



The Metropolitan Nashville Airport Authority invites applications for
Assistant Vice President, Human Resources

Nashville International Airport® (or BNA®)
and John C. Tune Airport® (or JWN®)
Nashville, TN

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH



The Metropolitan Nashville Airport Authority (MNAA) was established in 1970 and owns and operates Nashville International Airport®, also known as BNA®, and John C. Tune Airport®, also known as JWN®. The InterVISTAS Consulting Economic Impact Study reports that in 2024 alone, BNA generated \$13.8 billion in total economic impact, supported 80,000 jobs and contributed to \$2.1 billion in federal, state and local taxes. BNA and JWN receive no local tax dollars. Middle Tennessee is one of the fastest growing regions in the U.S. and as it continues to grow, so will the Metropolitan Nashville Airport Authority's (MNAA or Airport Authority) role as an economic engine community leader, and cultural ambassador on behalf of Nashville.

BNA / Nashville
International
Airport®

The Airport

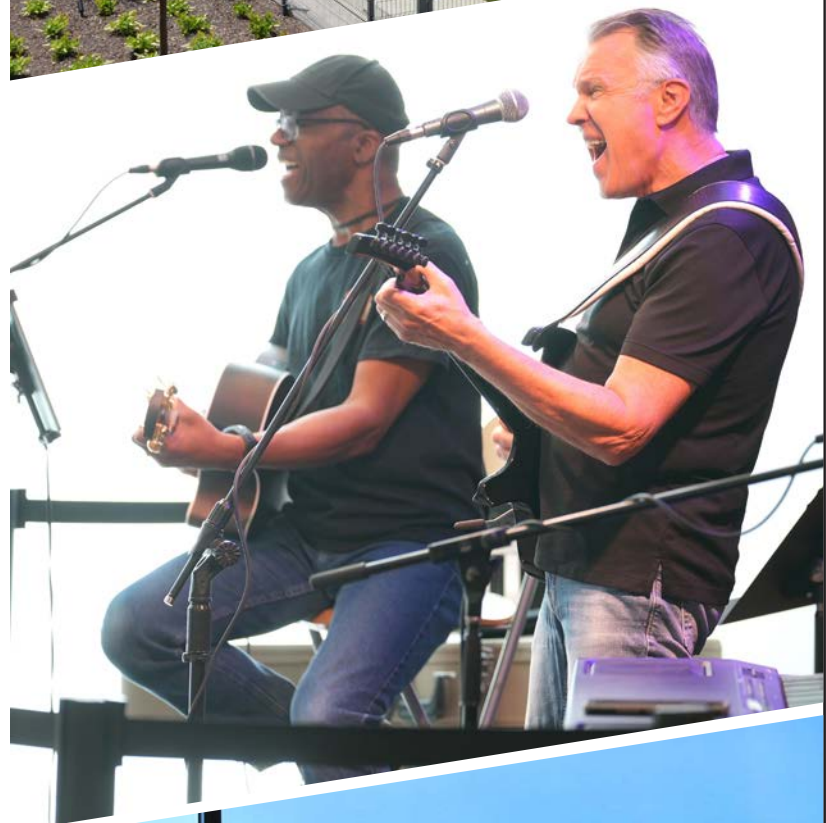
As the region's conduit to travel, Nashville International Airport often serves as the first and last impression of the area for travelers to Music City. With that in mind, BNA strives to bring the city's unique sounds, tastes, and distinctive Southern hospitality to the airport environment and offers a warm and welcoming experience for Nashville visitors. As soon as travelers enter the terminal or step foot off the plane, it's clear that BNA and the MNAA team represent the energy and spirit of Nashville. MNAA employs more than 450 staff members who are dedicated to MNAA's vision and mission to create and inspire a team dedicated to providing superior customer service, facilities, and air service in a safe and secure, warm, and welcoming environment that reflects the best of Nashville. In 2021, passenger traffic at BNA began a remarkable rebound following the pandemic, consistently surpassing 2019 passenger levels month over month. Since then, BNA's momentum has continued to accelerate, ushering in a new era of record-breaking growth. The airport welcomed a record 24.7 million passengers in 2025, followed by an unprecedented 26.7 million passengers, setting a new all-time record and further solidifying BNA's position as one of the nation's fastest-growing airports.

