



Dane County, Wisconsin invites applications for  
**Airport Director**

Dane County Regional Airport (MSN)  
Madison, Wisconsin

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



## The Airport

The Dane County Regional Airport is owned and operated by the County of Dane in Madison, WI. The Airport encompasses over 3,300 acres of land located adjacent to U.S. Highway 51 and near Interstates I-90 and I-94. In addition to operating a thriving community airport, the Airport is a County Department that provides property management services for buildings, business park, a foreign trade zone, and a limited amount of undeveloped land.

In the summer of 2023, Dane County Regional Airport celebrated the completion of a historic \$85 million south terminal expansion, adding 90,000 square feet to the facility. This expansion introduced six new gates with larger boarding lounges, an expanded business center, a children's play area, a spacious nursing suite for mothers, an adult changing station for travelers with disabilities, and a thoughtfully designed service animal relief area. With this new addition, the airport now features a total of 16 gates.

The Dane County Regional Airport has 99.5 FTE – which does not include employees of airlines, vendors, or federal agencies. In 2024 the Airport's annual operating budget was \$35,690,000.

Dane County Regional Airport is served by six commercial air carriers—American Airlines, Breeze Airways, Delta Air Lines, Frontier Airlines, Sun Country Airlines, and United Airlines—as well as one cargo carrier, FedEx. The airport offers year-round nonstop passenger service to major destinations including Atlanta (ATL), Charlotte (CLT), Chicago (ORD), Dallas/Fort Worth (DFW), Denver (DEN), Detroit (DTW), Minneapolis/St. Paul (MSP), New York (LGA), Newark (EWR), Orlando (MCO), Philadelphia (PHL), Phoenix (PHX), Tampa (TPA), and Washington D.C. (DCA). Additionally, seasonal nonstop service is available to Fort Myers (RSW), Los Angeles (LAX), and Miami (MIA).

In 2024, Dane County Regional Airport served over 2.3 million passengers, with numbers expected to continue rising following steady, sustainable growth since the pandemic low. The airport recorded more than 90,000 total operations, including 23,000 air carrier flights, and over 1.1 million enplaned passengers. In addition to its robust commercial passenger services, the airport supports general aviation, military operations, and air cargo carriers.





