



**Tampa
International
Airport**

The Hillsborough County Aviation Authority invites applications for
**Vice President of Human Resources
& Administration**

Tampa International Airport (TPA)

Tampa, Florida

Executive Search Services Provided by ADK Consulting & Executive Search



The Airport

Tampa International Airport is a public airport six miles west of Downtown Tampa in Hillsborough County, Florida. This Airport is publicly owned by Hillsborough County Aviation Authority, which also owns Peter O. Knight, Plant City and Tampa Executive Airports. It has been praised for its architecture and Landside/Airside design of a central terminal connected by people movers to satellite gates, a pioneering concept when designed in the late 1960s.

The Hillsborough County Aviation Authority was established by the 1945 Florida Legislature as an independent special district of the State of Florida with exclusive jurisdiction, control, supervision and management over all publicly owned airports in Hillsborough County.

The Aviation Authority is governed by a five-member Board of Directors. Three members are residents of Hillsborough County appointed by the Governor of the State of Florida for four-year terms. The Mayor of the City of Tampa and a board member of the County Commissioners of Hillsborough County serve ex officio on the board. The gubernatorial appointments occur at two-year intervals and at these times the Board reorganizes itself electing officers for the ensuing two years.

“The vision of the Authority is to be a vibrant aviation gateway for Tampa Bay, providing access and economic opportunity for our stakeholders.”





The Airport *(continued...)*

Southwest Airlines carries the largest share of TPA passengers operating a peak-season schedule of over 90 daily departures. The airport presently serves more than 90 non-stop destinations, including international service to the Bahamas, Canada, Germany, Mexico, Panama, Switzerland, the United Kingdom, and destinations throughout the Caribbean. Tampa is also one of only a handful of airports offering non-stop service to Havana, Cuba, as well as charter operations to Holguín and Santa Clara. The Airport hosted more than 21-million passengers in 2018 and is among the top 30 largest Airports in the U.S. for enplanements.

TPA relies on two fixed-base operators on the airport campus and operates three general aviation airports elsewhere in Hillsborough County. The three off-campus airports form a reliever airport network to allow for safe, efficient and timely commercial operations at TPA.