BNA® New Horizon

To meet the increasing passenger demand spurred by Nashville's unprecedented growth, BNA began the design phase for its second major expansion, known as New Horizon, in 2022. New Horizon will cost an additional \$3 billion and will be executed in phases, with completion expected in 2029. This will bring the total development budget and scope at BNA to \$4.5 billion since 2017. This new, progressive growth and renovation plan includes two expanded concourses, a bigger and better rental car complex, additional garage and conveniently located surface parking, a larger, more efficient baggage handling system and expanded and improved terminal roadways. The New Horizon projects are essential to enabling BNA's ability to support 40 million annual passengers in the future.

John C. Tune Airport

In addition to BNA, the Airport Authority owns and operates John C. Tune Airport—one of the busiest general aviation airports in Tennessee. JWN is Nashville's Executive Airport and serves the needs of regional, corporate, and private aircraft. It is located only eight miles from downtown Nashville.





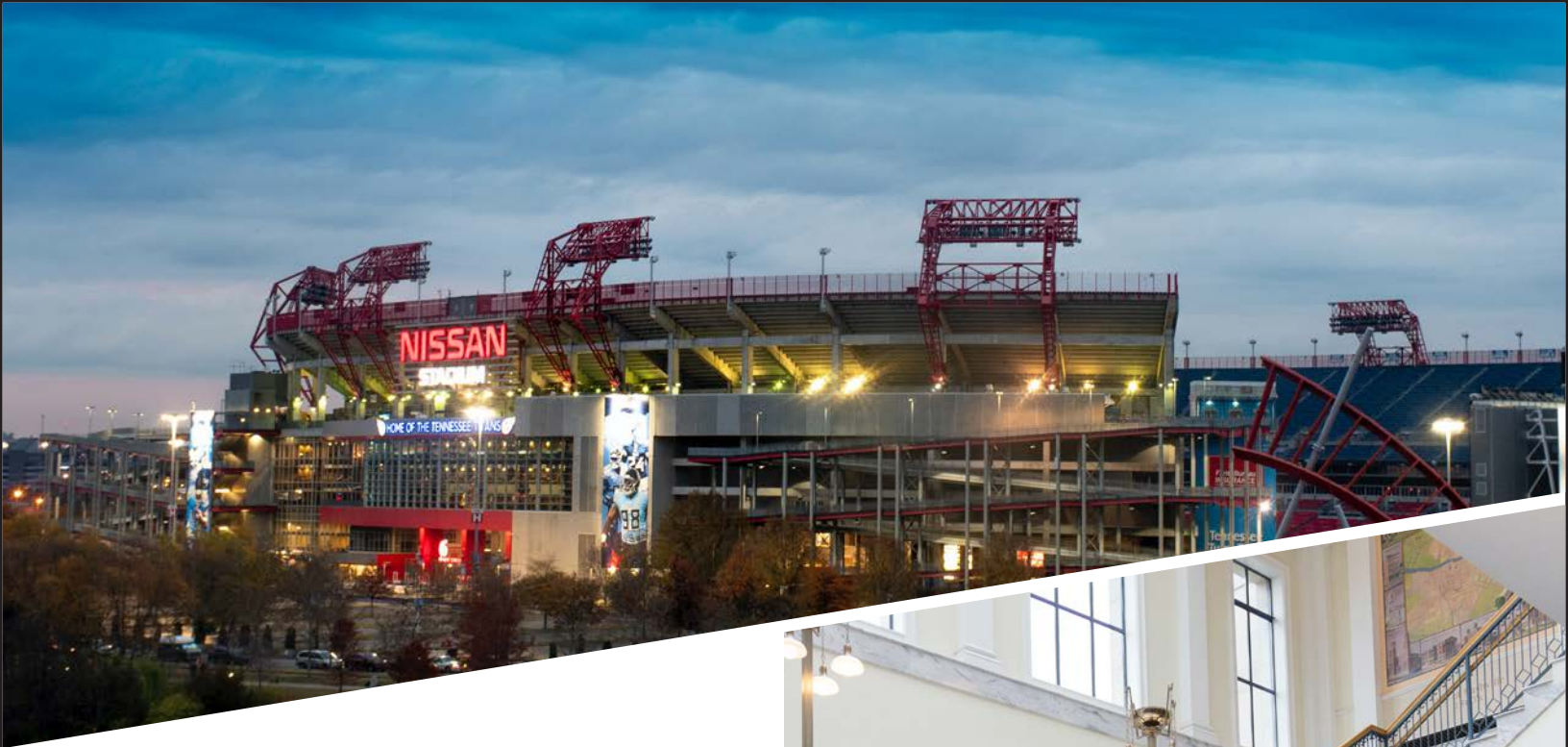
The Community

Music & Entertainment – Nashville is well known for names like Music Row, the Country Music Hall of Fame and Museum, The Grand Ole Opry, Ryman Auditorium (the “Mother Church of Country Music”), and the recently opened National Museum of African American Music. Of course, while many associate Nashville with country, the “Music City” name echoes a rich heritage spanning numerous genres including pop, rock, bluegrass, Americana, jazz, classical, contemporary Christian, blues, soul, and more.

The Nashville of today is known for its vibrant and diverse entertainment scene. The Tennessee Performing Arts Center is the major performing arts center of the city. It is the home of the Tennessee Repertory Theater, the Nashville Opera, and the Nashville Ballet. The Schermerhorn Symphony Center is the home of the Nashville Symphony.

Culture – Nashville earned its “Music City” moniker in the 1950s and has maintained its status as a global center of the entertainment industry ever since. The energy and diversity of our local music scene have been praised in publications such as Travel + Leisure, Nylon, SPIN and Rolling Stone.

Music put Nashville on the map, but it's not the city's only claim to fame. Entertainment options include major league sports teams; an extensive public park and greenway system; museums and art galleries; a professional symphony orchestra; opera, ballet, and theatre companies; and numerous cultural festivals and events. There's something for everyone to discover.

