



BIRMINGHAM-SHUTTLESWORTH  
INTERNATIONAL AIRPORT

The Birmingham Airport Authority invites applications for  
**Operations Manager**

Birmingham-Shuttlesworth International Airport (BHM)  
Birmingham, AL

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



## The Airport

The Birmingham-Shuttlesworth International Airport (BHM) is Alabama's largest airport serving the Greater Birmingham area and surrounding Southeastern cities. In 2024, more than 3.2 million passengers chose to fly BHM, making it their airport of choice to reach destinations throughout the United States and around the world with as little as one stop. The Airport is served by five airlines offering 24 direct flights to 19 cities. BHM presently ranks in the country's top 100 airports in terms of passengers served annually.

BHM is operated by the Birmingham Airport Authority (the Authority), an independent authority autonomous from local government. The Authority is responsible for the day-to-day operations and long-term planning for the airport. It is governed by a 7-member Board of Directors that sets policy, approves the budget, and hires the airport's President / CEO.

There are 142 full-time budgeted positions at the Authority that support a FY 2025 budget of approximately \$60 million in operating revenues. Facilities at BHM include a newly constructed 53,000-square-foot cargo facility, two FBOs, and a rental car quick turnaround facility. Sumpter Smith Joint Air National Guard Base is located at BHM and is the home of the 117th Air Refueling Wing. There are more than 100 companies that do business at the Airport.

The five-year capital improvement program for the Authority (FY 2025-2029) has estimated expenditures of \$76.3 million. In 2014, the Authority completed its most significant terminal modernization project to date at \$201.6 million, which achieved LEED Gold certification.



## The Community

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People who live in Birmingham enjoy the diversity in entertainment, cuisine, the arts, nightlife, and the great outdoors. The variety brings visitors back time and again. The Birmingham metropolitan area has consistently been rated as one of America's best places to work and earn a living based on competitive salary rates and relatively low living expenses. As the largest city in Alabama, diversity is its greatest strength and strongest appeal, with a blend of cultures that are all a part of the charm and intrigue that is Birmingham.

The city of Birmingham played a pivotal role during the era of the Civil Rights Movement. The famous Civil Rights Institute attracts tourists worldwide and empowers people of all cultures to understand the legacy of human rights. BHM hosts an exhibit in the terminal that chronicles the life of Reverend Fred Shuttlesworth, who was a central figure in the struggle for civil rights in the 1950s and 60s and the namesake of the Birmingham-Shuttlesworth International Airport.

Birmingham enjoys a balance of manufacturing and service-oriented jobs. The city ranks as one of the most important business centers in the Southeast and is also one of the largest banking centers in the United States. It also serves as headquarters to two Fortune 500 companies.

**Sports** – A modern city surrounded with sports history and enthusiasm, Birmingham packs the house for some of the South's most premier sporting events. In professional sports, the Class AA Birmingham Barons have one of the proudest traditions in baseball. The team plays at Regions Field, one of the premier stadiums in minor league baseball. The Southeastern Conference is headquartered in Birmingham. College football dominates sports in Birmingham. The University of Alabama – Birmingham (UAB) fields college basketball, baseball, and football teams. The UAB Blazers play their home football games at Protective Stadium. College athletics also play an important role on the campuses of Samford University and Miles College. Birmingham will again host Round 1 and 2 games in the NCAA Basketball Tournament in 2028. Birmingham has become a popular destination for national and international amateur sporting events like World Games, hosted here in 2022 and World Police and Fire Games in 2025. Motorsports are also very popular in the Birmingham area and across the state. Visitors and local residents are enjoying Top Golf's \$20 million facility, which opened in 2022.



## The Community (continued)

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**Outdoor Activities** – Birmingham’s four distinct seasons provide the perfect backdrop for a range of outdoor activities including running, cycling, fishing and of course, golf. Fishermen appreciate that Birmingham was named “Bass Capitol of the World” by ESPN and Bassmaster magazine. Birmingham’s weather is a lure for golfers as is the attractive and challenging public golf courses. With the development of the state’s Robert Trent Jones Golf Trail, Alabama became the Godfather of Great Golf, with Birmingham having two courses along the trail.

**Dining in Birmingham** – Just remember that Birmingham is home to “the Oscars of dining” with James Beard Foundation Award winners and nominees and has won awards from Gourmet, Bon Appétit, and Esquire magazines. People come from around the Southeast to dine at chef-owned restaurants across the city. Renowned NYC mega-restaurateur Danny Meyer named Birmingham in an interview in New York Times when asked about up-and-coming food cities.

