



The Tucson Airport Authority invites applications for  
**Vice President of Operations**

Tucson International Airport (TUS)  
Ryan Airfield (RYN)  
Tucson, AZ

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



# Tucson Airport Authority

**The Tucson Airport Authority (TAA)** is a unique independent nonprofit created and developed by community business leaders and established by Arizona state charter in 1948 to develop, operate, manage, and maintain Tucson International Airport (TUS) and Ryan Airfield (RYN).

- The TAA is an Arizona political subdivision/ public entity and participates in the Arizona State Retirement System and Public Safety Personnel Retirement System.
- The TAA is subject to Arizona's open meetings and public records law.
- The TAA has no taxing authority and receives no direct public support from state and local tax dollars.
- Operations are funded through revenues from parking, space rentals, land leases, fuel sales, airline landing fees, and concessions. Capital improvements are funded by the TAA, and state and federal grants.
- The TAA President and CEO reports to the Board of Directors. Six vice presidents report to the CEO and together they comprise the Executive Team.

The TAA is governed by a Board of Directors that consists of at least seven but not more than 11 people elected from the authority's active membership, which is comprised of up to 60 business leaders, who reside within the service areas of the authority's two airports, Tucson International Airport (TUS) and Ryan Airfield (RYN). Board members are elected to terms of up to three years and can be re-elected to successive terms serving up to a maximum of ten consecutive years. Board member terms are staggered to preserve experience and institutional knowledge. Members of the TAA do not receive salaries or compensation for their roles.

## The Airport System

The TAA is the federally certificated operator of Tucson International Airport (TUS) and Ryan Airfield (RYN). Day-to-day management of TUS and RYN is performed by a professional and highly skilled team with the responsibility to operate the airport(s) in compliance with all federal regulations, manage the TAA resources and assets in a fiscally responsible manner, in accordance with federal regulations, industry standards and best practices. In addition, staff is tasked to ensure that the TAA continues to be self-sustaining and delivers operational success for the benefit of the Tucson metropolitan community and Southern Arizona.







**Tucson International Airport (TUS)**, positioned eight miles south of Tucson's central business district, is a commercial service airport serving a catchment area of more than 1.4 million residents living in southern Arizona and northern Sonora, Mexico. Users include commercial, cargo, general aviation, and military operators. TUS also serves as an international port of entry that offers 24-hour processing and customs and immigration services.

TUS encompasses 7,986 acres and maintains three runways. The primary commercial runway 11L/29R is 10,996 feet. A parallel runway, used by general aviation aircraft, is 8,408 feet. The third runway 3/21 is 7,000 feet and is used when required by crosswind weather conditions.

Current airfield tenants include Raytheon Missile Systems, Bombardier Aerospace, Mitsubishi Heavy Industries, Ascent Aviation Services, SkyWest Airlines, Federal Express and Rolls-Royce Aircraft Engines. TUS is also home of the Arizona Air National Guard 162nd Wing, an active F-16 training base with approximately 80 based aircraft. The 162nd Wing trains U.S. and allied nation partners in the F-16 aircraft. The Arizona Air National Guard's (ANG) federal mission is to maintain well-trained, well-equipped units available for prompt mobilization during war and aid during national emergencies. During peacetime, the combat-ready units and support units are assigned to most Air Force major commands to carry out missions compatible with training, mobilization readiness, humanitarian, and contingency operations. The 162nd is situated on state, federal or TAA land located outside the air operations area (AOA) of TUS; ANG is a "through-the-fence" operator.

You can learn more about TUS by visiting the website [here](#). Watch the TUS "Nonstop for Tucson" marketing campaign video [here](#).

**Ryan Airfield (RYN)** is a general aviation reliever airport about 14 miles southwest of Tucson with approximately 350 based aircraft. Ryan Airfield's history goes back to 1942 when it was established as an Army base and flight school training World War II pilots. RYN has three runways. Two are parallel with an east-west orientation; 6L/24R is 4,900' by 75' and 6R/29L is 5,503' by 75'. Runway 15/33 is 4,000' by 75'. The airport's air traffic control tower is the only tower in Southern Arizona staffed under the FAA's Contract Tower program. It operates 6 a.m.-8 p.m. daily.