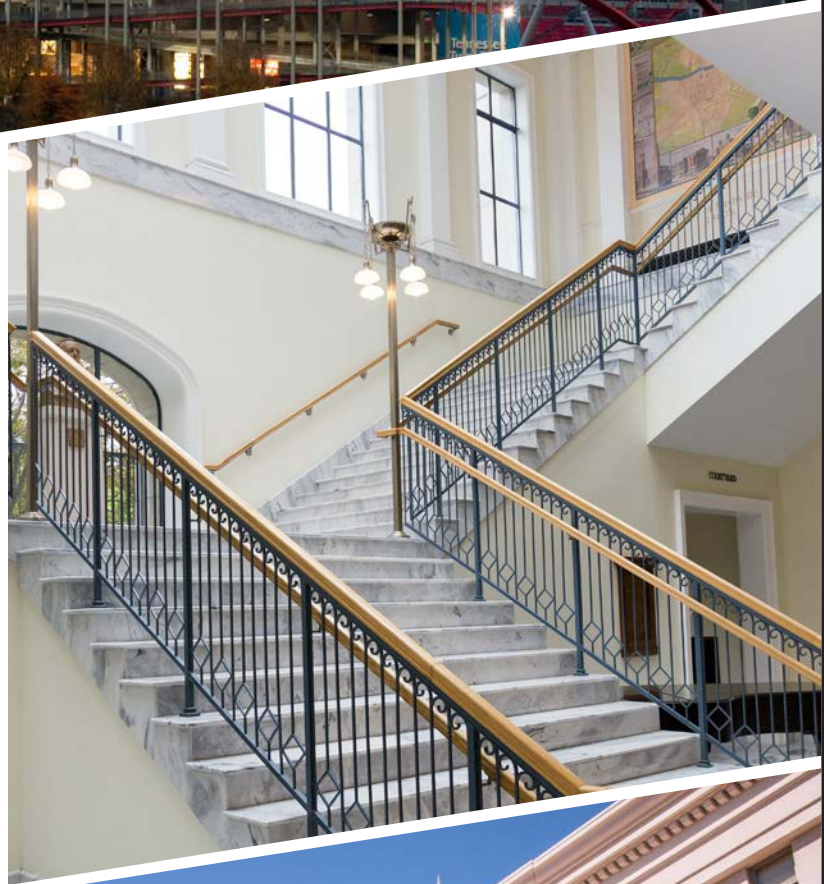


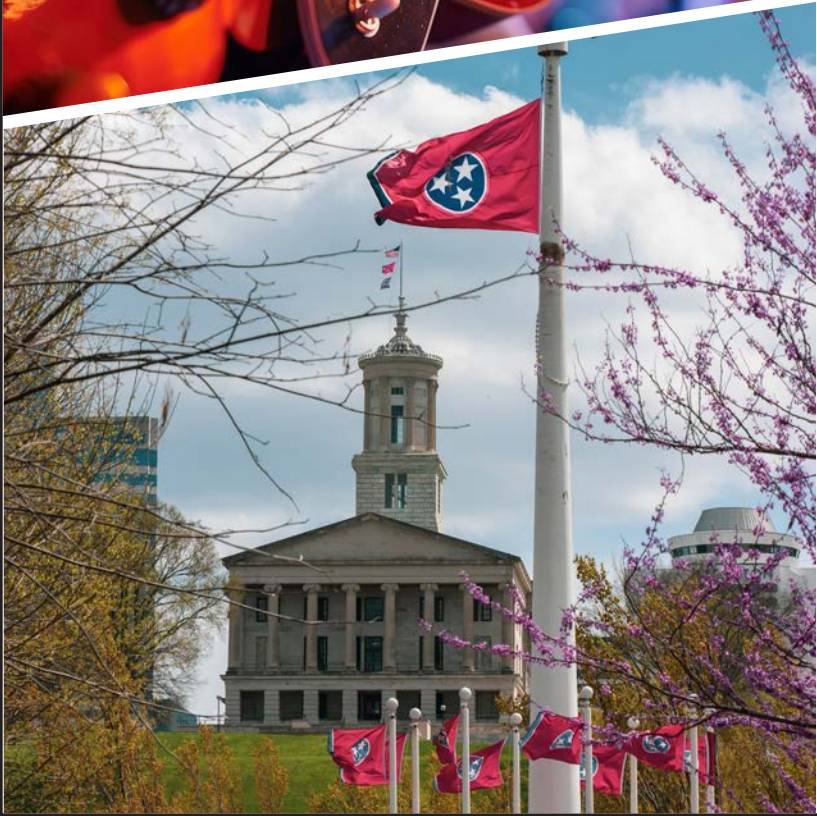
The Community (*continued*)

Food & Wine – While Nashville has long been known for its expansive music scene, the talent and creativity of its culinary scene have put Nashville on the map. Food & Wine highlighted the “booming Music City food scene,” Food Arts Magazine noted the “emerging culinary scene putting Nashville on the gastronomic radar,” and, most recently, Condé Nast Traveler stated this about Music City: “There’s enough going on food-wise to warrant a trip solely for eating.” Nashville’s creative spirit has certainly infiltrated its kitchens, turning them into the chef’s studio. From Southern fare to haute cuisine to quite literally everything in between, Nashville’s palate offers it all.

Education – Nashville and the Middle Tennessee region are home to 25 colleges and universities including Vanderbilt University, Belmont University, Meharry Medical College, and Fisk University, to name a few. By the 1850s, the city was known as the “Athens of the South” for its number of higher education establishments and for being the first Southern city in America to establish a public school system.

