



The Tucson Airport Authority (TAA) invites applications for
Chief of Police

Tucson International Airport (TUS)
Ryan Airfield (RYN)
Tucson, AZ

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH



Tucson Airport Authority

The Tucson Airport Authority (TAA) is a unique independent nonprofit created and developed by community business leaders and established by Arizona state charter in 1948 to develop, operate, manage, and maintain Tucson International Airport (TUS), a commercial service airport and Ryan Airfield (RYN), a general aviation airport.

- The TAA is an Arizona political subdivision/ public entity and participates in the Arizona State Retirement System and Public Safety Personnel Retirement System.
- The TAA is subject to Arizona's open meetings and public records law.
- The TAA has no taxing authority and receives no direct public support from state and local tax dollars.
- Operations are funded through revenues from parking, space rentals, land leases, fuel sales, airline landing fees, and concessions. Capital improvements are funded by the TAA, and state and federal grants.
- The TAA President and Chief Executive Officer (CEO) reports to the Board of Directors. Two Executive Vice Presidents (EVPs) and the Chief Communications Officer report to the CEO, five Vice Presidents and the Chief People Officer report to the EVPs, and together they comprise the Executive Team.

The TAA is governed by 11 Board of Directors elected from the TAA's active membership, which is comprised of up to 60 Member business leaders, who reside within the service areas of the TAA's two airports, Tucson International Airport (TUS) and Ryan Airfield (RYN). Board members are elected to terms of up to three years and can be re-elected to successive terms serving up to a maximum of ten consecutive years. Terms of Board members are staggered to preserve experience and institutional knowledge. The Board of Directors and Members of the TAA do not receive salaries or compensation for their roles.



Tucson Airport Authority (*continued*)

The Airport System

The TAA is the federally certificated operator of Tucson International Airport (TUS) and general aviation reliever airport Ryan Airfield (RYN). Day-to-day management of TUS and RYN is performed by a professional and highly skilled team with the responsibility to operate the airport(s) in compliance with all federal regulations, manage the TAA resources and assets in a fiscally responsible manner, in accordance with federal regulations, industry standards and best practices. In addition, staff is tasked to ensure that the TAA continues to be self-sustaining and delivers operational success for the benefit of the metro Tucson community and Southern Arizona.

The TAA's 2025 Economic Impact Study, using 2024 data, showed that TUS and RYN contribute \$10.9 billion annual economic impact to the southern Arizona region, and supports approximately 42,000 direct and in-direct jobs with an annual combined wage of approximately \$3 billion.

Tucson International Airport (TUS), positioned eight miles south of Tucson's central business district, is a commercial service airport serving a catchment area of more than 1.4 million residents living in southern Arizona and northern Sonora, Mexico. Users include commercial, cargo, general aviation, and military operators. TUS also serves as an international port of entry for U.S. Customs and Border Protection that offers 24-hour processing and customs and immigration services. The TAA has more than 275 aeronautical and non-aeronautical tenants including, and not limited to, American Airlines, Alaska Airlines, Delta Air Lines, Southwest Airlines, Sun Country, United Airlines, SkyWest (MRO), Bombardier (MRO), Ascent (MRO), Mitsubishi Heavy Industries (MRO), RTX, Federal Express, Rolls-Royce Aircraft Engines, and four Fixed Based Operators. TUS is also home to the Arizona Air National Guard 162nd Wing. The 162nd Wing trains U.S. and allied nation partners in the F-16 fighter aircraft and has 75 based aircraft. The 162nd ANG is considered a "through-the fence" operator (operating on their own property).

TUS encompasses 7,888 acres, with a runway system that includes three runways. The primary commercial runway (12/30) is 10,996' x 150'. A parallel runway (Future 12R/30L) is being relocated and reconstructed to also be 10,996' x 150'; estimated commissioning date is in spring of 2027. The crosswind runway (4/22) is 7,000' x 150' and is used when required by weather conditions. TUS averages 135,000 annual aircraft operations and serves approximately 4 million passengers annually.