Through land acquisition, RYN has grown to approximately 1,900 acres. Current airfield tenants include aircraft maintenance, repair, and overhaul service providers, including firms specializing in such things as avionics and interior finishing, as well as flight instruction schools and aircraft rental firms.

You can learn more about RYN by visiting our website [here](#).



## Airport Projects

The TAA always has a long list of exciting projects planned or underway at TUS and RYN that promote aviation, and further our business enterprise and economic development goals. Generally, projects are categorized as Capital Outlay, Major Maintenance or Capital Improvement, and are funded with federal and state grants, Military Construction Cooperative Agreements or directly by the TAA in certain circumstances. A few present project highlights include:

- **The Airfield Safety Enhancement (ASE) Program**, a program with multiple project phases, will transition the airfield at Tucson International Airport (TUS) into a new era of safety and provide redundancy with a second parallel runway that will serve the Southern Arizona region for decades into the future. Estimated at \$400+ million, the ASE program will demolish Runway 11R/29L, an 8,000' x 75' runway, and replace it with a new 11,000 x 150' parallel runway; also included are new taxiways and connector taxiways, the installation of aircraft guidance systems and the modernization of the airfield geometry to meet current Federal Aviation Administration (FAA) standards.

Construction has been divided into four projects – CMAR (Construction Manager at Risk) overseeing the new runway and taxiways; DBB1 (Design-Bid Build) of taxiways on the west side of the airfield; DBB2 expansion of the safety area southeast of the new runway; and DBB3 modernization of the existing commercial service runway.

- **Terminal Planning for Concourse Expansion** is underway. The TAA and airlines serving TUS agree that travel trends are on the rise. To be prepared for growth, the TAA performed a site concept study in FY22 of the terminal to determine an optimal design to meet demand; design and environmental work will begin in FY25 for an up to 12-gate expansion with construction anticipated in FY27-28.
- **TUS Airfield Military Projects** include roadway, apron, and facility improvements to support the 162nd Wing.
- **RYN Master Plan** projects are programmed and are either in the planning or development phase.







## The Culture

To run an effective, attractive cost-efficient airport system, the organization must engage in industry best practices and have an entrepreneurial spirit. TAA is on a five-year journey to transform our culture, grow our economic capacity, upgrade how we operate, and expand our community connection. We are at year 3 of this journey and are actively working our strategic plan to achieve this transformation by the year 2025. We encourage candidates to review our strategic plan to see how their role contributes to delivering objectives and where to effectively engage to better drive success and achieve the desired results. As an organization, we have a clear picture of our Mission, Vision, and Guiding Principles, which drives our work.

### **Mission:**

*Provide a sustainable airport system and constantly pursue initiatives that promote and grow business opportunities*

### **Vision:**

*Landing prosperity in Southern Arizona*

### **Guiding Principles:**

- *We deliver results*
- *We work smart*
- *We are curious*
- *We play for the team*

### **Cultural Fundamentals:**

We have identified the behaviors expected from every TAA team member and distilled them into ten Cultural Fundamentals, providing a model of how we engage in our daily work and how our leaders lead. The fundamentals are:

Agility	Pride
Communication	Resilience
Influence	Results Oriented
Inquiry & Feedback	Systems Thinker
Partnering Mindset	Trust Builder

Our team members are at the heart of what we do at TAA. Through camaraderie, creativity, and collaboration TAA team members build a supporting community. Our shared values and commitment drive success and allow us to achieve our mission.

[Strategic Plan](#)

[Cultural Fundamentals](#)





## The Community

Southern Arizona offers an unparalleled quality of life for today's professional. With nearly 1.4 million people living in an expansive stretch of awe-inspiring and lush desert landscape, Southern Arizona is accomplishing a goal that many growing regions have abandoned—an ecologically sound and culturally sophisticated approach to growth and development.