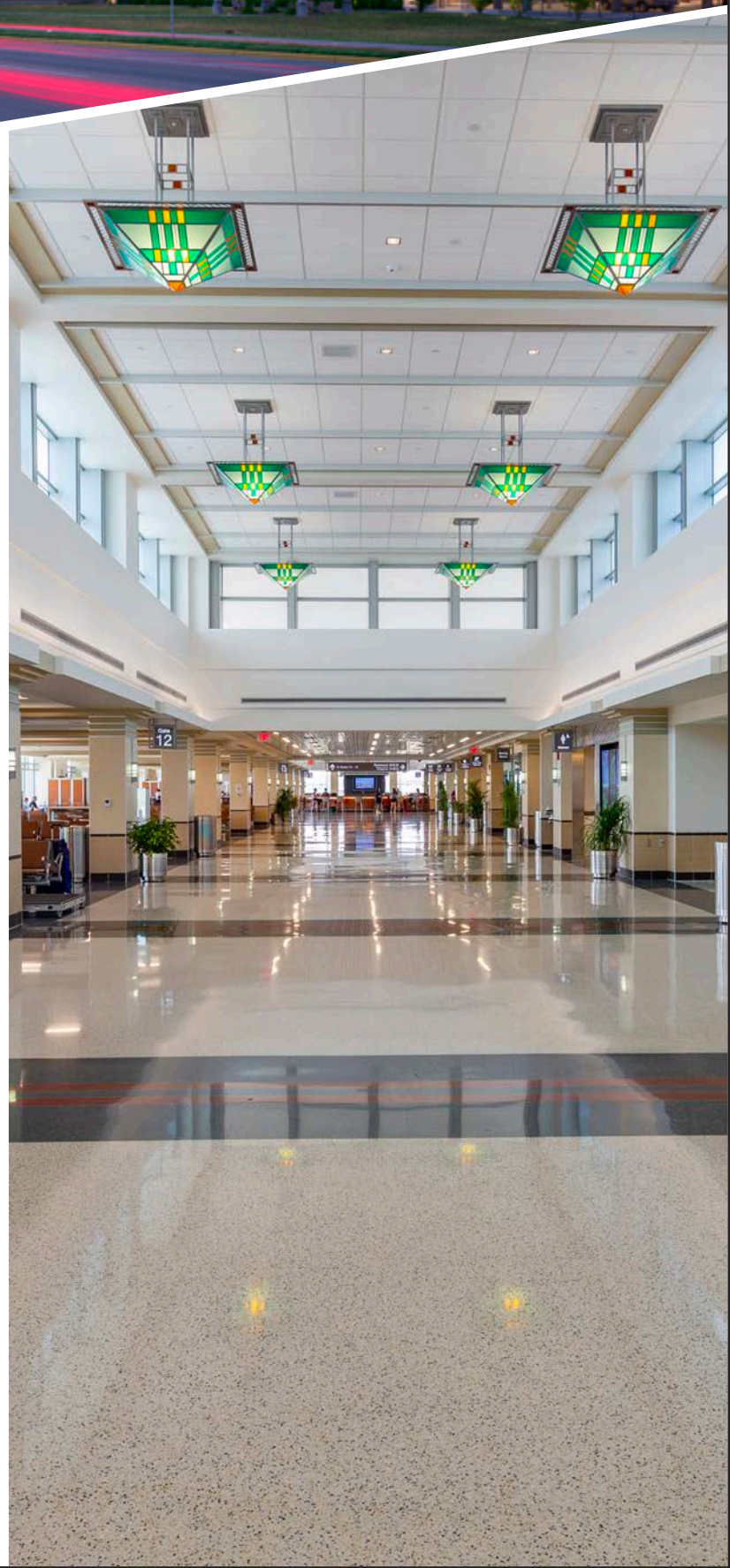
## The Airport *(continued)*

As the urban center of the region, Dane County is home to the state's capital in the City of Madison, the University of Wisconsin flagship campus, the world-class Overture Center for the Arts, and an abundance of parks, lakes, and unique neighborhoods. Home to the fastest growing population of any county in Wisconsin, Dane County boasts a highly educated workforce to power its diverse and innovative industries. With assets in information technology, life sciences, and agriculture, Madison and Dane County consistently rank among the top communities for work and play.

Top private-sector employers in Dane County include Epic Systems Corp, American Family Insurance, Labcorp, CUNA Mutual, Exact Sciences, ZenDesk, and Sub-Zero Inc.

In 2023, the Wisconsin Air National Guard's 115th Fighter Wing, based at Truax Field, Dane County Regional Airport, began its multi-year transition to the state-of-the-art F-35 Lightning II, a 5th-generation fighter aircraft. Alongside the F-35s, the airport also supports Wisconsin Army National Guard UH-60M Blackhawk helicopters, reflecting its strong partnership with the Wisconsin National Guard and other state and local agencies.

The airport is undergoing a comprehensive terminal modernization project that includes replacing all jet bridges, expanding seating areas at the gates, renovating restrooms and select dining spaces, replacing the terminal roof, and upgrading the heating and cooling systems. In 2021, the airport completed a 9-megawatt, 60-acre solar array featuring over 31,000 solar panels, capable of generating enough electricity to meet 40% of the demand for all county-owned properties. Additionally, the airport is evaluating proposals for a third parking structure and planning a major checkpoint expansion project to accommodate its continued growth.





## The Community

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The City of Madison is the Wisconsin state capital, the second largest city in the state, and home to the University of Wisconsin – Madison. Madison has a small, college town feel with big city amenities. Identified by Money magazine as the best place to live in the United States, Madison is routinely ranked at the top of many “best of” polls including: Top 25 Most Uniquely American Cities and Towns, number one college sports town by Sports Illustrated, healthiest city in the United States by Men’s Journal magazine, best places to Retire, and best places for businesses and careers.

Madison, nestled in the center of Dane County, is located in south-central Wisconsin near the Illinois border, conveniently located 77 miles west of Milwaukee and 122 miles northwest of Chicago. The city is known as “The City of Four Lakes,” comprised of Lake Mendota, Lake Monona, Lake Waubesa, and Lake Kegonsa that surround the area.

State Street joins the University of Wisconsin with the Capitol Square and comprises the downtown area. This bustling one-mile street is burgeoning with restaurants, cafes, shops, and food carts. Only pedestrians, buses, and bikes are allowed on this thoroughfare.

In addition to this pedestrian and bike friendly corridor, most streets in Madison and surrounding communities have designated bike lanes and Dane County has one of the most wide-spread, well-maintained, bike trail systems in the nation. Madison is one of only five cities nationwide to reach platinum-level status as a Bicycle Friendly Community, according to the League of American Bicyclists. In addition to an extensive bicycling infrastructure, a wide-ranging bus system covers the region and provides ample routes and buses from most of the heavily traveled areas of the city.