You can learn more about TUS by visiting our website [here](#).





Tucson Airport Authority (*continued*)

Ryan Airfield (RYN) is a general aviation reliever airport about 14 miles southwest of Tucson with approximately 117,000 annual operations, 350 based aircraft, and a tenant base of more than 200. RYN has three runways. Two are parallel with an east-west orientation; 6L/24R is 4,900' by 75' and 6R/24L is 5,500' by 75'. Runway 15/33 is 4,010' by 75'. The airport's air traffic control tower is staffed under the Federal Aviation Administration's (FAA) Contract Tower Program and operates between 6am-8pm daily.

Through land acquisition, RYN has grown to nearly 1,855 acres. Current airfield tenants include aircraft maintenance, repair, and overhaul service providers, including firms specializing in avionics and interior finishing, as well as flight instruction schools and aircraft rental firms. More than 300 aircraft are based at RYN.

You can learn more about RYN by visiting our website [here](#).

Airport Projects

The TAA always has a long list of exciting projects planned or underway at TUS and RYN that promote aviation, and further our business enterprise and economic development goals. Generally, projects are categorized as Capital Outlay, Major Maintenance or Capital Improvement, and are funded with federal and state grants, Military Construction Cooperative Agreements or directly by the TAA in certain circumstances. A few project highlights include:

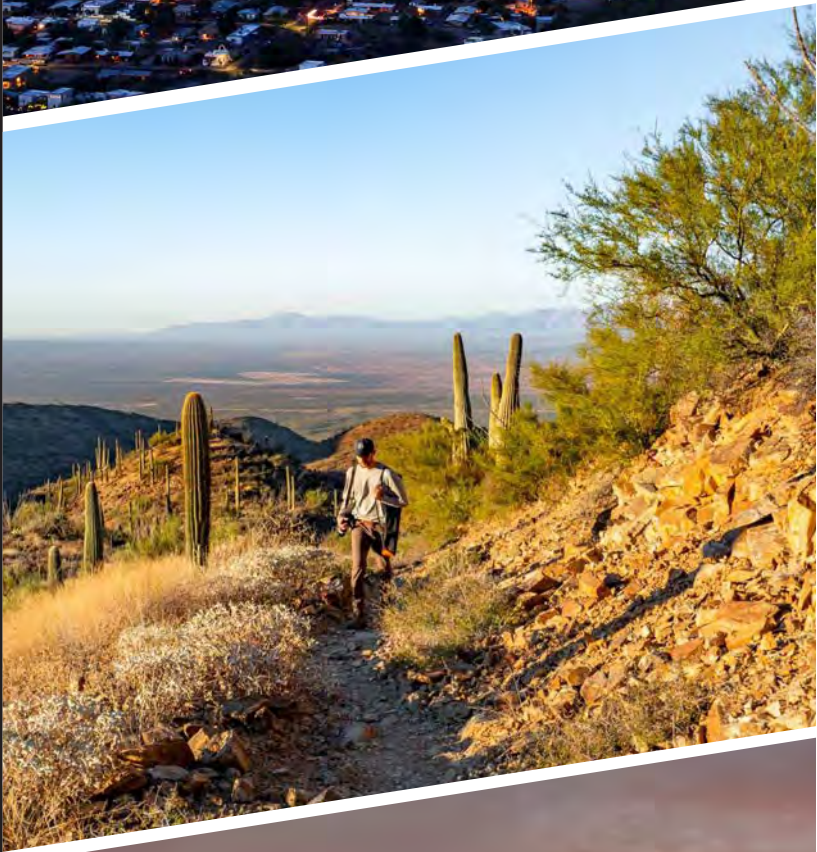
- **The Airfield Safety Enhancement (ASE) Program**, a safety and standards program with multiple project phases, will transition the airfield at TUS into a new era of safety and provide redundancy with a second parallel runway that will serve the Southern Arizona region for decades into the future. Estimated at \$400+ million, the ASE program demolished Runway 11R/29L, an 8,000' x 75' general aviation runway, and is replacing it with a new 11,000' x 150' parallel runway; also included are new taxiways and connector taxiways, the installation of aircraft guidance systems and the modernization of the airfield geometry to meet current FAA standards.



