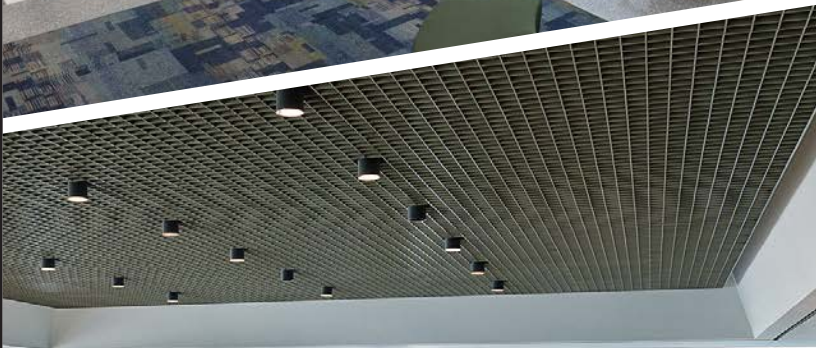




The Norfolk Airport Authority invites applications for
Senior Manager of Airside Operations

Norfolk International Airport (ORF)
Norfolk, Virginia

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH



The Airport

From our modest beginnings in 1938 to our current status as the region's primary link to the global air transportation network, Norfolk International Airport continues to grow and adapt to meet ever-changing aviation needs.

OUR VISION: Every team member has a stake in bringing our "Here and There for You" brand to life for every passenger and fellow employee. We have a demonstrated commitment to cultivating a positive, collaborative work environment that supports our values of professionalism, responsiveness, innovation, diversity, excellence (P.R.I.D.E.) as outlined in our Strategic Plan.

OUR MISSION: The mission of Norfolk Airport Authority is to connect our community with the world by safely, reliably, and efficiently operating Norfolk International Airport.

Norfolk International Airport (ORF)

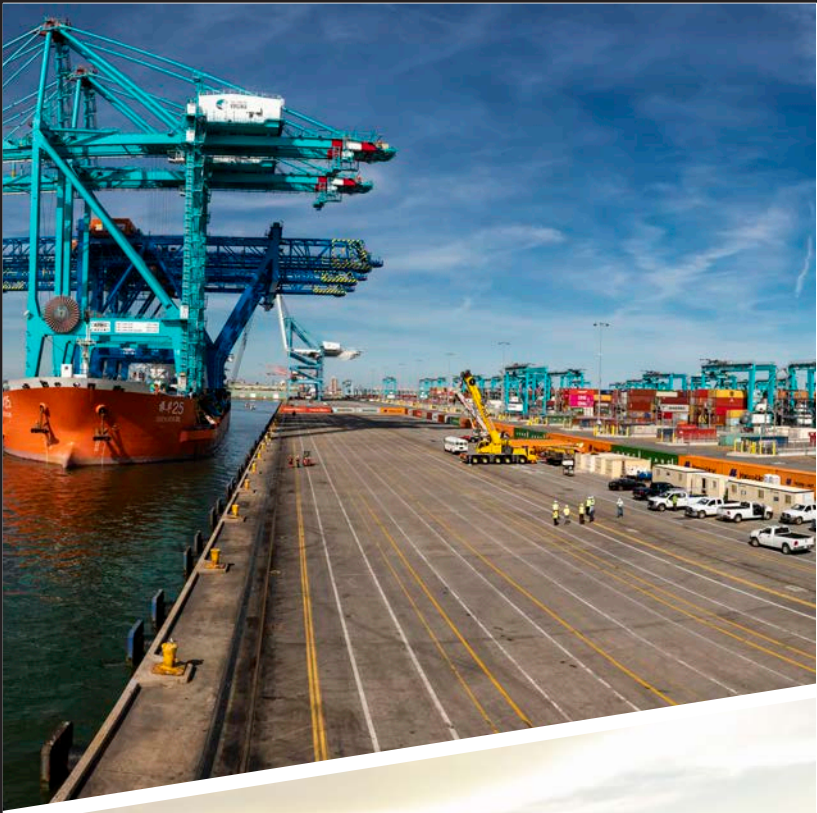
Norfolk International Airport (ORF) serves southeastern Virginia and northeastern North Carolina, a region synonymous with history, commerce, military power, tourism, and hometown hospitality. Located at the confluence of the Atlantic Ocean and Chesapeake Bay, the area is home to approximately 1.7 million residents living in the cities and counties of Norfolk, Virginia Beach, Williamsburg, Chesapeake, Portsmouth, Suffolk, Hampton, Newport News, York County, James City County and Smithfield/Isle of Wight.

