should include those that have worked for you and those you have worked for. Include your working relationship to them, to ADK Executive Search at: bna@adkexecutivesearch.com.

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

1. Discuss the organizations and communities you have served including the operating budgets, and staffs you have managed. How do these experiences relate to the size and complexity of responsibilities for this position at MNAA and the Nashville community?
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. What role does Customer Service play in a Public Safety Department? Do you believe there are conflicts in these two areas?
5. MNAA is seeking a visionary leader for its next Chief. What does that mean to you? Are you a visionary leader? Give examples.

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: bna@adkexecutivesearch.com to the attention of Annell Kuelpman.

PHOTOS & INFORMATION COURTESY OF:

[Metropolitan Nashville Airport Authority](#)

[Nashville CVB](#)

[Nashville Chamber of Commerce](#)

www.tnvacation.com