Sports – Nashville has many professional sports teams, most notably the Nashville Predators, Tennessee Titans, Nashville Sounds, and Nashville Soccer Club. Nashville is home to four college Division I athletic programs and hosts the TransPerfect Music City Bowl.





The Community (*continued*)

Economy – The greater Nashville region is home to more than 1.9 million people and more than 53,000 businesses. Many corporate giants call Middle Tennessee home, including Nissan, Bridgestone Americas, Dollar General, HCA, AllianceBernstein, iHeartMedia, Mitsubishi, The ICEE Company, and Amazon. A national hub for the creative class, Nashville has the strongest concentration of the music industry in America.

The Nashville region's educated workforce not only provides an abundant talent pool for companies, but also bolsters the region's vibrancy, artistic and musical essence, and competitive edge in technology and innovation. The Nashville region is defined by a diverse economy, low costs of living and doing business, a creative culture, and a well-educated population.

Cultural diversity, unique neighborhoods, a variety of industries, and a thriving creative community make Middle Tennessee one of the nation's best locations for relocating, expanding, and startup companies.

AWARDS

BNA boasts the following awards and honors, to name just a few:

- One of the 7 Most Entertaining Airports in the WORLD—CNN
- One of the 50 Best Places to Travel, and 9th Best Domestic Airport—Travel + Leisure
- One of the Best Airports in the World—TheStreet
- One of the 16 Most Passenger-Friendly Airports in the WORLD—Cheapism.com

Learn more about BNA and JWN at flynashville.com.