Airport Projects (*continued*)

- Construction has been divided into four projects – CMAR (Construction Manager at Risk) overseeing the new runway and taxiways; DBB1 (Design-Bid Build) of taxiways on the west side of the airfield; DBB2 expansion of the safety area southeast of the new runway; and CMAR2 to modernize the existing commercial service runway.
- Planning for future Terminal Modernization is underway. The TAA and airlines serving TUS agree that travel trends and passenger forecasts are on the rise over the next 20 years. To be prepared for growth, the TAA performed a terminal site concept study in FY22 and has begun design for a new Checked Baggage Inspection System (CBIS), which will support the airlines and the future development of a modernized terminal.
- TUS Airfield Military Projects include roadway, apron, taxiway and facility improvements to support the 162nd Wing.
- RYN Master Plan projects began in FY25 and include a runway hotspot alignment construction project for Runway 6R-24L along with the repaving of Runway 15-33.





The Culture

To run an effective, attractive, cost-efficient airport system, the organization must engage in industry best practices and have an entrepreneurial spirit. TAA is on a journey to transform our culture, grow our economic capacity, upgrade how we operate, and expand our community connection. We are actively working on our strategic plan to achieve this transformation. We encourage candidates to review our strategic plan to see how their role contributes to delivering objectives and where to effectively engage to better drive success and achieve the desired results. As an organization, we have a clear picture of our Mission, Vision, and Guiding Principles, which drive our work.

Mission:

Provide a sustainable airport system and constantly pursue initiatives that promote and grow business opportunities.

Vision:

Landing prosperity in Southern Arizona

Guiding Principles:

- We deliver results
- We work smart
- We are curious
- We play for the team

Cultural Fundamentals:

We have identified the behaviors expected from every TAA team member and distilled them into ten Cultural Fundamentals, providing a model of how we engage in our daily work and how our leaders lead.

The fundamentals are:

- Agility
- Communication
- Influence
- Inquiry & Feedback
- Partnering Mindset
- Pride
- Resilience
- Results Oriented
- Systems Thinker
- Trust Builder

Our team members are at the heart of what we do at TAA. Through camaraderie, creativity, and collaboration, TAA team members build a supporting community. Our shared values and commitment drive success and allow us to achieve our mission.

[Strategic Plan](#)

[Cultural Fundamentals](#)

The Community

Southern Arizona offers an unparalleled quality of life for today's professionals. With nearly 1.4 million people living in an expansive stretch of awe-inspiring and lush desert landscape, Southern Arizona is accomplishing a goal that many growing regions have abandoned—an ecologically sound and culturally sophisticated approach to growth and development.

When you land at TUS or RYN you have arrived in the heart of the unique Sonoran Desert, the only place in the world that is the natural habitat of the iconic and majestic Saguaro cactus. With more than 350 days a year of sunshine, you can play in wide open spaces outdoors or relax in the casualness of Tucson and its rich cultural heritage.

Living in Southern Arizona

Southern Arizona's crisp high-desert air, sunny climate, lack of natural disasters, and exceptional air quality make our corner of the world the picture of health and a healthy lifestyle. Southern Arizona is home to a wide range of cultural, historical, and picturesque attractions. Dining is diverse and delicious, with restaurants ranging from world-renowned gourmet to some of the best Mexican food on this side of the border. In 2015, UNESCO ranked Tucson as North America's first-ever City of Gastronomy.