When you land at Tucson International Airport (TUS) or Ryan Airfield (RYN) you have arrived in the heart of the unique Sonoran Desert, the only place in the world that is the natural habitat of the iconic and majestic Saguaro cactus. With more than 350 days a year of sunshine you can play in wide open spaces outdoors or relax in the casualness of Tucson and its rich cultural heritage.







## Living in Southern Arizona

Southern Arizona's crisp high-desert air, sunny climate, lack of natural disasters, and exceptional air quality make our corner of the world the picture of health and a healthy lifestyle. Southern Arizona is home to a wide range of cultural, historical, and picturesque attractions. Dining is diverse and delicious, with restaurants ranging from world-renowned gourmet to some of the best Mexican food on this side of the border. In 2015, UNESCO ranked Tucson as North America's first-ever City of Gastronomy.

At more than 600 square miles, metropolitan Tucson is a study in contrasts. Historic adobes are preserved among downtown high-rises, resort hotels are nestled in picturesque foothills; cacti bloom in the center of the city; desert washes flow after occasional desert storms; and those who tire of poolside lounging can drive 30 miles up Mount Lemmon to ski in the cool mountain temperatures.

The culture is a unique blend of Western, Mexican, and Native American influences. Locals enjoy everything from symphonies to rodeos, modern art to re-enactments of Wild West shootouts. The diversity in culture is reflected in metropolitan communities like Tucson and Casa Grande to the historic mining towns of Tombstone and Bisbee. Communities in Southern Arizona come in all shapes and sizes, each with their own unique character.

The intriguing landscape of the desert gives way to majestic mountains in every direction, making Southern Arizona a paradise for anyone who loves the outdoors. Hiking, biking, and exploring are favorite Tucson activities. For the last 10 years, Tucson has always ranked within various polls in the top 20 of biking cities in the US. For hiking, there are 249 hikes in the Tucson city area and 500+ within Pima County. And golfers enjoy some of the finest courses anywhere, from challenging target golf to traditional layouts. The sunny weather keeps the outdoors available year-round. Tucsonans can also choose from a variety of spectator sports including Pac-12 play in all major men's and women's NCAA sports at the University of Arizona.

The cost of living in the Tucson region is five percent less than the national average, and it is considered one of the most affordable places to live in the Sunbelt. From affordability to climate to quality education, Tucson offers its residents so many reasons to enjoy living here.







## Enjoying the Lifestyle

As the 33rd largest city in the U.S., Tucson offers all the amenities of a big city while still retaining some of the charm of a small town. It is culturally diverse, and that rich heritage is reflected in its architecture and its restaurants.

Tucson was ranked in the “Top 25 Arts Destinations” by American Style Magazine. There are more than 35 art galleries in just the downtown area alone and the region offers 30+ museums to explore and enjoy including the world-renowned Arizona-Sonora Desert Museum and the Reid Park Zoo. In 2018, Best Cities ranked Tucson in the Top 100 Cities in the World.

Tucson is a city of many unique activities known around the world. The city hosts the largest gem and mineral show in the world hosting 48 simultaneous shows throughout the city. Bird watching is world renown due to our multiple climates of desert, grasslands, and alpine supporting 500+ species of birds. Our star gazing within the city compares to few populated places in the world and we host the largest optical and radio-telescopes at Kitt Peak. And close to our roots, Tucson contains the largest quantity of stored planes at the famous Aircraft Maintenance and Regeneration Group aka “Boneyard,” located at Davis-Monthan Air Force Base.







## Lifestyle *(continued)*

Professionals can live, work, and play in Tucson with a variety of outdoor activities that can be enjoyed year-round thanks to Tucson's dry, sunny climate.

Outside Magazine ranked Tucson as one of the "Best Places to Live in 2019" citing some of the great things about Tucson such as the food, the hiking trails, being able to live close to open space and a newly completed 131-mile bike path circling the city. During our cool winter months, our bike trail draws Olympians, Tour de France and US National team athletes preparing for world competitions.

