



PHILADELPHIA INTERNATIONAL AIRPORT
NORTHEAST PHILADELPHIA AIRPORT

The City of Philadelphia invites applications for
Director of Terminal Concessions

Philadelphia International Airport (PHL)
Northeast Philadelphia Airport (PNE)
Philadelphia, PA

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH



The Airport

The City of Philadelphia's Department of Aviation (DOA) includes the Philadelphia International Airport (PHL), serving the nation's seventh largest metropolitan area, and the Northeast Philadelphia Airport (PNE), the third busiest airport in Pennsylvania.

PHL is a large hub airport — the 21st busiest in the U.S., serving more than 82,000 daily passengers and more than 30.1 million annual passengers (2025). As an American Airlines hub, it is their main European gateway for passengers and cargo. As of 2025, approximately 25 airlines offer nearly 500 daily departures to more than 140 destinations worldwide. Located 7 miles from downtown Philadelphia, the Airport is situated on 2,598 acres, and is easily accessible and convenient to many tourist sites, business centers and cultural hubs. The Airport is self-sustaining and uses no local tax dollars. PHL is one of the largest economic engines in the region, generating \$16.8 billion to the economy and accounting for more than 106,000 full-time jobs annually.

Situated on 1,118 acres in the northeast part of the City of Philadelphia, PNE is a reliever airport for general aviation and corporate flight operations and the busiest general aviation airport in Pennsylvania. Its quality airfield systems, large runways, control tower and support services make it an airport of choice for many global corporations who use PNE on a regular basis for their corporate jets. Operations at PNE include business flying, personal and charter flying, law enforcement, skydiving, medevac, and flight school operations. The Airport averages 160 based aircraft and approximately 120,000+ annual aircraft operations, dominated by single-engine aircraft, as well as twins, jets, turboprops and helicopters, and is home to the U.S. manufacturing headquarters of Leonardo Helicopters.



The Airport *(continued)*

Our Mission:

Proudly connecting Philadelphia with the world

Our Vision:

World-class global gateway of choice

The Capital Development Program

The Capital Development Program at the DOA is bringing innovation to our airfields, terminals and roadways and strengthening our regional economic impact. Through the program, the DOA is continuing a commitment of over \$1.8 billion in approved funding to make critical improvements and develop new infrastructure at both PHL and PNE. These airfield, terminal and landside projects are improving the customer experience, laying the groundwork for future development, and capitalizing on the role that the DOA plays as a regional economic engine.





The Community

Famous as the birthplace of life, liberty and the pursuit of happiness, Philadelphia delivers one destination, five counties and countless things to do: fascinating museums, vibrant parks, national historic sites and famous (and delicious) food. Philadelphia is part of the sixth-largest metropolitan area in the United States. It is a city of vibrant neighborhoods with varied options of architecture, amenities and lifestyles.

Whether it's running like Rocky, refueling with a cheesesteak and then wandering along Boathouse Row or touring Independence Hall, devouring a roast pork sandwich at Reading Terminal Market and then visiting an amazing museum on the Benjamin Franklin Parkway, these are the experiences that make Philadelphia stand out among the rest.

Museums and Attractions

Philadelphia's museums and attractions are small and massive, historic and modern, interactive and exclusive, eccentric and unexpected. From the highest with the Comcast Technology Center to one of the most visited (Reading Terminal Market, welcoming millions of visitors annually), Philadelphia has something for everyone.

Food and Drink

There's an incredible array of good food to eat in Philadelphia, and according to the New York Times, "the dining scene here is having a moment." Philadelphia continues to be recognized nationally for its award-winning dining scene, with consistent representation among James Beard Award nominees and semifinalists. What makes up Philly's diverse dining scene? Award-winning restaurants, street food, 300-plus bring-your-own-bottle (BYOB) restaurants, sidewalk seating reminiscent of European cities, bars with great food, craft pizza spots, vegetarian and vegan eateries (that aren't just for vegetarians and vegans) and the storied Reading Terminal Market and Italian Market. And, of course, cheesesteaks.





The Community (*continued*)

History

The country's first World Heritage City, Philadelphia is also the birthplace of the United States, where our Founding Fathers met, discussed, debated and formed a new country – and the city (and airports) are gearing up for Nation's 250th anniversary celebration in 2026. Lucky for 21st-century visitors, so much of Philadelphia's history has been preserved. That includes, of course, two of the city's most important attractions: Independence Hall (one of the only World Heritage sites in the country and where the Declaration of Independence and U.S. Constitution were drafted and signed) and the Liberty Bell (a symbol of abolitionist movement).

It also includes the historic houses, government buildings, museums, churches and cemeteries that make up Independence National Historical Park, the "most historic square mile in America" run by the National Parks Service that sees millions of visitors every year.

Elsewhere, visitors soak up the region's history in the quaint, explorable alleyways of Old City and Society Hill, at the city's excellent history museums (Museum of the American Revolution, National Museum of American Jewish History, the African American Museum) and throughout the Greater Philadelphia region at sites made famous by the American Revolution (Valley Forge National Historical Park).





