



The Memphis-Shelby County Airport Authority invites applications for
Chief of Police

Memphis International Airport (MEM)
General DeWitt Spain (M01)
Charles W. Baker (2M8)
Memphis, TN

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH



About The Airport

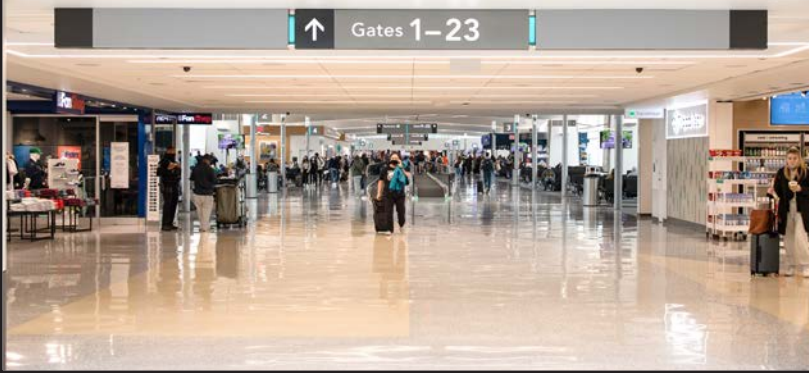
Memphis-Shelby County Airport Authority (MSCAA) owns and operates Memphis International Airport (MEM), as well as two general aviation airports, General DeWitt Spain Airport near downtown and Charles W. Baker Airport in Millington. MSCAA is responsible for the operation and maintenance of runways and airport buildings and facilities. The Memphis Airport Police Department is also part of MSCAA. The Airport Authority is self-funded and has an annual budget of approximately \$156 million.

There are approximately 300 full-time employees of MSCAA.

MSCAA is governed by a seven-member board of directors. Five are appointed by the Mayor of Memphis and two are appointed by the Shelby County Mayor. All MSCAA board member nominations must be approved by the Memphis City Council, and the commissioners serve seven-year terms.

Thanks to the presence of FedEx, MEM is the second-busiest cargo airport in the world and the busiest in North America. In addition, MEM's nine commercial airlines served 4.8 million passengers in 2023.

The MSCAA is in the midst of a reinvention of Memphis International Airport, including the opening of a new \$245 million passenger concourse in 2022 and a \$305 million centralized deicing facility in 2023. In 2024, the airport will begin a massive \$665 million terminal modernization project, which will involve the renovation of the ticketing and baggage areas, as well as the security checkpoint. These projects are helping to invest millions of dollars into the local economy, illustrating the airport's standing as one of the region's most significant economic drivers.



MSCAA Strategic Overview

MSCAA's Strategic Overview acts as a road map for the next five years, ensuring improvement across all facets of the airport's operations.

The airport lists its core values in four categories: mission, vision, guiding principles, and core competencies. As a result, the mission, vision, guiding principles, and core competencies provide a foundation for the Strategic Overview, and each of the goals described within the plan support these ideals.

Mission

To deliver a positively MEMorable customer experience.

Vision

To be the most significant economic growth engine in the Mid-South by providing world-class customer service, engaging the community and facilitating the steady growth of passenger and cargo service.

Guiding Principles

- Foster a culture of integrity and collaboration.
- Pursue the safety and security of our customers, stakeholders and community.
- Recognize the importance of employees to the success of the Airport by maintaining a culture of open communication and respect among all team members.
- Improve our position as a leader in diversity and inclusion.
- Expand the strategic role of aviation as the regional and global economic engine of Memphis' quadrimodal transportation hub.
- Build upon our status as both a world leader in air cargo volume and service and as a passenger-centric, service-oriented airport.
- Be recognized as a model airport for prudent financial and business policies and practices.
- Maintain a culture of continuous improvement.
- Be customer service driven in all that we do.





Core Competencies

Our Core Competencies define our organizational strengths and establish what an ideal team member brings to the Authority.

OPEN COMMUNICATION Demonstrates healthy interpersonal and relationship skills with employees by creating an environment of openness and honesty; listens well, asks appropriate questions, solves problems and explains reasoning behind decisions.

STRATEGIC PLANNING-EXECUTION Demonstrates the ability to analyze the organization's position as it relates to industry standards; establishes short- and long-term goals for continued improvement; and in response, shifts priorities and develops strategies to achieve long-term goals and addresses short-term goals promptly.

