



**NORFOLK  
AIRPORT  
AUTHORITY**

The Norfolk Airport Authority invites applications for  
**Senior Manager, Director of Information Technology**

Norfolk International Airport (ORF)  
Norfolk, Virginia

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



## The Airport

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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 COMMITMENT :** As an industry leader, we take pride in the integrity of our work and the high standards by which we operate. Our success is built on collaboration, mutual respect and the creation of a welcoming environment for all who pass through our airport. We strive for operational excellence by empowering our employees, partners and passengers, recognizing that a strong, connected community is the foundation of our success.

**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 2025. Its eight commercial airlines offer nonstop service to more than 40 cities coast to coast. American, Breeze, Delta, Frontier, JetBlue, Southwest 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](http://www.TransformORF.com)





## The Community

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Coastal Virginia offers a unique combination of economic opportunity, military significance, educational excellence and exceptional quality of life. Home to a diverse and resilient economy, the region is a national leader in defense, maritime commerce, logistics, healthcare, education and tourism.

The military plays a vital role in the region's identity and economy. Hampton Roads is home to all branches of the U.S. Armed Forces, including Naval Station Norfolk, the world's largest naval base, and Naval Air Station Oceana, the East Coast's Master Jet Base. The region also hosts Allied Command Transformation and Joint Force Command Norfolk, NATO's only two commands in North America. Together, the area's military installations support hundreds of thousands of active-duty personnel, civilian employees, military families and veterans, creating a strong culture of service and leadership.

As one of the nation's premier maritime centers, Coastal Virginia has a long history of shipbuilding, international trade and naval operations. The Port of Virginia is among the busiest ports on the East Coast, supporting global commerce and thousands of jobs throughout the region. Major employers, including shipbuilding, ship repair, logistics and advanced manufacturing organizations, provide diverse career opportunities across multiple industries.

Beyond the workplace, residents enjoy an exceptional coastal lifestyle. Virginia Beach offers miles of shoreline, outdoor recreation, family-friendly attractions and year-round events. Norfolk serves as the region's cultural and entertainment hub, featuring renowned museums, performing arts, waterfront festivals, dining and vibrant neighborhoods.





## The Community *(continued)*

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The surrounding region provides something for every interest. Explore the rich history of Williamsburg, Jamestown and Yorktown, enjoy outdoor adventures on Virginia's Eastern Shore, or take advantage of easy access to the beaches and natural beauty of North Carolina's Outer Banks.

Coastal Virginia is also home to a highly educated workforce and a strong network of higher education institutions, including Old Dominion University, William & Mary, Norfolk State University, Christopher Newport University, Hampton University, Regent University and several community colleges. These institutions help support innovation, workforce development and lifelong learning throughout the region.

Coastal Virginia offers an outstanding place to build your future. With a diverse economy, strong military presence, world-class maritime industries and an exceptional quality of life, the region continues to attract talented professionals from across the nation.





## Position Overview

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Reporting to the Chief Development Officer, the Senior Manager, Director of Information Technology (IT) provides strategic leadership for the planning, implementation, and management of technology systems supporting Norfolk International Airport (ORF) during a transformative \$1 billion modernization program, including a major Departures Terminal Expansion. This executive leadership role is responsible for aligning technology investments with the airport's long-term operational, customer service, and business objectives while ensuring a secure, resilient, and future-ready technology environment. The Director serves as the airport's senior technology advisor, guiding innovation, infrastructure development, cybersecurity, and enterprise technology strategy across a complex and rapidly evolving aviation environment.

## About the Role

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The Senior Manager, Director of IT leads the development and execution of technology initiatives that support airport operations, passenger experience, and organizational growth. Working closely with executive leadership, consultants, tenants, airlines, and operational stakeholders, this role oversees both strategic planning and day-to-day technology operations. The position is responsible for developing an IT Master Plan, managing technology capital programs, and ensuring the successful integration of critical airport systems throughout ongoing modernization efforts. The Director also provides oversight of cybersecurity, regulatory compliance, infrastructure lifecycle planning, disaster recovery, and system performance while leading a team dedicated to maintaining reliable 24/7 airport operations.



## Key Responsibilities

- Lead the planning, design, and implementation of airport technology systems supporting the modernization program.
- Develop and execute a comprehensive IT Master Plan aligned with organizational goals and future growth.
- Oversee the operation and maintenance of critical airport technology systems, including passenger processing, flight information, and connectivity platforms.
- Ensure cybersecurity readiness and compliance with TSA, PCI, and other applicable regulatory requirements.
- Direct technology capital planning, budgeting, and lifecycle replacement strategies for enterprise systems.
- Manage infrastructure upgrades, technology projects, and disaster recovery planning initiatives.
- Oversee IT department operations, staffing, and budget performance to support continuous airport operations.
- Collaborate with executive leadership, tenants, airlines, and business partners to identify and implement technology solutions.
- Serve as the organization's primary technology advisor and subject matter expert on emerging aviation technologies and digital innovation.

## Leadership Qualities and Style

The ideal candidate is a strategic and forward-thinking technology leader who combines technical expertise with strong business acumen. They are collaborative, decisive, and highly effective at building relationships across diverse stakeholder groups. Success in this role requires exceptional communication skills, sound judgment, and the ability to lead through complexity and change. The Director fosters a culture of accountability, innovation, and continuous improvement while maintaining a strong focus on operational reliability, customer service, and organizational excellence. A proactive, solutions-oriented approach and the ability to inspire high-performing teams are essential.





## Qualifications

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- Bachelor's degree in Computer Science, Information Technology, or a related field required.
- Minimum of eight years of progressively responsible technology leadership experience.
- At least five years of management and supervisory experience leading technical teams.
- Demonstrated success managing enterprise systems, large technology programs, and capital initiatives.
- Knowledge of aviation technology systems and emerging digital innovation trends within the airport industry.
- Relevant industry certifications and advanced technology training preferred.

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

## Salary and Benefits

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The salary range for this position is \$135,356.00 - \$189,499.00, with a generous benefits package. Details regarding the benefits package can be found here: [Benefits Guide for Plan Year 2026 – 2027](#). An exceptional candidate may be eligible for a starting salary toward the higher end of the pay range. Relocation assistance is available.

Benefits include medical, dental, vision, Flexible Spending Account plan, membership in the Virginia State Retirement System, voluntary 457 plan and Roth IRA, retiree healthcare stipend, short-term disability, life insurance, employee assistance plan, tuition assistance, certification incentive program, employee bonus program, 11 paid holidays, flex day, paid time off, birthday leave and parental leave.

## How To Apply

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

**Deadline for applications: July 19, 2026**

The contacts for this search are:

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