At more than 600 square miles, metropolitan Tucson is a study in contrast. Historic adobes are preserved among downtown high-rises; resort hotels are nestled in picturesque foothills; cacti bloom in the center of the city; desert washes flow after occasional desert storms; and those who tire of poolside lounging can drive 30 miles up Mount Lemmon to ski in the cool mountain temperatures.

The culture is a unique blend of Western, Mexican, and Native American influences. Locals enjoy everything from symphonies to rodeos, modern art to re-enactments of Wild West shootouts. The diversity in culture is reflected in metropolitan communities like Tucson and Casa Grande to the historic mining towns of Tombstone and Bisbee. Communities in Southern Arizona come in all shapes and sizes, each with their own unique character.



The Community *(continued)*

The intriguing landscape of the desert gives way to majestic mountains in every direction, making Southern Arizona a paradise for anyone who loves the outdoors. Hiking, biking, and exploring are favorite Tucson activities. For the last 10 years, Tucson has always ranked within various polls in the top 20 of biking cities in the US. For hiking, there are 249 hikes in the Tucson city area and 500+ within Pima County. And golfers enjoy some of the finest courses anywhere, from challenging target golf to traditional layouts. The sunny weather keeps the outdoors available year-round. Tucsonans can also choose from a variety of spectator sports including Big-12 play in all major men's and women's NCAA sports at the University of Arizona.

The cost of living in the Tucson region is five percent less than the national average, and it is considered one of the most affordable places to live in the Sunbelt. From affordability to climate to quality education, Tucson offers its residents so many reasons to enjoy living here.

Enjoying the Lifestyle

As the 33rd largest city in the U.S., Tucson offers all the amenities of a big city while still retaining some of the charm of a small town. It is culturally diverse, and that rich heritage is reflected in its architecture and its restaurants.

Tucson was ranked in the "Top 25 Arts Destinations" by American Style Magazine. There are more than 35 art galleries in just the downtown area alone and the region offers 30+ museums to explore and enjoy including the world-renowned Arizona-Sonora Desert Museum and the Reid Park Zoo. In 2018, Best Cities ranked Tucson in the Top 100 Cities in the World!

Tucson is a city of many unique activities known around the world. The city hosts the largest gem and mineral show in the world with 48 simultaneous shows throughout the city. Bird watching is world-renowned due to our multiple climates of desert, grasslands, and alpine supporting 500+ species of birds. Our star gazing within the city compares to few populated places in the world and we host the largest optical and radio-telescopes at Kitt Peak. And close to our roots, Tucson contains the largest quantity of stored planes at the famous Aircraft Maintenance and Regeneration Group aka "Boneyard," located at Davis-Monthan Air Force Base and the world-famous Pima Air & Space Museum.

The Community *(continued)*

Professionals can live, work, and play in Tucson with a variety of outdoor activities that can be enjoyed year-round thanks to Tucson's dry, sunny climate. Outside Magazine ranked Tucson as one of the "Best Places to Live in 2019" citing some of the great things about Tucson such as the food, the hiking trails, being able to live close to open space and newly completed 131-mile bike path circling the city. During our cool winter months, our bike trail draws Olympians, Tour de France and US National team athletes preparing for world competitions.

Fun with Numbers

- 350+ days of sunshine per year
- 4 mountain ranges for jogging, rock climbing, horseback riding, stargazing and bird watching
- 37,000 acres of parkland for hiking, camping, and exploring
- 40+ golf courses to test skills and relax the mind
- 800 miles of bike paths consistently place Tucson on the list as one of the nation's most bike friendly cities

For detailed information about Tucson and all it has to offer as a destination, business advocate, and great place to live go to www.visittucson.org and www.suncorridorinc.com.

Education

Education is a high priority in Southern Arizona. Complemented by a K-12 public education system of 63 districts with over 236,000 students as well as 149 charter schools and more than 117 private, self-regulating elementary and secondary schools, Southern Arizona's well-developed education infrastructure maintains an open ear to the needs of the business community.

