



The Metropolitan Nashville Airport Authority invites applications for  
Director, Financial Planning - Capital

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

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



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. According to a recent State of Tennessee study, in 2019 alone, BNA generated more than \$9.9 billion in total economic impact, supported more than 76,000 jobs in the region and produced more than \$443 million in state, local and federal taxes. JWN has generated \$92 million in economic impact and is the busiest general aviation airport in Tennessee. BNA and JWN receive no local tax dollars. 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.

## The Airport

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 475 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. In 2021, the airport saw a rebound in passenger traffic and consistently exceeded 2019 month-over-month passenger numbers. In 2025, BNA experienced another record-breaking year, welcoming a record 24.7 million passengers and setting a new benchmark in BNA's history.





## BNA® New Horizon

To meet the increasing passenger demand spurred by Nashville's unprecedented growth, BNA began the design phase for its second major expansion, known as New Horizon, in 2022. New Horizon will cost an additional \$3 billion that will be executed in phases with an expected completion in 2029. This will bring the total development budget and scope at BNA to \$4.5 billion since 2017. This new, progressive growth and renovation plan includes two expanded concourses, a bigger and better rental car complex, additional garage and conveniently located surface parking, a larger, more efficient baggage handling system and expanded and improved terminal roadways. The New Horizon projects are essential to enabling BNA's ability to support 40 million annual passengers in the future.