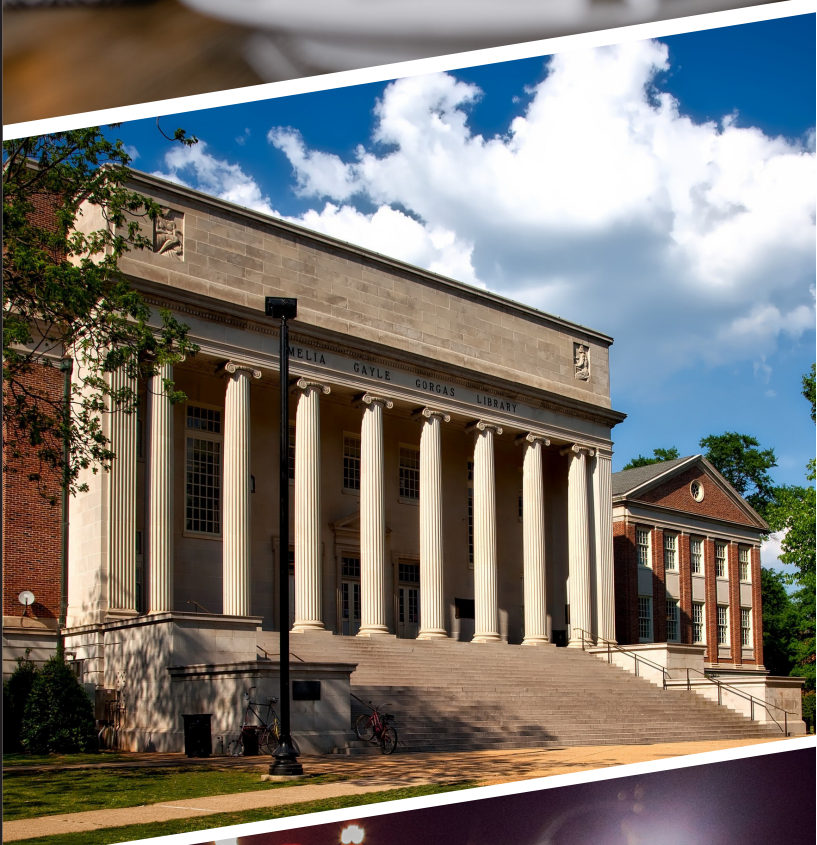
**Entertainment** – When the sun goes down in Birmingham, the fun is just beginning. From intimate clubs to world-class music halls, people discover that no matter where they go in the city, live entertainment is always right around the corner. And with live theatre, nationally known musical acts and orchestral performances, Birmingham gets even better after dark. Legendary jazz greats are immortalized in the Alabama Jazz Hall of Fame. Opened in summer 2025, a \$50 million amphitheater in Birmingham’s Uptown Entertainment District will hold nearly 10,000 people and host nationally known entertainers and events. At the McWane Science Center, you have four floors of hands-on exhibits and an IMAX Dome Theatre to experience. The Birmingham Museum of Art has one of the finest collections in the Southeast. The Alabama Symphony Orchestra has entertained audiences for more than 70 years, playing a variety of classical and popular compositions and hosting performances by some of the finest international guest artists. And for ballet enthusiasts, there is the Alabama Ballet and the Birmingham Ballet.

**Shopping** – The area’s antique shops are becoming places of legend in upscale lifestyle magazines around the county. Trendy malls have taken root all over the area. The Summit is one of Birmingham’s trendiest shopping destinations with high end retailers. Dozens of new art galleries surprise enthusiasts and collectors with a wide variety of paintings, sculpture, jewelry, ceramics, fine and funk art.



