



The Metropolitan Airports Commission invites applications for Director, Stakeholder Engagement

Minneapolis-St. Paul International Airport (MSP)

Airlake Airport (LVN)

Anoka County-Blaine Airport (ANE)

Crystal Airport (MIC)

Flying Cloud Airport (FCM)

Lake Elmo Airport (21D)

St. Paul Downtown Airport (STP)

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH



The Airport

The Metropolitan Airports Commission (MAC) is a 790-person organization that owns and operates Minneapolis-St. Paul International Airport (MSP) and six general aviation airports in the Twin Cities metropolitan area. Together, these seven airports make up one of the largest and most respected aviation systems in the United States.

The Minnesota Legislature established the MAC as an airport authority in 1943 to promote the efficient, safe handling of air commerce and to develop the full potential of the Minneapolis-St. Paul metropolitan area as an aviation center.

A public corporation of the state, the MAC generates the revenues it needs to operate through rents and user fees, not general tax appropriations. The bonding and financing authority — along with MAC-generated cash and state and federal aviation grants and fees — fund capital investments in the MAC's seven-airport system.

MSP is the Metropolitan Airports Commission's flagship facility and the 19th busiest airport for passengers in the United States. Routinely ranked among North America's best and most efficient airports, MSP is Delta Air Lines' second-largest hub and a base for hometown carrier Sun Country Airlines.

The MAC's airports and the air service they provide contribute to the broader economic strength of the Twin Cities region and the Upper Midwest. Centrally located and within 10 miles of both downtown Minneapolis and downtown St. Paul, MSP Airport is a top economic generator for the region, supporting more than 86,900 jobs, \$15.9 billion in business revenue, \$3.7 billion in personal income, \$2.5 billion in local purchases, and \$546 million in state and local taxes.

The MAC is in the second year of its 2023-2027 enterprise strategic plan, which established a new purpose statement: "To provide exceptional airport experiences so Minnesota thrives." A one-page overview of the plan's purpose, values and focus areas can be [found here](#).





The Airport *(continued)*

One of the five focus areas in the MAC's 2023-2027 enterprise strategic plan is to "actively manage sustainability and stakeholder and community relations." Engagement is integral to how the MAC operates with its many stakeholders, such as the traveling public, local residents, regional businesses, community and governmental leaders, and airport businesses like airlines, restaurants and retailers. Some of the well-established activities that demonstrate this approach include the MAC's industry-leading noise program, airport advisory commissions, long-range planning efforts and airport events.

The MAC board recently approved a [long-term plan for MSP](#). The plan outlines potential projects to improve the terminals, parking facilities and airfield to accommodate airline passenger growth and other changes in aviation activity over the next two decades. The long-term plan is based on a forecast that the airport will serve approximately 56 million passengers by 2040, compared to the current record of 39.5 million passengers set in 2019.

The airport and its leadership have received numerous awards in a range of categories, including safety, fiscal management, labor relations, legal oversight, snow and ice control, concessions, airport design and development, and marketing and communications. In 2024, MSP won [top global and large airport awards](#) in global aviation analytics firm Cirium's On-Time Performance Review. Airports Council International also named MSP as the [best airport in North America](#) through its global passenger survey program in the 25-40 million passenger category. That recognition marked the third straight year — and seventh out of the last eight years — that MSP received the Airport Service Quality program title.

More information about MSP Airport and the six general aviation airports can be found [here](#).





Our Community

The MAC and its system of airports serve the greater Minneapolis-St. Paul metropolitan area, which is among the most vibrant and economically diverse metropolitan areas in the country. The cities of Minneapolis and St. Paul straddle the Mississippi River and anchor a region built on a strong industrial and commercial foundation. The cities offer a dynamic core as well as attractive residential neighborhoods and a high quality of life.

According to the Minneapolis Regional Chamber, the metropolitan area's 11 counties have a population of 3.6 million, with a median household income of \$83,698. Among those age 25 and up, 43% of residents have a bachelor's degree or higher. The region is expected to grow by nearly 12% over the next 20 years, according to Minnesota and Wisconsin population projections. The metropolitan area is also younger than the surrounding state, mostly attributable to a larger share of 25- to 34-year-olds who call the Twin Cities home.

Prominent business sectors in the region include health and life sciences, food and agriculture, financial services, and advanced manufacturing and technology. The Twin Cities area is the headquarters for 15 Fortune 500 companies. Major employers in the region include UnitedHealth Group, Target, Best Buy, General Mills, Cargill, Ameriprise Financial, Medtronic, Mayo Clinic, Ecolab and C.H. Robinson.



The Community *(continued)*

Consistently named one of the best-value communities in America, the region offers residents a huge range of communal amenities and housing. More than 60% of the region's population has a commute of less than 30 minutes, and 89% live within a 10-minute walk of a park. The core cities of Minneapolis and St. Paul are known for their many lakes, world-famous theaters, professional sports teams, and arts and culture scene. The region and state offer a world-class system of state and regional parks with stunning natural beauty, and Minneapolis and St. Paul consistently rank among the top three U.S. cities for parks according to the Trust for Public Land.

The metro area's strong work-life balance, low cost of living and high rates of health coverage earned it third place on NerdWallet's recent quality-of-life rankings. Forbes has ranked Minneapolis-St. Paul among the top 10 best areas for new college graduates, reflecting the area's attractive employment opportunities, income, education, rent and age. WalletHub has ranked Minnesota the best state in which to raise a family.