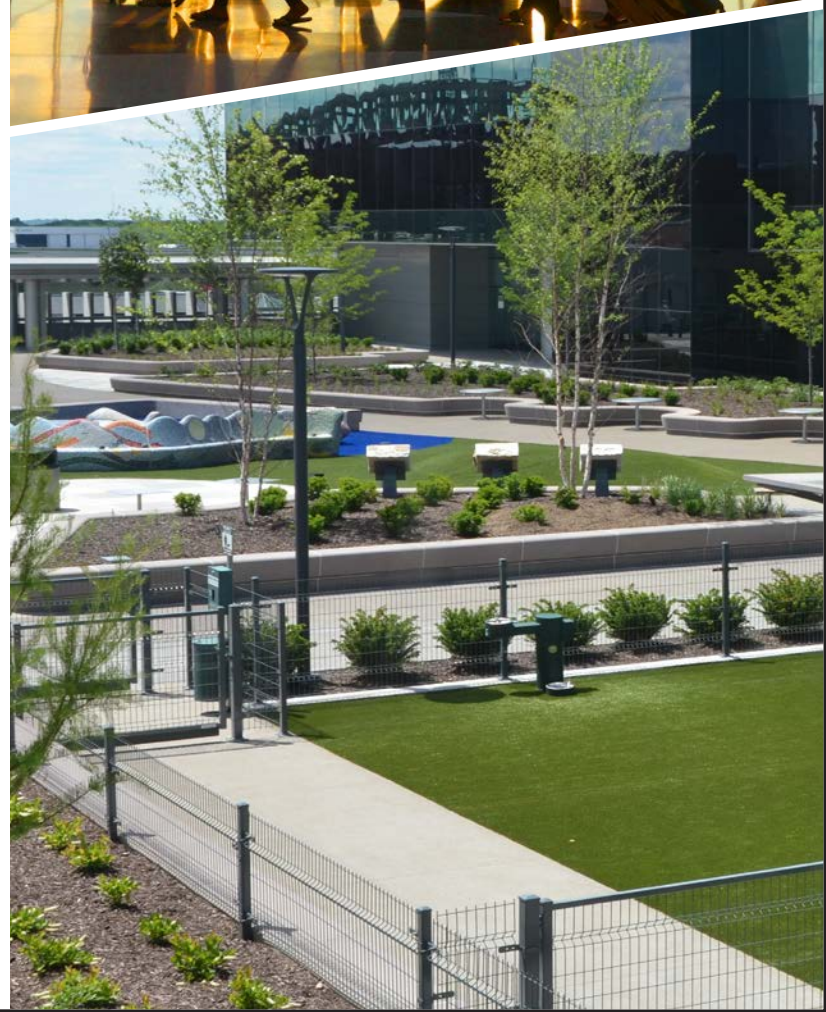


Position Overview

Reporting to the Executive Vice President, Chief Administrative Officer, the Assistant Vice President, Human Resources provides strategic leadership for the human resources function at Nashville International Airport and John C. Tune Airport. The Assistant Vice President, Human Resources serves as a trusted partner to executive leadership, aligning people strategies with organizational priorities and supporting a high-performing, safety-focused, customer-centric culture. This role leads a broad portfolio encompassing talent strategy, workforce planning, labor and employee relations, organizational and leadership development, total rewards, and HR systems. The Assistant Vice President, Human Resources plays a critical role in ensuring the organization attracts, develops, motivates, and retains the talent needed to support operational excellence and long-term growth.

About the Role

The Assistant Vice President, Human Resources translates business priorities into forward-looking human resources strategies and programs that strengthen organizational capability and workforce performance. Working closely with executive leaders and teams across the organization, this position anticipates talent needs, identifies competency and leadership gaps, and advances succession planning, professional development, and employee engagement. The role oversees the Human Resources team and guides the continued evolution of HR programs, systems, and practices to meet changing organizational needs. The Assistant Vice President, Human Resources also brings a strategic perspective to compensation and benefits, talent acquisition, employee relations, workforce analytics, and organizational development while fostering a culture of continuous improvement.





Key Responsibilities

- Leads the organization's human resources strategy, programs, team, and overall performance.
- Translates strategic business priorities into effective workforce and human resources plans.
- Develops talent acquisition, succession planning, leadership development, and workforce planning strategies.
- Oversees compensation, benefits, and total rewards programs that support attraction, motivation, and retention.
- Guides employee relations while serving as a trusted advisor to executive leadership.
- Advances organizational development initiatives that strengthen capabilities and prepare employees for greater responsibility.
