



Nashville International



The Metropolitan Nashville Airport Authority invites applications for  
Assistant Vice President, Human Resources

Nashville International Airport® (or BNA®)  
and John C. Tune Airport® (or JWN®)  
Nashville, TN

*EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH*





## The Airports

**The Metropolitan Nashville Airport Authority (MNA)** was established in 1970 and owns and operates Nashville International Airport®, also known as BNA®, and John C. Tune Airport®, also known as JWN®. A seven-member Board of Commissioners appointed by the Mayor of Nashville establishes policy for the two airports that, according to a recent study, collectively generated more than \$8.14 billion in total economic impact, supported more than 76,500 jobs in the region, and produced more than \$445 million in state, local, and federal taxes. Middle Tennessee is one of the fastest growing regions in the U.S. and as it continues to grow, so will MNA's role as an economic engine, community leader, and cultural ambassador on behalf of Nashville.

As the region's conduit to travel, Nashville International Airport often serves as the first and last impression of the area for travelers to Music City. With that in mind, BNA strives to bring the city's unique sounds, tastes, and distinctive Southern hospitality to the airport environment and offer a warm and welcoming experience for Nashville visitors. As soon as travelers enter the terminal or step foot off the plane, it's clear that BNA and the MNA team represent the energy and spirit of Nashville.

The Airport Authority employs more than 300 staff members who are dedicated to MNA's vision and mission to create and inspire a team dedicated to providing superior customer service, facilities, and air service in a safe and secure, warm, and welcoming environment that reflects the best of Nashville.

Until the impacts of the COVID-19 pandemic, BNA was one of the fastest growing airports in North America with nearly 18.3 million passengers in 2019 and in 2021 they have seen a rebound in passenger traffic and for the last several months have exceeded 2019 month-over-month passenger numbers.







## The Airports (*continued*)

### **BNA® Vision**

Launched in July 2016, BNA® Vision is the dynamic expansion and renovation plan for Nashville International Airport. By 2023, projects completed under BNA® Vision will include a state-of-the-art International Arrivals Facility; an on-airport, Hilton-branded hotel; major renovations of the terminal lobby, including a central security checkpoint expansion; Concourse D; new ticketing and baggage claim space; three terminal parking garages; a satellite concourse; and phases 1 and 2 of the terminal apron and taxiway expansion. Additionally, a major terminal roadways improvement project is slated for completion in late 2024.

### **John C. Tune Airport**

In addition to BNA, the Airport Authority owns and operates John C. Tune Airport—the busiest general aviation airport in Tennessee. JWN is Nashville's Executive Airport and serves the needs of regional, corporate, and private aircraft. It is located only eight miles from downtown Nashville.

**BNA** / Nashville  
International  
Airport





## The Community

**MUSIC & ENTERTAINMENT** – Nashville is well known for names like Music Row, the Country Music Hall of Fame and Museum, The Grand Ole Opry, Ryman Auditorium (the “Mother Church of Country Music”), and the recently opened National Museum of African American Music. Of course, while many associate Nashville with country, the “Music City” name echoes a rich heritage spanning numerous genres including pop, rock, bluegrass, Americana, jazz, classical, contemporary Christian, blues, soul, and more.

The Nashville of today is known for its vibrant and diverse entertainment scene. 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, and the Nashville Ballet. The Schermerhorn Symphony Center is the home of the Nashville Symphony.

**CULTURE** – Nashville earned its “Music City” moniker in the 1950s and has maintained its status as a global center of the entertainment industry ever since. The energy and diversity of our local music scene have been praised in publications such as Travel + Leisure, Nylon, SPIN and Rolling Stone.

Music put Nashville on the map, but it’s not the city’s only claim to fame. Entertainment options include major league sports teams; an extensive public park and greenway system; museums and art galleries; a professional symphony orchestra; opera, ballet, and theatre companies; and numerous cultural festivals and events. There’s something for everyone to discover.