## The Community *(continued)*

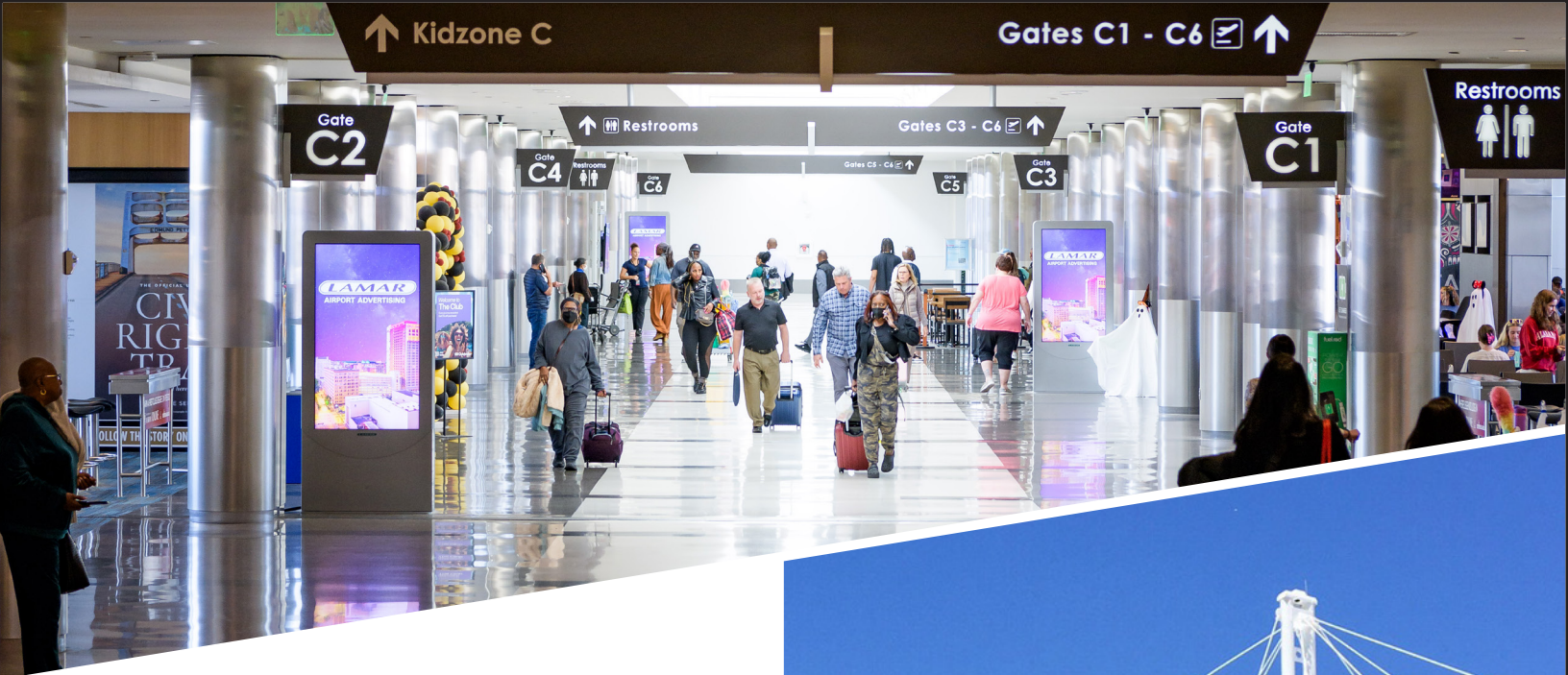
**Things to Do** – The Birmingham Zoo is a large regional zoo with more than 700 animals and an interactive children’s zoo. The Birmingham Botanical Gardens is a 67-acre park displaying a wide variety of plants in interpretive gardens, including formal rose gardens, tropical greenhouses, and a large Japanese Garden. It is complemented by Hoover’s 30-acre Aldridge Botanical Gardens, which offers a place to stroll, beautiful surroundings, and has become a popular place for small groups that like to take in the outdoors. Alabama Adventure Amusement Park and Splash Adventure Water Park in Bessemer, features numerous rides, slides and water-themed attractions. Railroad Park has won numerous awards and notoriety and has been named the best park in Alabama by MONEY magazine. Red Mountain Park, one of the largest urban parks in the United States at 1,500 acres, features the city’s industrial history mixed with adventure, with multi-use trails great for hiking, trail running, and mountain biking. For another fun day, visit Barber Motorsports Park and Museum, an 880-acre, multi-purpose racing facility located on the eastern fringes of Birmingham. It was built by George Barber and includes the Barber Vintage Motorsport Museum, which has been named “World’s Largest Motorcycle Museum” by the Guinness World Records. The museum is considered the largest philanthropic project taken on by an individual in the history of Alabama.