## The Community (*continued*)

The Dane County region is home to 12 state parks and the Ice Age National Scenic Trail, a thousand-mile footpath that winds throughout Madison and Wisconsin, providing access to some of the state's most scenic natural areas. With 282 parks across Madison, the city's park system was rated among the top 10 in nation by the Trust for Public Lands. Further, Dane County Government maintains 39 parks, forests, natural areas, and cultural areas. Surrounding communities also feature excellent parks.

Besides boasting natural beauty and outdoor recreation, Madison and Dane County plays host to cultural offerings, distinctive and unique restaurants, exceptional music venues, and diverse and eclectic shopping. As a true Midwest college town, the University of Wisconsin-Madison, Edgewood College, and Madison College attract scholars from around the world. These educational institutions enrich the Madison Metro area with a vast array of cultural and intellectual events.

One common summer tradition is the Dane County Farmers' Market which is held around the Capitol Square. This market, the largest in the country, attracts vendors from across Wisconsin who sell fresh-grown produce, meats, and a variety of well-known Wisconsin cheeses. On Wednesday evenings throughout the summer, the Wisconsin Chamber Orchestra performs free concerts on the capitol's lawn.

Art museums include the UW-Madison's Chazen Museum of Art, and the Madison Museum of Contemporary Art, and numerous independent studios, galleries, and independent arts organizations, with events, presentations, and gallery nights throughout the year.

The Madison Opera, Symphony Orchestra, Wisconsin Chamber Orchestra, and the Madison Ballet are some of the resident companies of the Overture Center for the Arts. Situated in the State Street corridor, the Overture Center is known for notable performances from across the world.

During the winter, outdoor enthusiasts enjoy a variety of activities on the four lakes and open countryside including ice skating, ice hockey, ice fishing, and cross-country skiing. During the rest of the year, outdoor recreation includes sailing, boating, or kayaking, bicycling, hiking, fishing, and camping.

Madison has variable weather patterns and large seasonal temperature changes. Winter temperatures can be below freezing, with moderate to occasionally heavy snowfall and temperatures reaching 0 °F several days throughout the winter. High temperatures in summer average in the lower 80s with a greater proportion of precipitation and a large increase in humidity. page 5



## The Community *(continued)*

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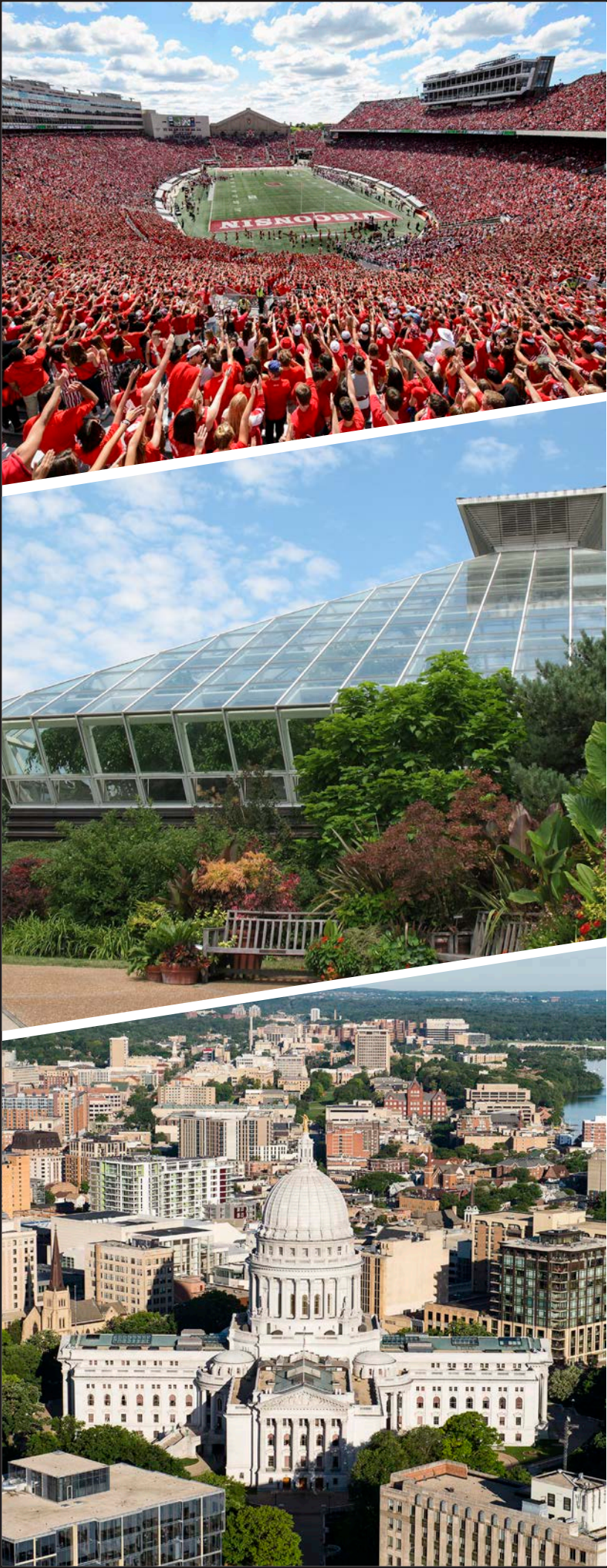
K-12 education is important throughout Dane County and south-central Wisconsin, with more than 64 school districts and a high school graduation rate of over 90 percent across the Dane County. Public post-secondary education in Wisconsin includes both the 26-campus University of Wisconsin System and the 16-campus Wisconsin Technical College System. More than 20 private colleges and universities offer a range of educational specialties including: nursing, engineering, biotechnology, software engineering, electronic game design, theater, and music.