The Community *(continued)*

Outdoors

The Philadelphia region is blooming with lively urban parks, re-imagined recreational landscapes, spirited pop-up gardens and scenic running and biking trails. From the massive trail systems of Fairmount Park and Wissahickon Valley Park to the delightful riverside enclaves of the seasonal Spruce Street Harbor Park and Race Street Pier to regional attractions like Longwood Gardens and Valley Forge National Historical Park, residents and visitors enjoy relaxing, exercising and playing in these public spaces that honor Penn's vision.

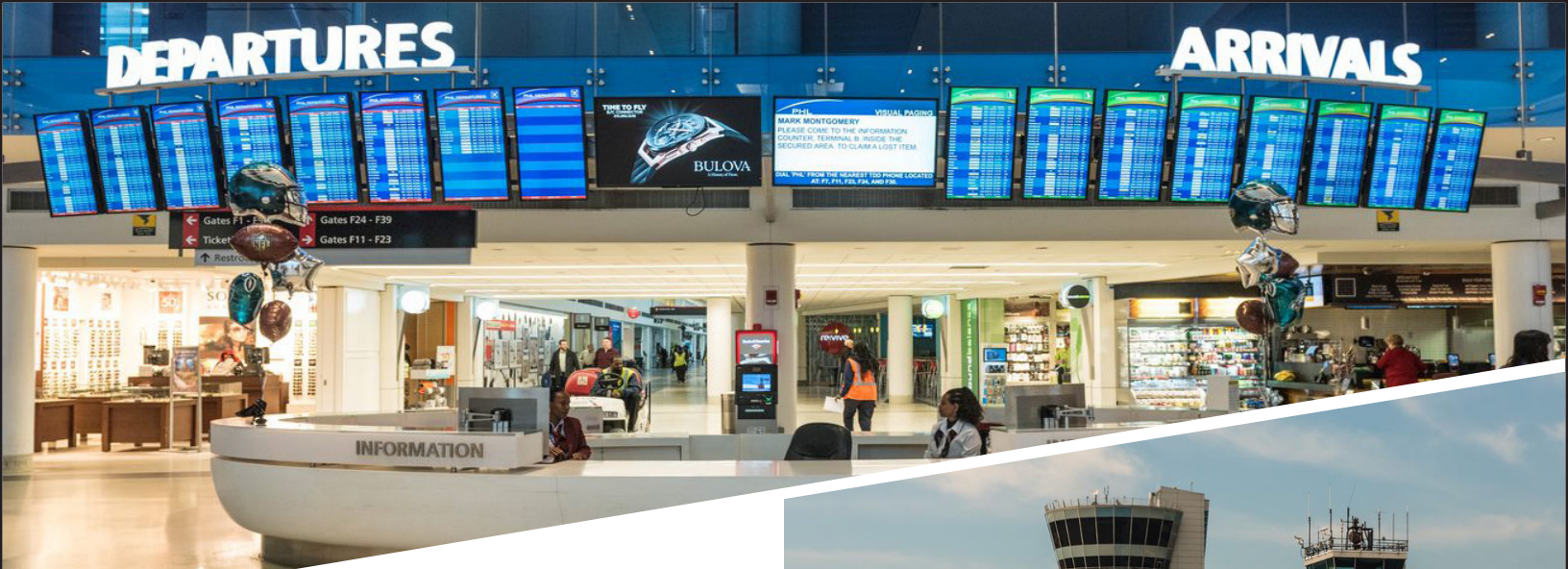
Sports

Philadelphia is one of just a few cities with a professional franchise in five major league sports. Most of Philadelphia's pro teams play a few miles south of Center City, either at the Wells Fargo Center (76ers basketball and Flyers ice hockey), Lincoln Financial Field (Eagles football) or Citizens Bank Park (Phillies baseball). The Philadelphia Union soccer team plays at the Talen Energy Stadium in Chester, Pennsylvania, just outside of Philadelphia.

The city also hosts top-tier regattas (the Dad Vail Regatta and the Head of the Schuylkill Regatta), the world's oldest relay meet (the Penn Relays), numerous marathons and running events (the Philadelphia Marathon, the Broad Street Run) and much more.

2026 and Beyond

Philadelphia is anticipating millions of new visitors in 2026 as we host the upcoming FIFA World Cup 26™, the celebration of the America's 250th birthday, the MLB All-Star game, PGA Championships and many more major conventions and events. PHL is the first experience for a majority of these guests, and we want to make it a great one! The team at DOA is focused on key projects and will complete nearly \$350 million worth of infrastructure improvements on the airfield, terminal, and landside.