**FOOD & WINE** – While Nashville has long been known for its expansive music scene, the talent and creativity of its culinary scene has put Nashville on the map. Food & Wine highlighted the “booming Music City food scene,” Food Arts Magazine noted the “emerging culinary scene putting Nashville on the gastronomic radar,” and, most recently, Condé Nast Traveler stated this about Music City: “There’s enough going on food-wise to warrant a trip solely for eating.” Nashville’s creative spirit has certainly infiltrated its kitchens, turning them into the chef’s studio. From Southern fare to haute cuisine to quite literally everything in between, Nashville’s palate offers it all.





## The Community (*continued*)

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**EDUCATION** – Nashville and the Middle Tennessee region are home to 25 colleges and universities including Vanderbilt University, Belmont University, Meharry Medical College, and Fisk University, to name a few. By the 1850s, the city was known as the “Athens of the South” for the number of higher education establishments in the area and being the first Southern city in America to establish a public school system.

**SPORTS** – Nashville has many professional sports teams, most notably the Nashville Predators, Tennessee Titans, Nashville Sounds, and Nashville Soccer Club. Nashville is home to four college Division I athletic programs and is host of the TransPerfect Music City Bowl.

**ECONOMY** – The greater Nashville region is home to more than 1.9 million people and more than 53,000 businesses. Many corporate headquarter giants call Middle Tennessee home, including Nissan, Bridgestone Americas, Dollar General, HCA, AllianceBernstein, iHeartMedia, Mitsubishi, The ICEE Company, and Amazon. A national hub for the creative class, Nashville has the strongest concentration of the music industry in America.

The Nashville region’s educated workforce not only provides an abundant talent pool for companies, but also bolsters the region’s vibrancy, artistic and musical essence, and competitive edge in technology and innovation. The Nashville region is defined by a diverse economy, low costs of living and doing business, a creative culture, and a well-educated population. Cultural diversity, unique neighborhoods, a variety of industries, and a thriving creative community make Middle Tennessee among the nation’s best locations for relocating, expanding, and startup companies.

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### AWARDS

BNA boasts the following awards and honors, to name just a few:

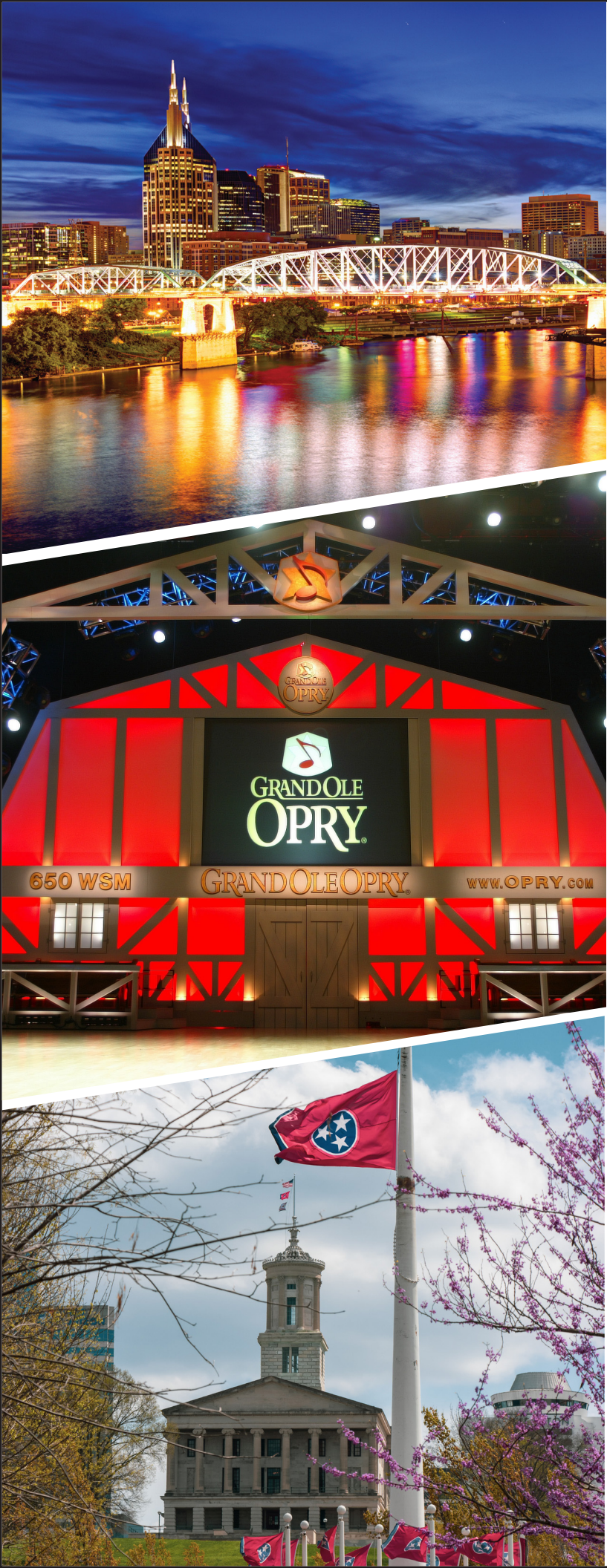
- One of the 7 Most Entertaining Airports in the WORLD–CNN
- One of the 50 Best Places to Travel, and 9th Best Domestic Airport–Travel + Leisure
- One of the Best Airports in the World–TheStreet
- One of the 16 Most Passenger-Friendly Airports in the WORLD–Cheapism.com