CUSTOMER-SERVICE DRIVEN Listens, responds and creates resolutions to internal and external customer problems in an effort to exceed the customer's expectations.

SAFETY Understands, encourages and complies with safety policies and procedures; completes all required training; takes full responsibility for safety and proactively seeks improvement.

DIVERSITY Treats all people with respect; values diverse perspectives; participates in diversity training; shows sensitivity to individual differences; ensures all policies continue to be inclusive regarding Federal and State Laws.

LEADERSHIP SKILLS Assesses employees' strengths to create a climate in which people want to do their best by identifying what needs to be done; is willing to make tough decisions; maintains high performance with changing circumstances.

VALUES AND ETHICS Maintains the highest standards of integrity, ethical behavior and practices in all internal, external and business transactions by being transparent, objective, reliable and demonstrating personal credibility.

COLLABORATION AND SENSE OF COMMUNITY Develops, maintains and strengthens partnerships with others; acknowledges others' perspectives and ideas; helps to set a tone of cooperation and shares critical information with everyone involved.

BUSINESS PHILOSOPHY Demonstrates keen business judgment, insight and predictability to create a sustainable business model; recognizes critical business partners and their business needs.

FLEXIBILITY Demonstrates the ability to adapt its business model to an evolving industry.



MEMPHIS

About Memphis

Memphis is known as the birthplace of rock 'n' roll and the home of the blues but there is so much more to the Bluff City than a great music heritage.

For one, there is a great food scene that begins with world-class barbecue and continues with a fabulous chef-driven restaurant culture that can be found in neighborhoods from the South Main Historic Arts District to Cooper-Young, Overton Square, Broad Avenue Arts District and back to the Downtown Core.

As the hometown of Elvis, Memphis also holds a historical place in music-lovers' hearts, not to mention Stax Museum of American Soul Music and Sun Studios joining Graceland as popular tourist attractions.

In 2013, USA Today named Beale Street the nation's most iconic street. Stretching east four blocks from the banks of the Mississippi River, it is filled with restaurants, blues clubs, bars, iconic shops and museums that will fill a whole day and night with fun.

It's conceivable the great music of Memphis wouldn't be possible without the role of race. It was on the city's Beale Street where a young Elvis found music inspiration, and Stax was a place of harmony and unity for whites and blacks during the civil rights struggle. That struggle is honored at the National Civil Rights Museum, housed in the former Lorraine Motel where Dr. Martin Luther King Jr. was assassinated in 1968.

The downtown and Shelby Farms areas also offer a wealth of outdoor activities, and the city's Greenline is a 10.65-mile paved, urban trail that connects pedestrians and cyclists in Midtown through Shelby Farms Park to Cordova.





Memphis (continued)

Memphis has drawn many accolades for its attractiveness as both a tourist destination and a place to live and work. In 2019, travel website Trip Savvy named Memphis as its Best Overall Destination. In 2017, Business Insider named Memphis as the best city for young professionals to start their careers.

According to the Greater Memphis Chamber, “Memphis is a city where you can grow your career, build your network and get plugged in to the community to make a big impact.” Memphis has long been known as the home of blues, soul, and the birthplace of rock ‘n’ roll. Today, we’re topping lists like Indeed.com’s Best City for Job Seekers and Frommer’s Best Place to Visit.

Our cost of living is 12 percent below the national average. We have diverse and affordable housing options so you can live the metropolitan life without the hassles of many large cities. Our metro area offers urban, suburban and rural living options; however, our low commute times mean that you can spend less time in your car. Our diverse business community, high quality of life and soulful Memphis spirit make Memphis a top choice for relocating families and singles. Find out why you should #MovetoMemphis with this [great resource](#).