Norfolk International Airport is the aviation gateway to Coastal Virginia and northeastern North Carolina, including the Outer Banks. It has enjoyed three consecutive years of record traffic, including nearly 4.9 million passengers in 2024. Its eight commercial airlines offer nonstop service to more than 40 cities coast to coast. American, Breeze, Delta, Frontier, JetBlue, Southwest, Spirit and United offer daily arrivals and departures to major cities throughout the United States. Skytrax has awarded ORF a 4-Star Regional Airport rating. Among 572 airports rated in the 2023 survey, ORF is one of just seven 4-Star airports in the United States. Skytrax annual ratings are known as a global benchmark of airport standards.

Norfolk Airport Authority is governed by a nine-member Board of Commissioners appointed by Norfolk City Council. The Authority employs 230 non-union workers. The mission of the Norfolk Airport Authority is to manage the operation, maintenance, development, and marketing of the Airport. ORF is a significant asset, generating nearly \$2.7 billion in economic impact for the region.

ORF is undertaking the largest modernization endeavor since the opening of the existing departures terminal in 1974. More than \$1 billion in phased projects over the next several years will enhance the passenger experience and increase operational efficiencies for the airlines, tenants and Norfolk Airport Authority. Project updates are available at www.TransformORF.com.





The Community

The United States military is a major part of the Norfolk community, with all branches represented. Norfolk is home to Allied Command Transformation and Joint Force Command Norfolk, the only two North Atlantic Treaty Organization (NATO) commands in North America. The region also hosts 10 military bases that collectively employ over 133,000 active-duty personnel. In total, these bases support nearly 140,000 active-duty, reserve, and civilian employees, including 135,000 military dependents and over 230,000 veterans. Among these bases are Naval Station Norfolk, the world's largest naval base, and Naval Air Station Oceana, the East Coast's Master Jet Base.

The prevalence of water and the location on the Chesapeake Bay has made the Hampton Roads region a natural fit for maritime commerce and shipbuilding since colonial times. The Port of Virginia, with its wide natural harbor and channels dredged to a depth of 55 feet, handled a record 19 million tons of general cargo in 2014. In 2021, it managed 64.5 million tons of waterborne trade, ranking it among the top ports on the East Coast. Huntington Ingalls, the state's largest employer, is located here and builds aircraft carriers and submarines for the US Navy. In addition, significant employers such as Norfolk Naval Shipyard and numerous other private shipyards provide commercial and government ship repair service.

Tourism also plays a large part in the region's attractiveness to locals and visitors. Within the region, there is something for every taste. Whether you are single, a family, or a more "seasoned" traveler, you will find plenty to do and see.

Virginia Beach, the state's most populous city, invites you to "Live the Life." The city is listed in the Guinness Book of Records as having the longest pleasure beach in the world. Residents and visitors enjoy the beach lifestyle and popular attractions such as the boardwalk, the Virginia Aquarium and Marine Science Center, and year-round events such as the East Coast Surfing Contest and the North American Sand Soccer Championship. Nature lovers also enjoy cabins, campsites, fishing, swimming and over 19 miles of hiking and biking trails at First Landing State Park, the state's most popular state park, and nearby False Cape State Park.