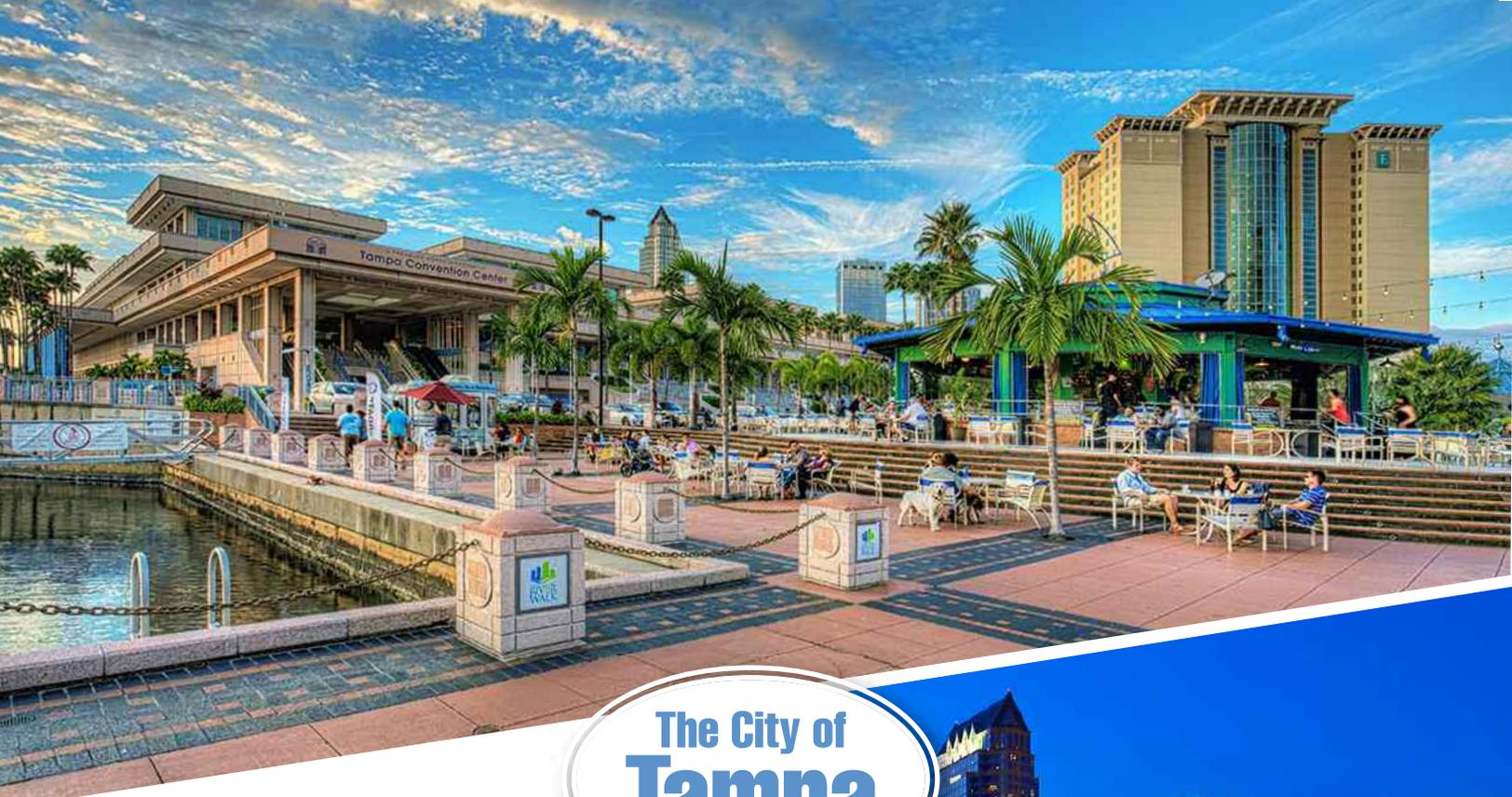
In late 2011, TPA officials began updating the Master Plan for the airport's 3,300-acre campus. The final plan, approved in 2013, outlines three phases of expansion to accommodate 34 million passengers each year, more than double than when the plan first began. It allows a "build as demand dictates" approach to growth with phases based on passenger volume. The first phase addressed the immediate need to decongest the curbsides, roads and main terminal. It included a 2.6-million square-foot Rental Car Center, 1.4-mile people mover and an expansion of the main terminal. More than 11,000 people worked on the project, logging more than 6.4 million hours.



Master Plan Fast Facts:

- 2.3-million square foot rental car center
- 1.4-mile Automated People Mover
- 50,000-square-foot expansion of the main terminal
- Adds 2,414 spaces to existing Long Term Parking Garage
- Removes 2.7 million cars from airport roads each year
- Cost: \$943 million
- Anticipate spending more than \$120 million with women-owned, minority-owned and disadvantaged businesses
- Will create or save 9,000 construction-related jobs





The City of Tampa

The Community

The City of Tampa is the largest city in Hillsborough County, is the county seat, and is the third most populous city in Florida. It is located on the west coast of Florida approximately 200 miles northwest of Miami, 180 miles southwest of Jacksonville, and 20 miles northeast of St. Petersburg. The population of the city represents approximately one-third of the total population of Hillsborough County. The Tampa Bay Area's economy is diverse and includes tourism, agriculture, construction, finance, health care, government, technology, and the port of Tampa.

As the nation's 54th largest city, Tampa offers a unique and exciting experience for everyone. A visit to the ever-growing downtown area with its exciting Sparkman Wharf and Ybor entertainment districts will provide you with plenty to see. Whether you choose to relax at an outdoor cafe, stroll along the Riverwalk or unwind at Curtis Hixon Waterfront Park or Armature Works, it will be evident how much the city puts into ensuring a safe and enjoyable environment.