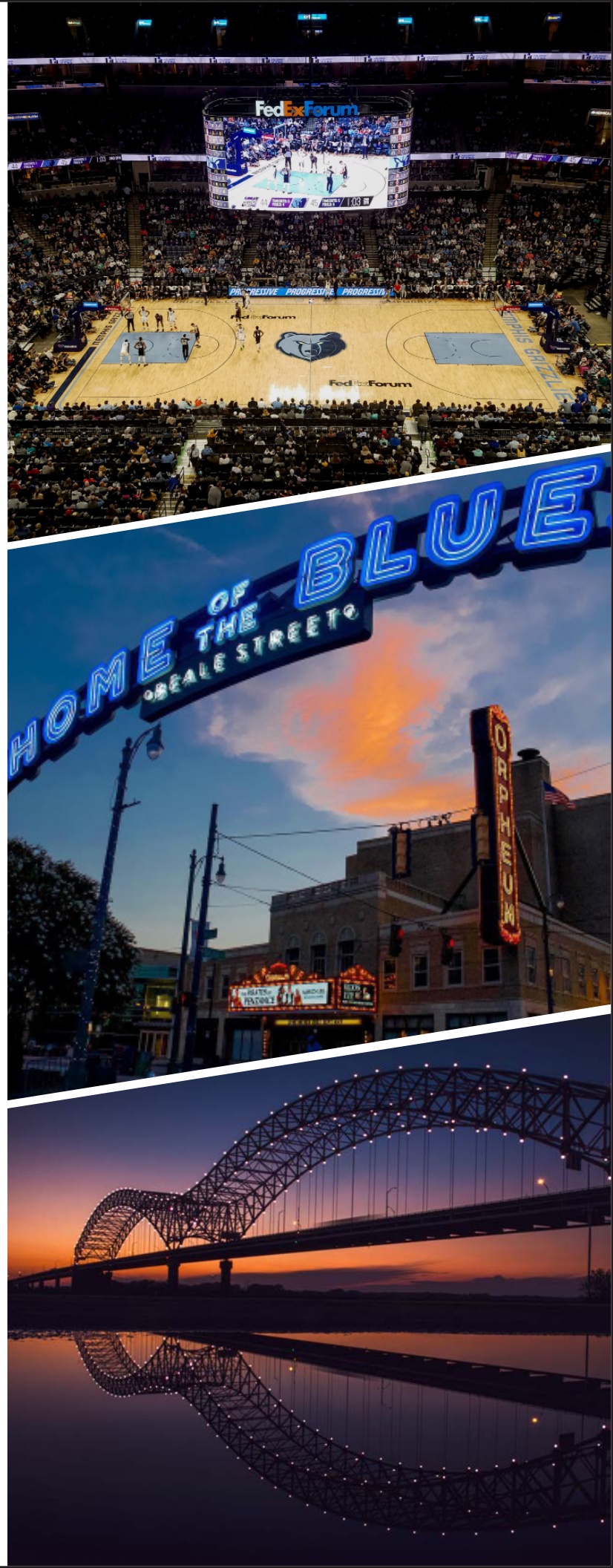


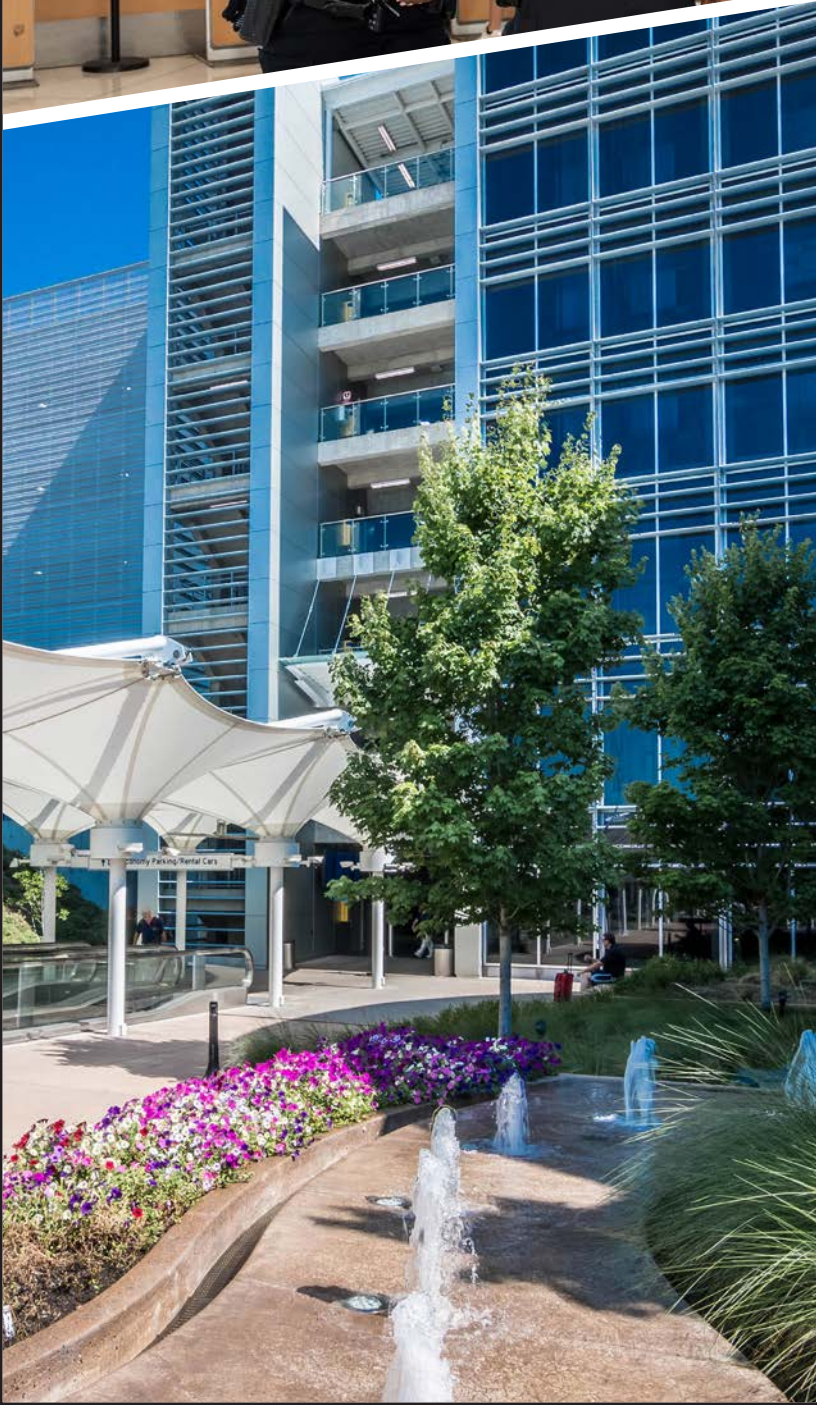
The Position

Join the dynamic team at the MSCAA as the Chief of Police, where you will play a pivotal role in leading the Airport Police Department's law enforcement and crime prevention activities. As the Chief of Police, you will collaborate closely with all MSCAA departments, developing and implementing strategic plans, policies, and procedures to achieve Authority goals and objectives. Your commitment to fostering meaningful relationships, customer service initiatives, and community partnerships will be instrumental in supporting the mission of the Airport Authority.

Key Responsibilities:

- **Strategic Planning:** Develop and direct the Police Department's work plan, continually reviewing, evaluating, and implementing best practices. Collaborate with staff to identify and resolve challenges, ensuring the effective execution of the department's goals.
- **Professional Development:** Encourage the professional growth of department staff, fostering an environment of continuous learning and improvement.
- **Budget Administration:** Prepare, present, and administer the annual budget, forecasting needs and allocating funds based on established priorities. Monitor expenditures to ensure fiscal responsibility.
- **Performance Management:** Establish and maintain departmental objectives, goals, and performance standards. Regularly review performance against set goals, implementing improvement plans, as necessary.
- **Regulatory Compliance:** Ensure strict adherence to the State of Tennessee Peace Officers Standards and Training (POST) rules and regulations, guaranteeing the highest standards of law enforcement professionalism.
- **Support to Officers:** Assist officers in accomplishing their duties, promoting a collaborative and supportive working environment.