For 2020, charter school Basis Oro Valley and public-school University High School ranked No. 18 and 22, respectively, and charter school Basis Tucson North ranked No. 48 on U.S. News and World Report's list of the top 100 high schools in the country. Other highly ranked schools in Arizona from U.S. News and World Report include Sonoran Science Academy and Catalina Foothills High School. In addition, Basis Tucson was lauded as a national model in education in the acclaimed documentary "Two Million Minutes: The 21st Century Solution."





The Position

The **Chief of Police** serves as the senior law enforcement leader for the Tucson Airport Authority and has oversight of the following personnel and their respective areas: Sworn Police Officers, Civilian Uniformed Public Service Officers, Police Administration, Airport Communications Center, and Airport Security at Tucson International Airport (TUS) and Ryan Airfield (RYN). Reporting to the Vice President of Operations, this key leadership role ensures the protection of passengers, employees, tenants, and assets while advancing the TAA's mission, strategic plan, and Cultural Fundamentals.

About the Role

This position provides strategic, operational, and administrative leadership for an airport police department operating within a complex regulatory environment. The Chief of Police establishes departmental vision and strategy in alignment with TAA priorities and policies, and ensures Transportation Security Administration (TSA) and Federal Aviation Administration (FAA) regulatory compliance related to law enforcement activities. The Chief of Police is expected to promote effective collaboration with other TAA departments, internal stakeholders, and regional, state, and federal partners. The role requires sound judgment, command presence, and the ability to lead during both routine operations and high-consequence emergencies.

Key Responsibilities

- Lead and administer all Police, Airport Security, Public Service Officer, Airport Communications Center, and related public safety programs. This will include but will not be limited to:
 - Arizona Peace Officer Standards and Training (AZPOST) regulatory compliance
 - Arizona Criminal Justice Information System (ACJIS) regulatory compliance
 - Safe and responsible deployment of Police Department personnel during normal and emergency situations
 - Actively communicate with TAA executive leadership during normal and emergency situations
 - Partner with local city, county, state and federal law enforcement entities
- Ensure compliance with TSA Part 1542, FAA Part 139 as it relates to law enforcement functions, and applicable federal, state, and local laws
- Ensure compliance with TAA policies
- Oversee and comply with TAA Police Department Policies and ensure compliance meets or exceeds the standards set forth by the Commission on Accreditation for Law Enforcement Agencies (CALEA)
- Develop and execute a departmental strategic plan aligned with TAA goals
- Manage emergency events and incident response using NIMS/ICS protocols
- Direct budgeting, resource planning, and operational efficiency efforts

Leadership Qualities and Style

- Principled, steady leadership with a focus on professionalism, accountability, and service
- Strategic thinker who balances regulatory requirements with operational practicality
- Collaborative partner who builds trust across departments and external agencies
- Decisive leader who communicates clearly during critical and time-sensitive situations
- Exhibits a command presence

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





Preferred Qualifications

- Minimum of ten (10) years of sworn law enforcement experience, with a minimum of three (3) years of command-level experience and/or other applicable supervisory experience
- A minimum of three (3) years demonstrated law enforcement experience at a Part 139 airport
- AZPOST certification (or ability to obtain through waiver testing, process outlined by AZPOST here: <https://post.az.gov/certification/waiver-process>)
- Bachelor's degree in public safety, management, or a related discipline preferred

Salary and Compensation

The salary range for this position is \$100,048 - \$168,064. A starting salary near the top-range is possible for the exceptional candidate. A comprehensive benefits package includes options for medical, dental, life insurance, etc. Relocation is available for the selected candidate.

How To Apply

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

Deadline for applications: March 1, 2026

The contacts for this search are:

Dan Sprinkle, A.A.E.

dan@adkexecutivesearch.com

Sybil Murphy, SHRM-SCP, CCP, CBP

sybil@adkexecutivesearch.com

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