## Accolades

Like most cities, Birmingham has its own list of largest, greatest, oldest places and things to brag about. Here are a few:

- Southern Living, the nation's most successful regional magazine, is published in Birmingham.
- The University of Alabama at Birmingham's University Hospital is among the world's top kidney transplant centers.
- In 1995 Mercedes Benz chose nearby Vance for its first assembly plant outside Germany to produce the popular M-Class All-Activity Vehicle.
- Birmingham is known as the founding city for the recognition of Veterans Day and hosts the nation's oldest and largest Veterans Day celebration.
- Birmingham is home to the nation's oldest baseball park, Rickwood Field, which opened in 1910 and hosted baseball greats such as Jackie Robinson, Ty Cobb, Babe Ruth, Lorenzo "Piper" Davis, Willie Mays and "Shoeless" Joe Jackson. Rickwood Field hosted a regular season game in 2024 between the St. Louis Cardinals and San Francisco Giants, bringing national attention to the history of the facility.
- Birmingham is home to the Magic City Classic football game. The Alabama A&M University Bulldogs of Huntsville and the Alabama State University Hornets of Montgomery meet annually in Birmingham. This is the largest historically black college football rivalry in the country.
- TIME magazine named Birmingham's Sidewalk Film Festival among its choices for "Film Festivals for the Rest of Us." Says TIME: "The September fest in the theatre district of Birmingham... is an industry favorite."
- Bon Appétit magazine named Birmingham's Hot & Hot Fish Club among the "Great Neighborhood Restaurants in the South."
- Birmingham's Ruffner Mountain, just ten minutes from downtown, is the second largest urban nature preserve in the country.



## Position Overview

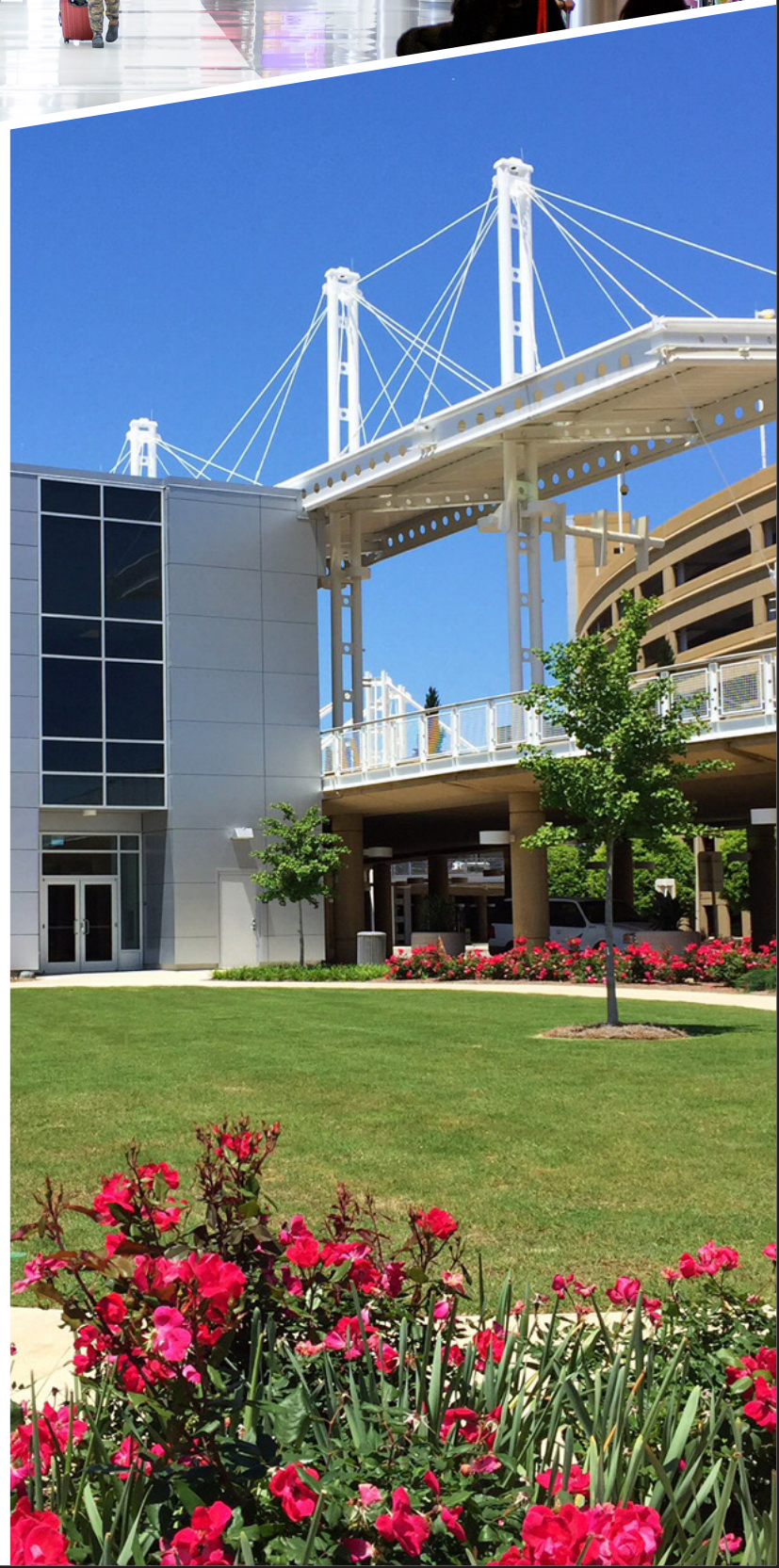
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Reporting to the Vice President of Operations, the Operations Manager provides critical leadership for the airport's safety, security, and operational compliance programs. This position plays a key role in ensuring the safe, secure, and efficient operation of the airport through continuous oversight of regulatory compliance, airfield conditions, security programs, and emergency preparedness initiatives. The Operations Manager leads a team of operations personnel while supporting the airport's commitment to maintaining the highest standards of safety, customer service, and operational excellence. This role serves as a vital liaison among airport stakeholders, tenants, regulatory agencies, and internal departments to support seamless 24/7 airport operations.