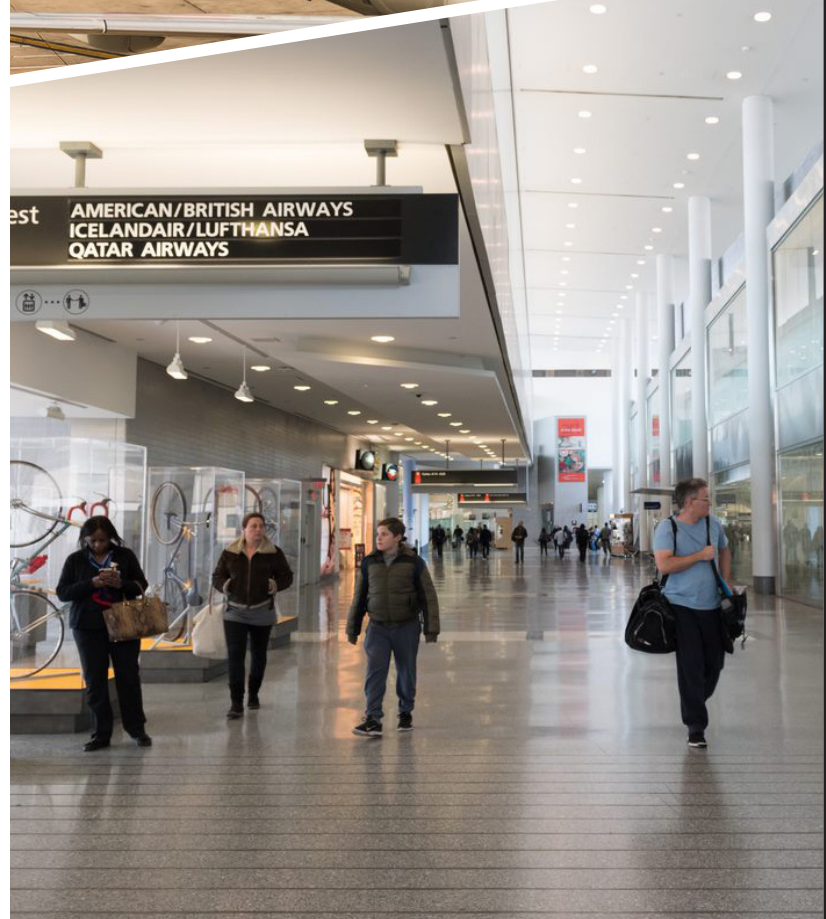
Position Overview

The Director of Terminal Concessions provides strategic and operational leadership for all in-terminal concessions and non-aeronautical revenue programs for the Department of Aviation. This role is responsible for shaping and advancing a high-performing concessions program that enhances the passenger experience while maximizing revenue generation. Reporting within the Commercial Division, the Director plays a central role in aligning concessions strategy with broader organizational goals, supporting long-term growth, and ensuring the airport remains competitive through innovative retail and food and beverage offerings. The position leads a specialized team and serves as a key contributor to the airport's overall commercial and financial success.



About the Role

This role blends strategic planning with hands-on program leadership to manage a complex concessions portfolio across a major airport environment. The Director oversees concessions development initiatives in coordination with Marketplace, including planning, procurement, lease negotiations, and program implementation. Working closely with internal departments such as finance, legal, planning, and capital development, the position ensures alignment between concessions initiatives and broader airport priorities. The Director also collaborates with tenants, concessionaires, and external stakeholders to drive innovation, optimize space utilization, and maintain high standards for customer service and operational performance. Success in this role requires balancing financial performance, regulatory compliance, and an elevated passenger experience.





Key Responsibilities

- Lead and manage the airport's terminal concessions program, including food and beverage, retail, and ancillary services
- Develop and execute strategic plans to grow non-aeronautical revenue and enhance program performance
- Direct procurement processes, including Requests for Proposals, lease negotiations, and contract execution
- Oversee concession agreements to ensure alignment with industry best practices and financial objectives
- Manage space utilization planning and coordinate tenant design and construction activities
- Monitor financial performance, customer service standards, and vendor compliance across the concessions program
- Collaborate with internal departments and external stakeholders to advance commercial initiatives
- Identify operational challenges and implement solutions to improve program efficiency and outcomes
- Lead, mentor, and develop staff while fostering a collaborative and high-performing team environment

Leadership Qualities and Style

The ideal candidate is a strategic, results-oriented leader who combines strong commercial acumen with a collaborative leadership style. This individual is an effective communicator who can translate complex business concepts into clear, actionable strategies for executive audiences. They build strong relationships across diverse stakeholder groups and lead with integrity, accountability, and a commitment to excellence. With a proactive and solutions-driven mindset, the Director fosters innovation, drives continuous improvement, and inspires teams to deliver high-quality outcomes in a dynamic airport environment.

Preferred Qualifications

- Bachelor's degree in business, aviation, finance, real estate, or a related field
- Significant experience in concessions management, commercial strategy, or non-aeronautical revenue development
- Demonstrated leadership experience with responsibility for staff supervision and program oversight
- Strong expertise in contract negotiation, lease management, and procurement processes
- Knowledge of aviation industry practices and concessions program management preferred

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

Compensation and Benefits

The salary range for this position is \$120,000 – \$145,000 and is accompanied by a competitive benefits package.

How To Apply

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

Deadline for applications: June 21, 2026

The contacts for this search are:

Theresa Schatz, A.A.E.
sia@adkexecutivesearch.com

Kenneth Gwyn, A.A.E.
kenneth@adkexecutivesearch.com

The City of Philadelphia is an equal-opportunity employer. We support diversity and are committed to creating an inclusive environment for employees.