Tampa has an exciting nightlife, a diverse selection of great restaurants and some of the state's best attractions including: the Florida Aquarium, Busch Gardens Tampa Bay, the Straz Center for the Performing Arts, and Lowry Park Zoo. Of particular note is the Tampa Bay History Center and Tampa Museum of Art; both are state of the art facilities honoring our community's history, heritage, and commitment to the arts. *(continued...)*





The Community *(continued...)*

When it comes to the Tampa Bay Area, picturesque scenery and an average of 361 days of sunshine each year create an ideal setting for those ready to explore and discover new treasures. Here you'll find some of the world's top-rated beaches creating a year-round haven for outdoor enthusiasts. After experiencing an afternoon of kayaking the calm waters of Tampa Bay or discovering the unique wildlife along the Hillsborough River, relax with a picnic on just one of the many pristine, white-sand beaches the area has to offer. If you're lucky, you may even spot a manatee or dolphin from the shoreline.

Nearby beaches include Fort De Soto Park, recently named America's "Best Family Beach" by USA Today. The state park and beach were also named one of the Top 25 U.S. Beaches by TripAdvisor.

Clearwater Beach was also chosen as one of Peter Greenberg's "Best Beaches in the U.S." Caladesi Island State Park was named America's #1 Beach in 2008 by Dr. Beach. This pristine barrier island along the west coast of Florida is only accessible by boat or the ferry from Honeymoon Island.

Less than 30 minutes away is St. Petersburg, a glimmering city between the Gulf of Mexico and Tampa Bay, known for its warm weather and delightful breezes. Clearly a cultural center and family favorite, St. Petersburg offers an array of interactive, art, science and natural attractions to spark curiosity, while its beaches – some of America's best – offer major fun in the sun. Most nights of the year, St. Pete's downtown is bustling with activity in its many restaurants, museums, and other entertaining venues. And Central Florida's theme parks are just a short drive away.

Also just a hop away is Clearwater. As a top year-round destination, Clearwater offers a seemingly endless supply of entertainment, natural beauty, and outdoor activities both on land and at sea. No one can afford to miss this ultimate destination, ideally situated on Florida's stunning West Coast and offering something for every visitor and every budget.

Enjoy casual and fine dining, vibrant activities, and the rich history and heritage of the area in a mild, temperate climate. We invite you to soak up the fun and sun of Clearwater's outstanding coastline.

Caressed by tranquil Gulf breezes, its beaches offer miles of sugar-white sand, crystal-clear waters and are consistently ranked among America's most beautiful!

Arts and Culture - The Tampa Bay area was recently named one of the top five most culturally diverse and integrated urban areas in the country by the U.S. Census Bureau. Therefore, it's no surprise the area is rich in art and museums as well. Recently, American Style Magazine awarded Tampa Bay the honor of being a "Top Arts Destination". *(continued...)*



The City of St. Petersburg



The Community *(continued...)*

Discover an eclectic collage of museums featuring the surreal masterworks of Salvador Dali to traveling Smithsonian exhibitions. Major live music and performing arts venues make the Tampa Bay Area a leading cultural hub. Explore a stellar Broadway series, critically acclaimed opera and orchestras, world-class performance halls and concert venues that provide enriching performances to showcase the world's most talented artists, actors and musicians.

In March, Tampa Bay becomes the arts destination of the country in celebration of Gasparilla Arts Month. It all begins the first weekend of the month in Curtis Hixon Waterfront Park, with a fine arts festival that attracts 250,000 annual visitors. Gasparilla extends throughout the month with an epic music festival drawing national acts and an internationally recognized film festival.

Dining & Shopping – Some of Tampa's best kept secrets are held by the locals. All the dining and shopping options can be downright overwhelming for travelers. With signature scents like Spiced Rum and Coconut and Tobacco and Vanilla Bourbon, Seventh Avenue Apothecary blends signature scents that are reminiscent to the historical, cultural, and culinary legacy of Ybor City. Family-owned and operated, these artisans' handmade, hand-poured, soy wax candles are a top pick from locals and travelers combined. Expand your book collection by visiting the Old Tampa Book Company and choose from over 40,000 rare, used and out-of-print books.