Dane County has several top hospitals in the state – UW Hospitals & Clinics, Mercy Health Hospital, SSM Health St. Mary's Hospital, and UnityPoint Health – Meriter all ranked among the top hospitals in U.S. News & World Report. In addition, American Family Children's Hospital is a world-class children's medical and surgical center, also named a Best by U.S. News & World Report. The University of Wisconsin Hospital and Clinics is a world-renowned teaching hospital and regional trauma center, with extensive specialties and significant research in oncology, digestive disorders, and endocrinology.

Madison is among the more affordable living regions in the Midwest. Mortgages in the Madison metropolitan statistical area are comparable with the national average. In addition, residents in Dane County enjoy rents below the national gross median. Madison and surrounding communities offer a variety of housing options, including new and existing neighborhoods, as well as luxury condominiums in downtown Madison areas.

Wisconsin state government and the University of Wisconsin–Madison are the two largest Madison public employers, with a recent shift to consumer services and a high-tech base in the health, software, biotech, and advertising sectors. The rapid launch of high-tech companies has been significant, fueled by UW–Madison incubators which transfer the results of academic research into real-world opportunities and options, especially bio and health-tech applications. Companies in the Madison area include Epic Systems (the world's largest healthcare software company), Google, Microsoft, Broadjam, CDW, Full Compass Systems, Raven Software, TDS Telecom, Exact Sciences, Covance, US Cellular, and Promega.

In addition to health-tech related organizations, Madison is home to many national and international companies such as Spectrum Brands, Alliant Energy, the Credit Union National Association (CUNA), MG&E, Aprilaire, Sub-Zero & Wolf Appliance, Fiskars Brands, and Trek as well as several large insurance companies like American Family Insurance, CUNA Mutual Group, and National Guardian Life.



## Position Overview

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The Airport Director is responsible for the overall management, operation, security, maintenance, and development of Dane County Regional Airport. Reporting directly to the County Executive, the Director ensures compliance with all federal aviation regulations and fosters strong relationships with government agencies, businesses, and the community.

## About the Role

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This leadership position involves overseeing the daily operations of the airport, ensuring its safety, security, and financial health. The director works closely with both local and federal agencies to guide the airport's strategic direction and promote its growth.

## Key Responsibilities

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- Lead, direct, and manage the operations of Dane County Regional Airport.
- Oversee business operations, staffing, financial management, and community relations.
- Act as the primary liaison with local government agencies, business leaders, and the public.
- Ensure compliance with FAA regulations, TSA standards, and other applicable safety protocols.
- Prepare, present, and manage the airport's annual budget.
- Develop long-range master plans and capital improvement projects for airport growth.
- Negotiate and manage contracts and leases with airport tenants.
- Work to attract new air service and enhance business development opportunities.
- Coordinate with federal agencies to maintain airport security and safety standards.
- Ensure effective marketing and communication strategies for the airport.
- Attend County Board and Airport Commission meetings as necessary.

## Leadership Qualities and Style

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The Airport Director must exhibit strong leadership capabilities, ensuring collaboration across all levels of the organization and the community. A proactive, results-driven leader is essential, with a focus on strategic planning, problem-solving, and maintaining a positive public image for the airport.





## Preferred Qualifications

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- Bachelor's degree in business administration, airport management, or related field.
- Minimum five years of increasingly responsible experience in airport management, preferably at a FAR Part 139 commercial service airport.
- Accredited Airport Executive (A.A.E.) or International Airport Professional (IAP) certification is desirable.
- Strong communication, negotiation, and interpersonal skills.
- Knowledge of FAA rules, airport operations, and safety regulations.
- Ability to manage complex projects and collaborate with various stakeholders.