## 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.





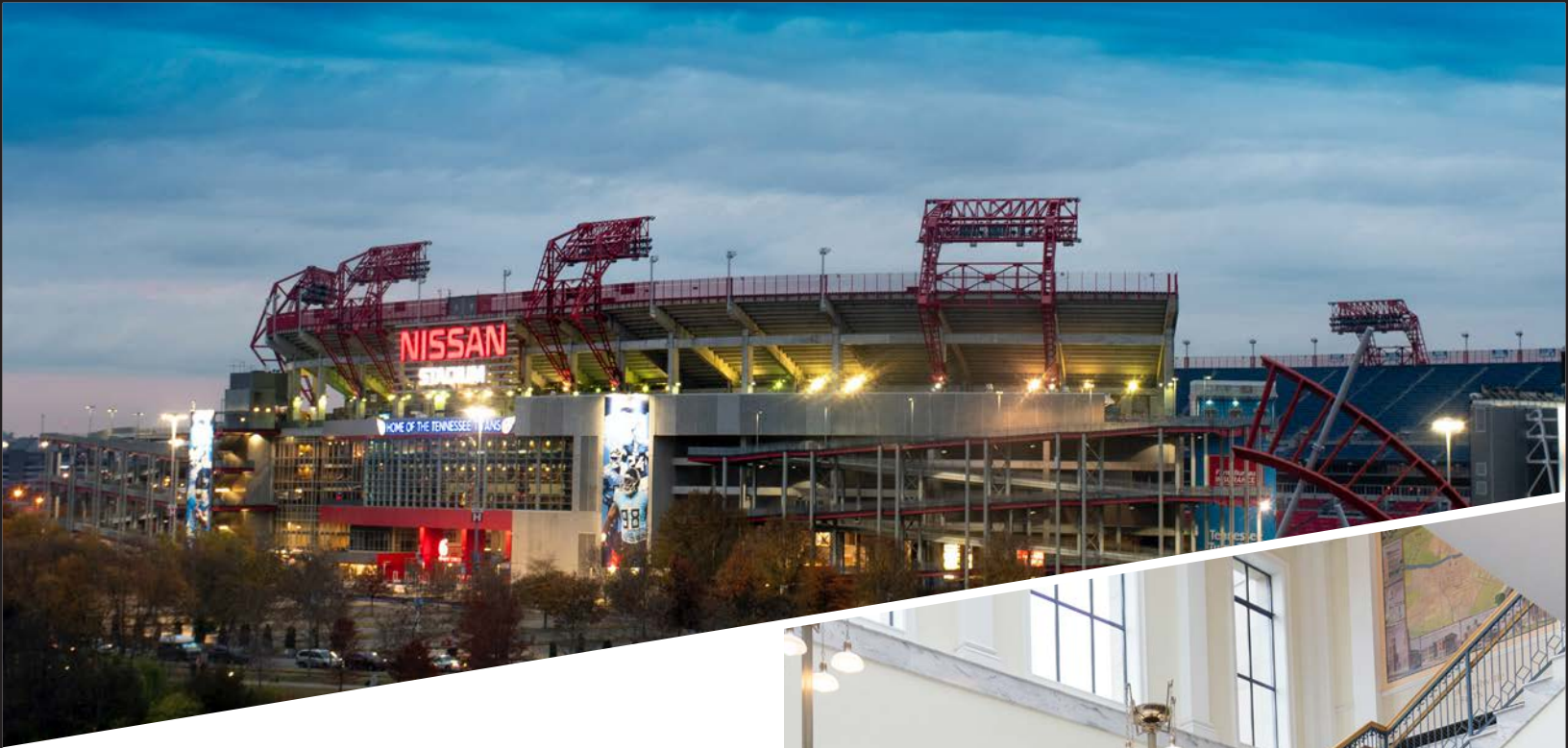
## The Community

**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.

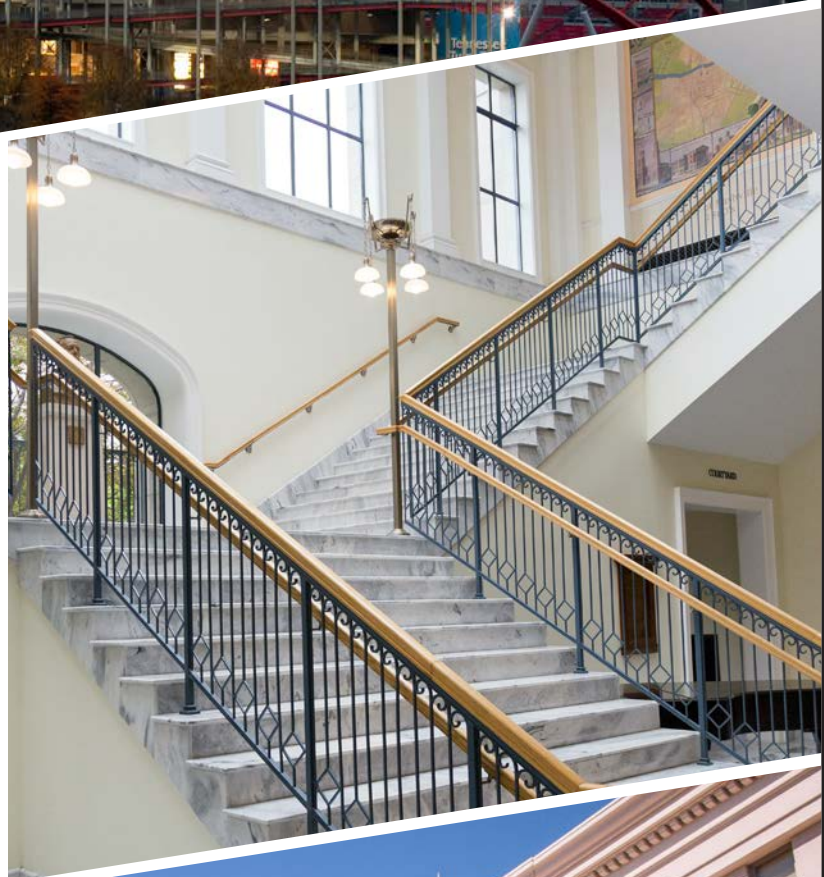


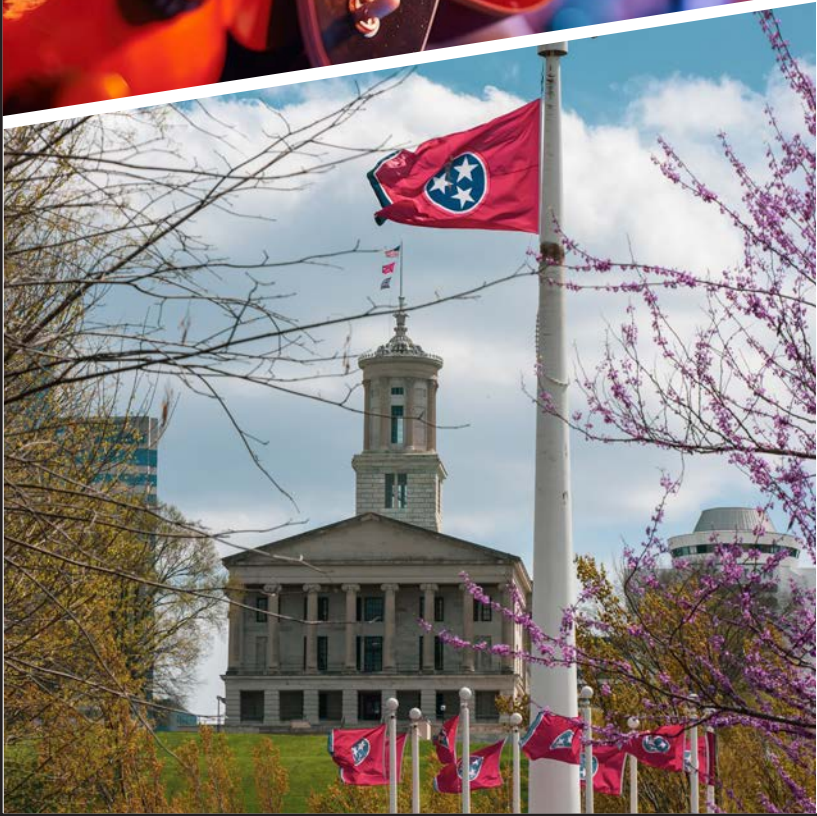
## The Community (*continued*)

**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.

**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.





## The Community (*continued*)

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**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.

### 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](http://Cheapism.com)

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

## Position Overview

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The Director, Financial Planning – Capital provides strategic oversight of the Airport Authority's capital financial programs. This role manages funding strategies, debt modeling, cash flow forecasting, grants, and the Passenger Facility Charge (PFC) program. The Director ensures financial planning aligns with long-term organizational goals and regulatory requirements, supporting the Authority's vision for sustainable growth and operational excellence.