- Directs HR systems, workforce analytics, and planning tools that support informed organizational decision-making.
- Evaluates HR programs, practices, and organizational structures to drive effectiveness, competitiveness, and continuous improvement.

Leadership Qualities and Style

The successful Assistant Vice President, Human Resources will be a strategic, approachable, and highly credible leader who combines strong business judgment with a genuine commitment to people and organizational performance. This individual will communicate effectively across all levels of the organization, listen thoughtfully, and navigate complex workforce issues with confidence and discretion. A collaborative leadership style, strong analytical perspective, and ability to influence executive decision-making are essential. The ideal candidate will foster accountability and professional growth while building trusted relationships and supporting a culture centered on Respect, Integrity, Service, and Excellence.

Required Qualifications

- Bachelor's degree in human resources management or a related field; master's degree preferred.
- Seven to ten years of related human resources experience; more than ten years preferred.
- SHRM-SCP or Senior Professional in Human Resources (SPHR) certification preferred.
- Broad knowledge of talent management, workforce planning, compensation and benefits, labor relations, and HR systems.
- Demonstrated ability to align human resources strategy with organizational and business objectives.
- Strong executive communication, analytical thinking, leadership, and relationship-building capabilities.

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

Salary and Benefits

The salary range for this position is \$150,426 - \$204,662. Nashville International Airport offers a competitive benefit package for this position including medical/dental benefits, disability/life insurance, a 401(a)-retirement program and relocation assistance. Final salary offer will be dependent upon experience, with an additional bonus potential of up to 15%.

How To Apply

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

Deadline for applications: October 25, 2026

The contacts for this search are:

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The Metropolitan Nashville Airport Authority is an equal-opportunity/Protected Veterans/Individuals with Disabilities/Drug Free Workplace employer.