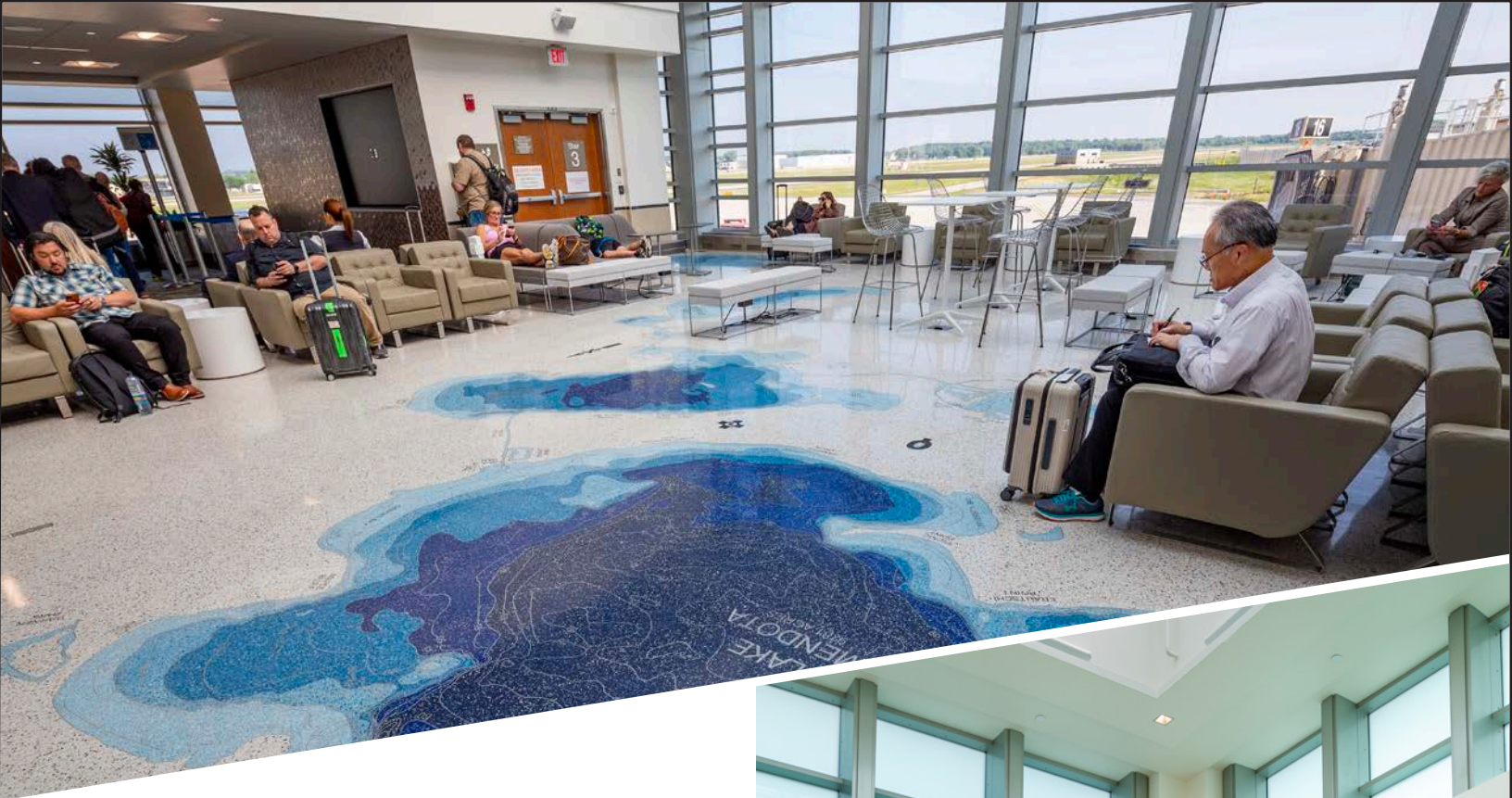
## Salary and Benefits

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The salary is \$227,000 and negotiable based on qualifications and experiences.

The County offers exceptional benefits including the Wisconsin Retirement System, optional 457 deferred compensation plan, retirement enhancement plan, Prime Choice at retirement, two health plans, dental plan, and life insurance. Additionally, the County has several optional insurance plans and FSA accounts. The County also offers exceptional leave time benefits.





## How To Apply

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

**Deadline for applications: March 9, 2025**

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).

Dane County, Wisconsin is an equal-opportunity employer. We support diversity and are committed to creating an inclusive environment for employees.