If vintage is more your style, check out Sherry's YesterDaze Vintage Clothing & Antiques located in Seminole Heights. While there, unlock your palate at amazing local eateries like Ichicoro, Rooster & the Till, Nebraska Mini Mart and Ella's. Other local eateries in the downtown area include Armature Works, Ulele, Columbia, and Sparkman Wharf. Nearby Hyde Park offers Bartaco, Forbici, On Swann, and Goody Goody just to name a few!

Sports - The Tampa Bay Area is home to many sports teams and has a substantial history of sporting activity. All of the region's professional sports franchises use the name "Tampa Bay," which is the name of a body of water, not of any city. This is to emphasize representing the wider metropolitan area and not a particular municipality.

Three teams compete at the major league level. The Tampa Bay Buccaneers play in the National Football League (NFL), the Tampa Bay Lightning play in the National Hockey League (NHL), and the Tampa Bay Rays play in Major League Baseball (MLB). The Tampa Bay Rowdies soccer club is part of the United Soccer League, the first division below Major League Soccer. Additionally, six MLB teams hold their spring training camps in the area.

Dining & Shopping





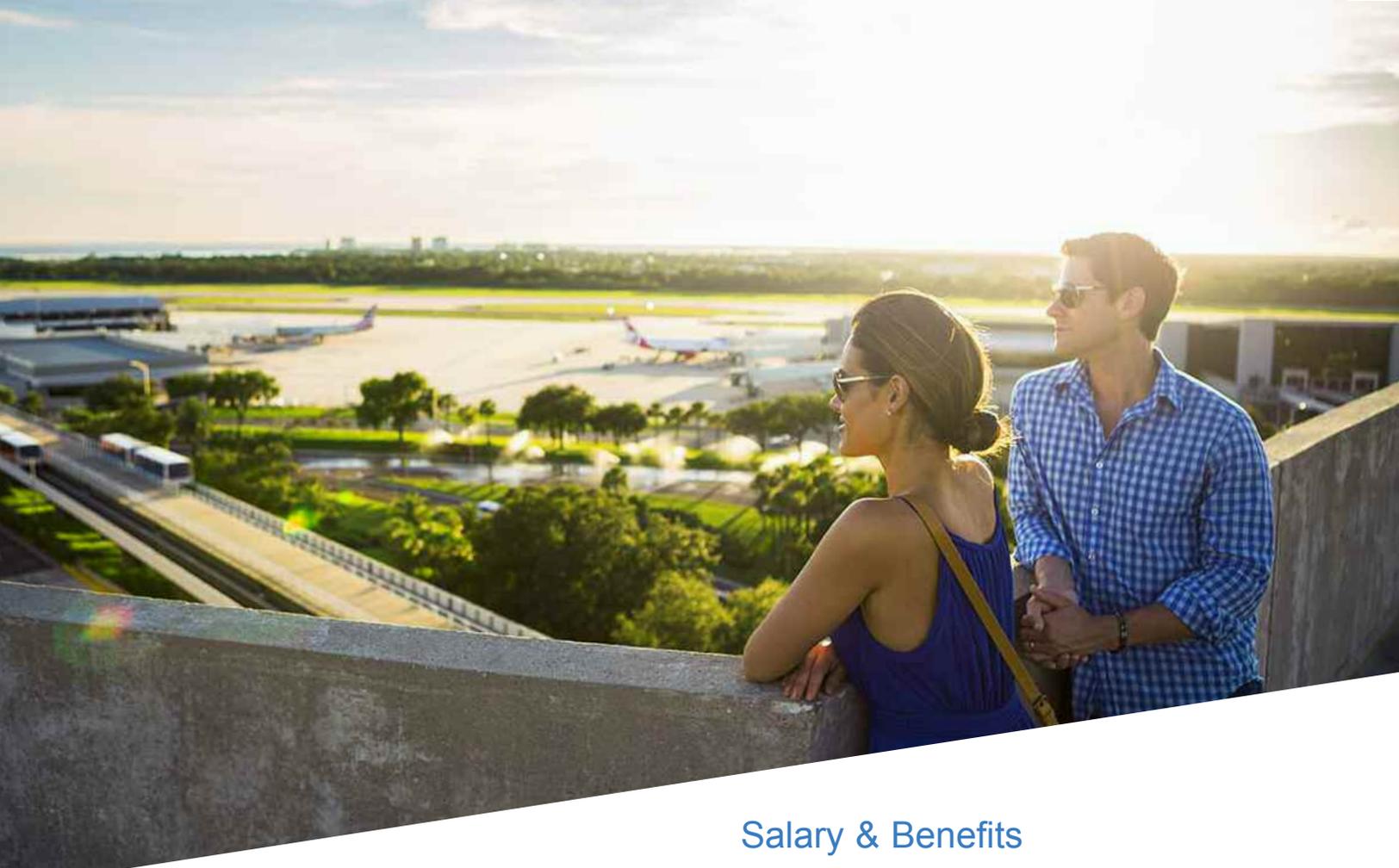
The Position

The Vice President of Human Resources & Administration will provide strategic leadership for the Human Resources, Risk Management and Administrative teams for the Aviation Authority. In addition, will provide management, leadership and direction to the HR senior management staff and serve as the senior level advisor to executives regarding human resources trends. The incumbent also helps to ensure the Authority's compliance with the Florida sunshine and public records laws, financial disclosure requirements and voting conflict standards and disclosures.

This position will drive organizational effectiveness by providing leadership in the development and implementation of policies, plans, and employee programs to ensure the most effective utilization of the Authority's human resources to support business objectives. Programs will be aimed at attracting, retaining, motivating and rewarding, and protecting employees within a framework of the Authority's philosophy and external employment laws and regulations. Further responsibilities include maintaining ongoing communication with union leadership and other external groups. The incumbent counsels senior level staff and employees on specific personnel and labor relations issues and provides interpretation of the Authority's position. Will serve as an agent of cultural change management who initiates workforce solutions that reflect the Authority's mission and vision.