## About the Role

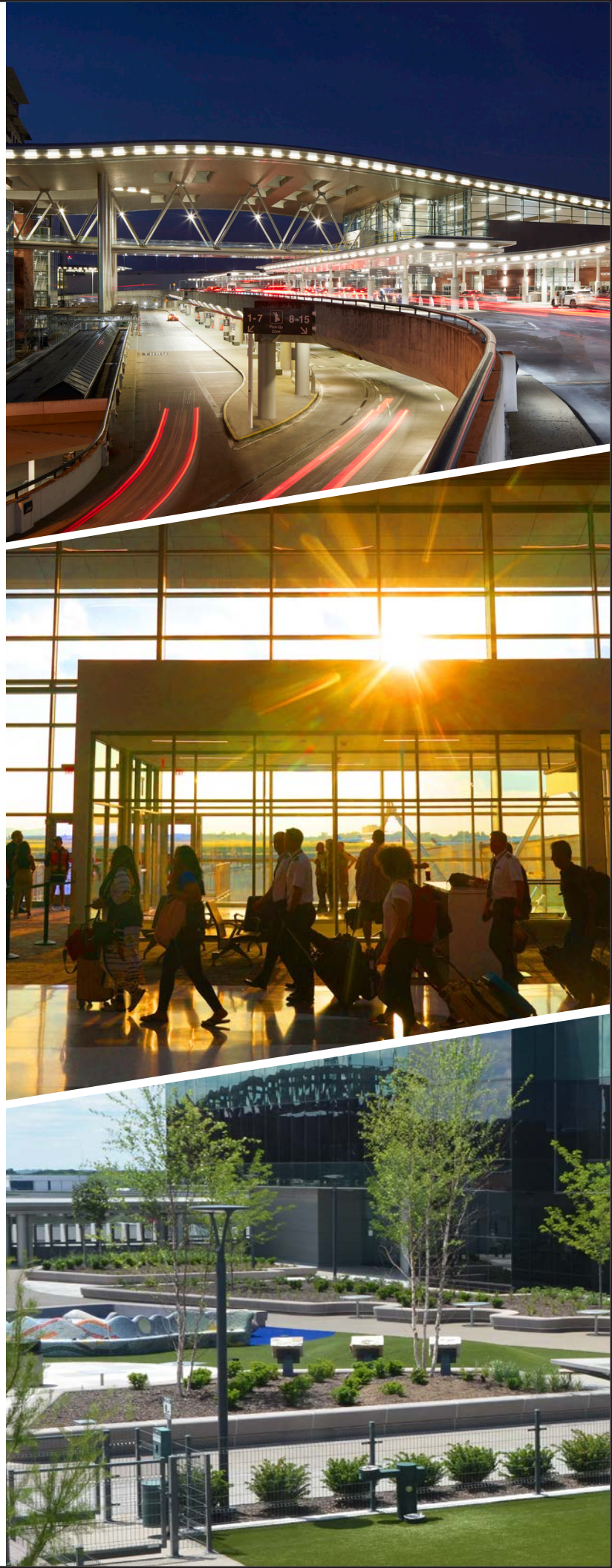
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Reporting to the VP, Deputy Chief Financial Officer, the Director oversees the annual five-year Capital Improvement Plan (CIP), develops financial models, and guides decision-making through accurate analysis and reporting. This position manages grant compliance, coordinates cross-departmental efforts, and serves as a trusted advisor to the Executive Leadership Team, Board, and external stakeholders.

## Key Responsibilities

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- Lead preparation and management of the Airport Authority's five-year CIP, ensuring accurate funding forecasts and debt modeling.
- Direct grant activities, including identifying opportunities, filing applications, and ensuring FAA and TDOT compliance.
- Manage the PFC program, including applications, reporting, and regulatory adherence.
- Develop and present financial dashboards, forecasts, and reports for executives, airlines, and the Board.
- Chair an internal capital working group to coordinate projects and priorities across departments.
- Monitor cash flow related to capital expenditures and provide strategic funding recommendations.
- Represent the Authority in professional, governmental, and community forums.





## Leadership Qualities and Style

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The successful candidate will demonstrate:

- Strong analytical and strategic planning capabilities.
- Clear and persuasive communication with executives, staff, and external stakeholders.
- A collaborative approach that fosters teamwork across departments.
- Integrity, accountability, and alignment with the Authority's values of Respect, Integrity, Service, and Excellence (RISE).
- Ability to manage and mentor staff, set priorities, and deliver results in a complex environment.

For the full job description, [click here](#).

## Preferred Qualifications

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- Bachelor's degree in accounting, finance, or related field required.
- At least ten (10) years of financial planning and analysis experience, including five (5) years in a management role.
- Experience in airport finance, company or public-sector capital planning required; three (3) years' airport experience preferred.
- Expertise in debt modeling, capital project funding, and grant management.
- Strong skills in Microsoft Office and financial applications.
- Ability to obtain and maintain a Security Identification Display Area (SIDA) badge.

## Salary and Benefits

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The starting salary range for this position is \$136,751 - \$186,056. An exceptional candidate that exceeds minimum requirements 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 a potential discretionary bonus up to 12% of salary, centered 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 the 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: October 5, 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).

The Metropolitan Nashville Airport Authority is an equal-opportunity employer. We support diversity and are committed to creating an inclusive environment for employees.