Learn more about BNA and JWN at [flynashville.com](http://flynashville.com).

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## The Position

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The Assistant Vice President (AVP), Human Resources is a highly visible position, responsible for developing, implementing and directing human resources and programs for Metropolitan Nashville Airport Authority employees. This includes managing professional and administrative staff engaged in performance management, talent development, and time and attendance activities. The AVP participates in the development of plans and programs including recruitment and retention, employee relations, affirmative action, sexual harassment, employee complaints, and career development. The AVP develops and implements programs and strategies to identify talent within and outside of the organization. The AVP develops competitive compensation and benefits programs that motivate, incentivize, and rewards to attract and retain employees. The AVP provides advice on the impact of organizational plans and programs on employees and develop human resource planning models that identify competencies, knowledge, and talent gaps.

## The Ideal Candidate

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The Ideal Candidate for this position will have a Bachelor's Degree in human resources management or a related field and at least 7 – 10 years' related experience, including supervisory experience to include work planning, evaluation, and training. A Master's Degree and possession of SCP certification from the Society of Human Resource Management (SHRM) is preferred. The AVP must possess knowledge of federal, state and local human resources laws and regulations such as those promulgated by the US EEOC (i.e., Americans with Disabilities Act, Title VII of the Civil Rights Act, Americans with Disabilities Act, etc.). The AVP must also have command of the principles and practices associated with recruitment, sourcing, selection, training, compensation and benefits, labor relations and negotiation, as well as personnel information systems and state and federal Occupational Safety and Health Administration (OSHA) regulations. The successful candidate will be an analytical thinker with the ability to communicate effectively with all stakeholders, both internal and external. The AVP must be able to obtain and maintain a Security Identification Display Area (SIDA) badge. The AVP must also possess or be able to obtain a state of Tennessee driver's license.



## Salary and Compensation

The starting salary range for the position is \$143,000 - \$189,000. An exceptional candidate may be eligible to receive a starting salary slightly above the range with approvals.

In addition to the base salary, the incumbent is eligible for potential discretionary bonus, based on personal and organizational performance.

MNAA provides a very attractive and robust benefit package including but not limited to: Medical, Dental, Vision, Prescription, FSA, Retirement, Life Insurance, Short Term Disability, Long Term Disability, Tuition Reimbursement, etc. Retirement benefits include an employee's contribution to a 457 Contributory Pension plan and Authority will provide a 100% match of employees' contribution with a contribution to a 401(a) Contributory Pension plan up to a total of \$8,000 annually. Additionally, the Authority will contribute 10% of an employee's salary without required match to a 401(a) Defined Contribution plan when employee contributes a minimum of 1% of base salary.

## How To Apply

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

**Deadline for applications: February 12, 2023**

The contacts for this search are:

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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).

The Metropolitan Nashville Airport Authority is an equal opportunity employer.