Preferred Education and Experience

- Bachelor's degree in Criminal Justice, Public Administration or a related field or equivalent combination of training and experience.
- Certification, or the ability to obtain and maintain certification, by the State of Tennessee Peace Officer Standards and Training Commission within 6 months of employment.
- Ability to obtain and maintain a MSCAA Class II AOA license within 6 months of employment.
- Eight (8) years of law enforcement experience, including 5 years of progressively responsible supervisory experience.
- In-depth knowledge of effective police administration principles, practices, and techniques.
- Leadership skills to guide and inspire staff, promoting continuous improvement and managing departmental change.
- Strong ability to establish and maintain positive working relationships with colleagues, subordinates, and airport stakeholders.

Embark on a rewarding career as the Chief of Police at the Memphis/Shelby County Airport Authority, where your leadership will contribute to the safety and security of our vibrant airport community. Apply now and be part of an organization committed to excellence and innovation in aviation security.

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



Salary and Benefits

The starting salary for this position is \$133,357 - \$140,376. MEM offers an attractive benefits package, including relocation assistance. An exceptional candidate has the opportunity to start at the salary of \$140,376. There is no residency requirement. For additional details on the benefits, [click here](#).

How To Apply

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

Deadline for applications: April 14, 2024

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.

The Memphis-Shelby County Airport Authority is an equal opportunity employer.