The Community (*continued*)

In Norfolk, vibrant entertainment, culture, and delicious cuisine wait to be explored. With the Chesapeake Bay, Atlantic Ocean and countless rivers, you are never far from the water. Take a tour of the Elizabeth River harbor on a three-masted schooner, or watch world-renowned artists blow glass at the Chrysler Museum Glass Studio. FestEvents, the city's event planning agency, offers a year-round schedule of waterfront events such as Harborfest, the Virginia Wine Festival, Bayou Boogaloo and Waterfront Jazz Festival. The city has twice been a host city for Operation Sail, a parade of magnificent "Golden Age of Sail," featuring tall ships from around the world. If history is your thing, sign up for a boat or land tour of the world's largest Naval Base, stop by the MacArthur Memorial, or see the cannonball shot from Lord Dunmore's ship on January 1, 1776, still lodged in the wall at St. Paul's Church. Norfolk's eclectic downtown is also the region's venue for the arts, including theater, opera, ballet, and symphony and is a constant breeding ground for new age dining and micro-breweries.

The nearby Historic Triangle of Williamsburg, Jamestown and Yorktown provide history-seekers an unmatched glimpse into the nation's origins. Attractions such as Busch Gardens, Water Country USA, Great Wolf Lodge and world-class golf at Kingsmill and Ford's Colony form one of the Commonwealth's top destinations. The area's pastoral setting, community offerings and relaxed atmosphere also make it a top retirement location. Virginia's Eastern Shore, a long rural peninsula with the Chesapeake Bay to the west and Atlantic Ocean to the east is a bird watcher's paradise and eco-tourism leader. It is connected to Virginia Beach by the 23-mile-long Chesapeake Bay Bridge-Tunnel, selected as "One of Seven Engineering Wonders of the Modern World" when it opened.

Hampton Roads is also a producer of a well-educated workforce. The region is home to four of the state's 15 public, four-year colleges. Those include the College of William and Mary, Old Dominion University, Christopher Newport University and Norfolk State University. Private colleges include Regent University, Hampton University, Virginia Wesleyan College and the Eastern Virginia Medical School. Workforce development resources are also rounded out by three community colleges. All told, the Norfolk area has a bounty of things to see and do, a diverse economy, an educated populace and a service-oriented southern hospitality.





The Position

Do you enjoy being an integral leader of an organization that excels in customer satisfaction and supports the Hampton Roads region's exceptional quality of living and its growth? The Norfolk Airport Authority is seeking a dynamic and collaborative professional for the Senior Manager of Airside Operations, reporting to the Vice President suite level.

This highly responsible leadership position oversees airport safety, operational efficiency, and the airport's compliance with all CFR Part 139 requirements through supervision of the Operations and Field Maintenance Departments, including the newly formed Safety Management System program. This individual participates in long- and short-term planning, operating and capital budgeting for departmental business activities to ensure a safe, efficient, and customer-focused environment with the design, development and execution of effective policies, procedures, and operational practices. This role ensures the smooth, efficient operation of the airport by overseeing all airside maintenance and operations functions. The qualified individual will develop and foster the Airside Operations and Field Maintenance teams and shall lead or support the Airport Certification Manual, Snow and Ice Control Plan, Airport Emergency Plan, Wildlife Hazard Management Plan, Pavement Management Plan, AOA Driver Training Program, Airport Security Plan as well as coordinate airside operations and construction activities between all airside stakeholders. This position oversees inspections of airport facilities - including runways, taxiways, ramps, airfield perimeter, airside facilities, obstructions - records discrepancies and advances corrective action. The Senior Manager of Airside Operations will ensure that the components of the Airport Certification Manual remain current and pertinent. This position reports to the Vice President - Chief Operations Officer and direct reports include the Operations Manager, Field Maintenance Manager, and SMS Coordinator.

This individual will foster and practice collaboration and cooperation and will ensure the airport's interests are communicated and coordinated with Authority team members and relevant stakeholders to achieve the Authority's objectives, goals, and KPIs associated with the Strategic Plan.

Additional responsibilities include identifying critical workforce and physical resource needs, developing, and managing departmental budgets and ensuring efficient and effective utilization of contracts, supplies, materials, and workforce.

Please see the full job description [here](#).