## About the Role

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The Operations Manager oversees the daily administration and execution of airport safety and security programs while supporting operational readiness across the airport environment. Working closely with the Vice President of Operations, this leader monitors compliance with FAA and TSA regulations, manages airfield inspections, and coordinates corrective actions to maintain certification standards. The role also provides oversight of the airport's badging program, wildlife hazard management initiatives, emergency planning documentation, and security compliance efforts. Success in this position requires balancing regulatory oversight, staff leadership, stakeholder engagement, and operational problem-solving in a dynamic airport environment where safety, security, and service reliability are paramount.





## Key Responsibilities

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- Lead airport safety and security programs to ensure compliance with FAA, TSA, and applicable regulatory requirements.
- Oversee airfield inspections and monitor operational conditions, signage, markings, ARFF readiness, fuel facilities, and hazard mitigation efforts.
- Coordinate wildlife hazard management activities, assessments, and mitigation programs.
- Manage airport security initiatives, including access control, badging operations, and compliance with airport security requirements.
- Serve as Alternate Airport Security Coordinator and support security planning and response activities.
- Direct and develop operations staff, establishing priorities, performance expectations, and accountability.
- Collaborate with airport tenants, stakeholders, and regulatory agencies to maintain operational and security compliance.
- Maintain and update critical operational documents, including certification, security, and emergency planning programs.
- Ensure timely resolution of operational, safety, and security deficiencies affecting airport operations.

## Leadership Qualities and Style

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The ideal candidate is a proactive and decisive aviation professional who thrives in a fast-paced operational environment. They possess strong judgment, exceptional organizational skills, and the ability to manage multiple priorities simultaneously. This leader communicates effectively with diverse stakeholders, builds collaborative relationships, and demonstrates a commitment to accountability and continuous improvement. Success in the role requires a calm and confident approach to problem-solving, the ability to respond effectively during emergencies, and a leadership style that fosters teamwork, professionalism, and operational excellence.



## Preferred Qualifications

- Bachelor's degree in Aviation Management, Business Administration, or a related field.
- Minimum of three years of progressively responsible airport operations experience at a commercial service airport.
- Strong knowledge of FAA Part 139, TSA regulations, airport certification requirements, and security programs.
- AAAE ACE-Operations and ACE-Security certifications preferred, or ability to obtain within established timeframes.
- Airport Security Coordinator certification preferred, or ability to obtain shortly after hire.
- Demonstrated experience leading teams, managing compliance programs, and coordinating complex operational activities.

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

## Salary and Benefits

The salary range for this position is \$85,451 - \$106,808 with a maximum of \$128,165 and includes an attractive benefits package. Relocation assistance is available.

## How To Apply

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

**Deadline for applications: July 26, 2026**

The contacts for this search are:

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