### Fun with Numbers

- **350+** days of sunshine per year
- **4** mountain ranges for jogging, rock climbing, horseback riding, stargazing and bird watching
- **37,000** acres of parkland for hiking, camping, and exploring
- **40+** golf courses to test the skills and relax the mind
- **800** miles of bike paths consistently place Tucson on the list as one of the nation's most bike friendly cities

For detailed information about Tucson and all it has to offer as a destination, business advocate, and great place to live, go to [www.visittucson.org](http://www.visittucson.org) and <https://suncorridorinc.com>.



## Education

Education is a high priority in Southern Arizona. Complemented by a K-12 public education system of 63 districts with over 236,000 students as well as 149 charter schools and more than 117 private, self-regulating elementary and secondary schools, Southern Arizona's well-developed education infrastructure maintains an open ear to the needs of the business community.

For 2020, charter school Basis Oro Valley and public-school University High School Ranked No. 18 and 22, respectively, and charter school Basis Tucson North Ranked No. 48 on U.S. News and World Report's list of the top 100 high schools in the country. Other highly ranked schools in Arizona from U.S. News and World Report include Sonoran Science Academy and Catalina Foothills High School. In addition, Basis Tucson was lauded as a national model in education in the acclaimed documentary "Two Million Minutes: The 21st Century Solution."





## The Position

The Vice President of Operations is a member of the TAA Executive Team and will report to the Executive Vice President/COO. The position is responsible for the strategic leadership, planning, coordination and management of reporting departments. The VP will manage and ensure compliance with regulations and requirements regarding the operation and management of Tucson International Airport (TUS) and Ryan Airfield (RYN). The division includes Maintenance and Custodial Services, Airside Operations, Police, Airport Security, Airport Communications Center, Emergency Management, and Fire (Airport Rescue and Firefighting (ARFF)). The position is also responsible for developing measurable strategic goals and objectives, working with department leaders to establish the Division budget, as well as supporting employee development and monitoring, discussing and evaluating employee performance. The Vice President interfaces with a variety of internal and external stakeholders including TAA Board Members, community leaders, local, state, military, and federal agencies, community organizations and the public. There is extensive contact and interaction with other TAA Divisions and departments.

[Click here](#) for the complete job description.

## Position Qualifications

Must have a Bachelor's degree in aviation management, public administration, business administration, business management, or other related field; Master's degree preferred, or a combination of education and additional years of experience sufficient to demonstrate the ability to satisfactorily meet the demands of the position.

Must have ten years of progressive management-level supervisory experience at a commercial service airport or equivalent; previous experience at a small-, medium- or large hub airport preferred (TAA will consider experience gained from work at a busy non-hub that is soon to transition to the small hub category. Industry executive level certification or accreditation preferred).

A combination of education and years of experience sufficient to demonstrate the ability to satisfactorily meet the job requirements will be considered.

Must have strong organizational leadership skills to lead a high performing organization, exhibit strong financial planning capabilities and fiscal management skills, advanced relationship management skills and extensive experience working with a wide variety of internal and external stakeholders to bring project strategies from concept to successful completion.







## Salary and Compensation

The salary range for this position is \$153,210 - \$241,306. A starting salary above the mid-point is achievable for the exceptional candidate and will be dependent upon experience. Additional annual compensation as an incentive bonus based on organizational performance is determined annually, as budget resources allow. A comprehensive benefits package includes options for medical, dental, life insurance, etc. Relocation is available for the selected candidate.

The TAA has adopted a flexible work environment and administrative staff may work hybrid/flexible schedules with the expectation that responsibilities are managed without delay or disruption, and quality of work product and deliverables meet or exceed expectations.

## How to Apply

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

**Deadline for applications:** December 22, 2023

Contact for this search is:

**Dan Sprinkle, A.A.E.**

[dan@adkexecutivesearch.com](mailto:dan@adkexecutivesearch.com)

ADK will review and process applications as they are received, and we highly encourage you to apply as soon as possible.

**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).

### Employment Eligibility

TAA offers of employment are contingent upon successfully passing a background process including a criminal history records check, physical, drug-screen, and verification of education and professional experience.

### Equal Opportunity Employer

The Tucson Airport Authority (TAA) is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information, or any other characteristic protected by applicable federal, state or local laws and ordinances. TAA's management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, team member activities, access to facilities and programs and general treatment during employment.