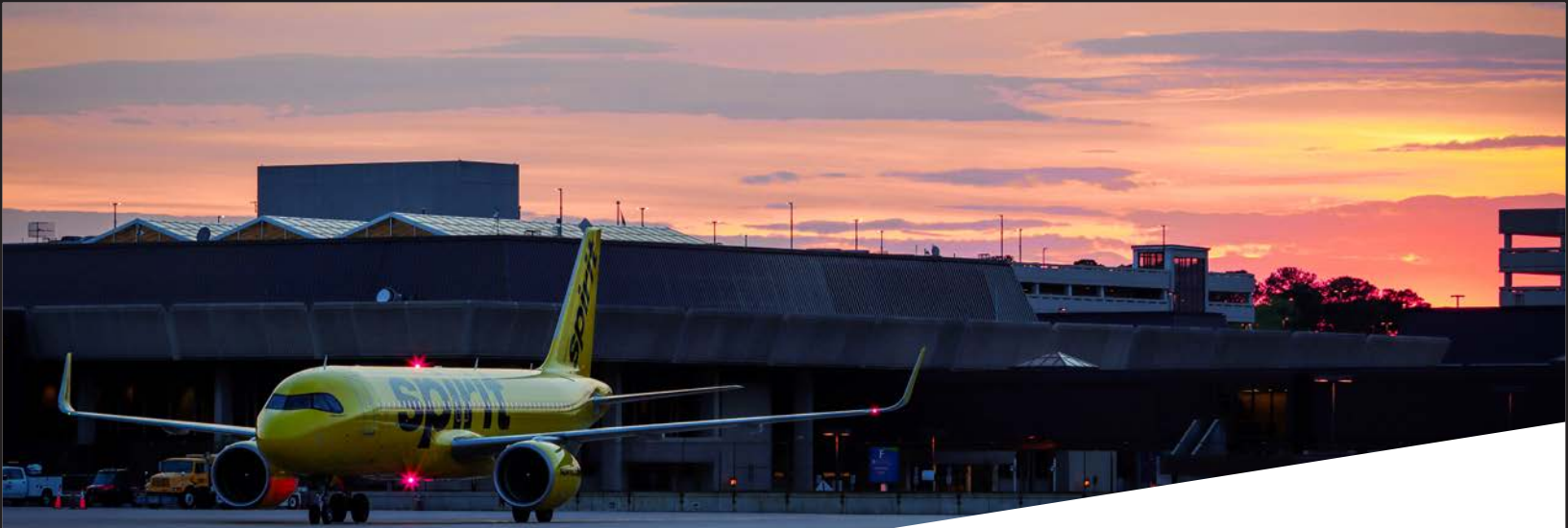
Qualifications

- Bachelor's degree from an accredited college or university with major coursework in airport management or a closely related field.
 - Two years of the appropriate type and level of experience will serve as an equivalency to one year of education. In lieu of a bachelor's degree, eight years of relevant experience can be substituted.
- Eight years of progressively responsible experience with four years of management and supervisory experience required.
- Five years of airport operations experience at a commercial service airport required.
- Industry training and certifications are preferred.

Special Requirements

- Must possess a valid driver's license and meet Norfolk Airport Authority driving record requirements. (see job description for details).
- Ability to obtain and maintain eligibility to hold a Security Identification Display Area (SIDA) badge as may be required by assigned job duties and responsibilities.





Salary and Benefits

The starting salary range for this position is \$125,000–\$155,000, with a generous benefits package. An exceptional candidate may be eligible for a slightly higher starting salary. Relocation assistance is available. Benefits include medical, dental, vision, FSA plan, membership in the Virginia State Retirement System, voluntary 457 plan and Roth IRA, short-term disability, life insurance, tuition assistance, 11 paid holidays, flex day, and paid time off.

How To Apply

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

Deadline for applications: January 11, 2026

The contact for this search is:

Kim Kenville, Ph.D., C.M.

kim@adkexecutivesearch.com

Sybil Murphy, SHRM-SCP, CCP, CBP

sybil@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 Norfolk Airport Authority is an equal-opportunity employer. We support diversity and are committed to creating an inclusive environment for employees.