The ideal candidate will possess a strategic mindset and be able to build effective teams while planning and aligning teams appropriately. In addition, the ideal candidate will have the ability to develop talent, cultivate innovation within the department and throughout the organization while driving engagement and ensuring accountability.

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



Position Qualifications

The Vice President of Human Resources and Administration will need a bachelor's degree with an emphasis in a related field such as business administration or management, human resources, or psychology. The incumbent should have at least eight (8) to ten (10) years of experience in human resources, including experience formulating company-wide human resource policy.

Desirable qualifications include a proven record of managing organizational change, certification in the Society of Human Resource Management (SHRM) or other equivalent professional certification, experience negotiating collective bargaining agreements, experience in self-insured programs for employee benefits, knowledge of employee wellness programs, and experience integrating a performance-based compensation system.

Salary & Benefits

The salary range for this position is \$180,000 - \$200,000 and there is an extraordinary range of benefits.

How to Apply:

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

**Deadline for applications:
Friday, August 23, 2019**

Project Manager:
Ann Roberts

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The Aviation Authority-Tampa International Airport provides equal employment opportunity to all persons, regardless of age, race, religion, color, national origin, sex, political affiliations, marital status, non-disqualifying physical or mental disability, age, sexual orientation, membership or non-membership in an employee organization, or on the basis of personal favoritism or other non-merit factors.

The Aviation Authority-Tampa International Airport welcomes and encourages applications from minorities, veterans, and persons with physical and mental disabilities, and will reasonably accommodate the needs of those persons in the application and testing process. The decision on granting reasonable accommodation requests will be on a case-by-case basis.