The Twin Cities is among the leading communities in the country for health, fitness and overall activity, according to a range of surveys and rankings by Men's Health Magazine, the American College of Sports Medicine, and Forbes, among others. With the nation's largest park system, a famous chain of five city lakes, and nearly a dozen downtown farmer's markets, the area often paces the country in measures of health and fitness. From biking to sailing to skiing, residents have a huge range of outdoor activities, embracing all four seasons. Combine these active lifestyles with short commutes, low unemployment, and better access to health care, and it all adds up to Forbes' declaration that Minneapolis-St. Paul is the least stressful of any major metropolitan city.

For more information about the Twin Cities metropolitan area, check out the following resources:

- [Meet Minneapolis](#)
- [Visit Saint Paul](#)
- [Minneapolis Park & Recreation](#)
- [Explore Minnesota](#)
- [Greater MSP Partnership](#)





The Position

Join the Metropolitan Airports Commission (MAC) as the Director of Stakeholder Engagement and you will lead a department that connects the MAC to the community by designing and implementing best-in-class engagements and serving as the personal connection across communities. Reporting to the Vice President of Strategy and Stakeholder Engagement, you'll lead a talented team focused on managing complex topics like aircraft noise and engaging stakeholders to support facility planning and environment reviews. You'll also lead the creation and management of key events that highlight our seven airports.

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

Key Responsibilities

- Oversee aircraft noise programs and ensure regulatory compliance.
- Serve as a liaison to the FAA for runway use and airspace management.
- Design and implement stakeholder programs aligned with the organization's strategic goals.
- Create and prioritize annual engagement plans, providing regular performance updates.
- Lead prioritized outreach initiatives to understand and address community concerns.
- Build strong relationships with community groups, government representatives, regulatory agencies and other stakeholders.
- Engage with municipalities, community organizations, airport user groups, aviation industry groups and neighborhood communities.
- Champion and support translation of technical information into plain language to enhance engagement.
- Oversee the management of event planning and promotion as required.
- Develop and manage the Events Bureau and the MAC Ambassador program.
- Oversee the Lunch and Learn and Speakers Series programs.
- Foster partnerships with local colleges and universities.
- Track performance and measure the impact of youth engagement activities.



Key Responsibilities (*continued*)

- Collaborate with marketing and communications functions for engagement initiatives.
- Support brand identity through promotional and outreach activities.
- Provide strategic counsel and facilitate initiatives as a thought leader.
- Lead the Manager of Community Relations and the Event Coordinator.
- Collaborate with all MAC departments, divisions and commissioners.
- Mentor team members and foster a culture of stakeholder engagement.
- Manage team responsibilities, conduct performance reviews and oversee budget processes.
- Maintain key vendor relationships and collaborate on budget tracking and forecasting.
- Build customer-centric solutions and anticipate future possibilities.
- Hold yourself and others accountable for meeting commitments.



Minimum Qualifications



- Bachelor's degree in aviation, airport management, business, communications or a related field.
- Three years of experience communicating complex airport stakeholder issues such as flight operations, aircraft noise and long-term future facility planning.
- In lieu of a degree, seven years of experience communicating complex airport stakeholder issues such as flight operations, aircraft noise and long-term future facility planning.
- Five years of experience in stakeholder or community engagement where the primary duties included developing strategic engagement strategies, face-to-face and virtual engagement, hearing concerns, presenting solutions, and designing systematic and repeatable engagement practices.
- Three years of experience managing and supervising direct reports, which may have included responsibility for hiring, disciplining, coaching, rewarding and terminating employees.
- Skilled communicator with exceptional political acumen.
- Strong emotional intelligence.
- Excellent oral and written communication skills to convey complex technical information in a simple, easily understood manner to diverse groups of stakeholders.
- Ability to network, influence and utilize internal and external resources.
- Experience leading and collaborating across diverse teams within a large organization and inspiring confidence to motivate groups collectively to meet mutual objectives.
- Experience in outreach strategies which are sensitive to cultural diversity and political situations.
- Thorough knowledge of local, state and federal environmental noise regulations.
- Intermediate skill level using Microsoft Word, Excel, PowerPoint and Outlook.
- Valid driver's license.
- Reliable vehicle to commute between job sites.

Desirable Qualifications

- Master's degree in a related field.
- Public sector community engagement experience.
- Familiarity with ESRI or ArcGIS.
- FAA licensed pilot or experience with flight procedures.
- Knowledge of aviation noise modeling and long-term planning.

This role is ideal for a strategic leader with excellent communication skills, a passion for community engagement, and a love for aviation. Join us and have a key role in helping the MAC achieve its purpose of providing exceptional airport experiences so Minnesota thrives.

Salary and Benefits

The starting salary range for this position is \$147,714 – \$203,891 and is accompanied by a generous benefits package. Relocation assistance is available.

How To Apply

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

Deadline for applications: July 14, 2024

The contacts for this search are:

Sybil Murphy, SHRM-SCP, CCP, CBP
sybil@adkexecutivesearch.com

Theresia Schatz, A.A.E.
sia@adkexecutivesearch.com

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 Metropolitan Airports Commission is an equal-opportunity employer. We support diversity and are committed to creating an inclusive environment for employees.

Photographs courtesy of the Metropolitan Airports Commission, Explore Minnesota and Visit St. Paul Official Convention and Visitors Bureau.

