



The Tucson Airport Authority (TAA) invites applications for
Deputy Chief Revenue Officer

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 corporation created and developed by community business leaders and established by Arizona law in 1948. Its purpose is 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/Chief Executive Officer (CEO) reports to the Board of Directors. Two Executive Vice Presidents (EVPs) and the Chief Communications Officer report to the President/CEO, five Vice Presidents and the Chief People Officer report to the EVPs, and together they serve as the Executive Team.

The TAA is governed by 11 Board of Directors elected from the TAA's active membership, which is made up of up to 60 business leader members, who reside within the service areas of the TAA's two airports, Tucson International Airport (TUS) and Ryan Airfield (RYN). 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 TUS and general aviation reliever airport RYN. Day-to-day management of TUS and RYN is performed by a professional and highly skilled team with the responsibility to operate the airports 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 support approximately 42,000 direct and indirect jobs with an annual combined wage of approximately \$3 billion.

TUS is positioned eight miles south of Tucson's central business district, and is a commercial service airport serving a catchment area of more than 1.4 million residents living in southern Arizona and northern Sonora, Mexico. TUS will serve an estimated 4.1 million passengers in 2026. 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 Airlines, Southwest Airlines, Sun Country, United Airlines, SkyWest (MRO), Bombardier (MRO), Ascent (MRO), Mitsubishi Heavy Industries (MRO), RTX, Federal Express, and four Fixed Based Operators. TUS is also home to the Arizona Air National Guard 162nd Wing.

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 just under 4 million passengers annually.

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





Tucson Airport Authority (*continued*)

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 6 a.m. and 8 p.m. 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](#).



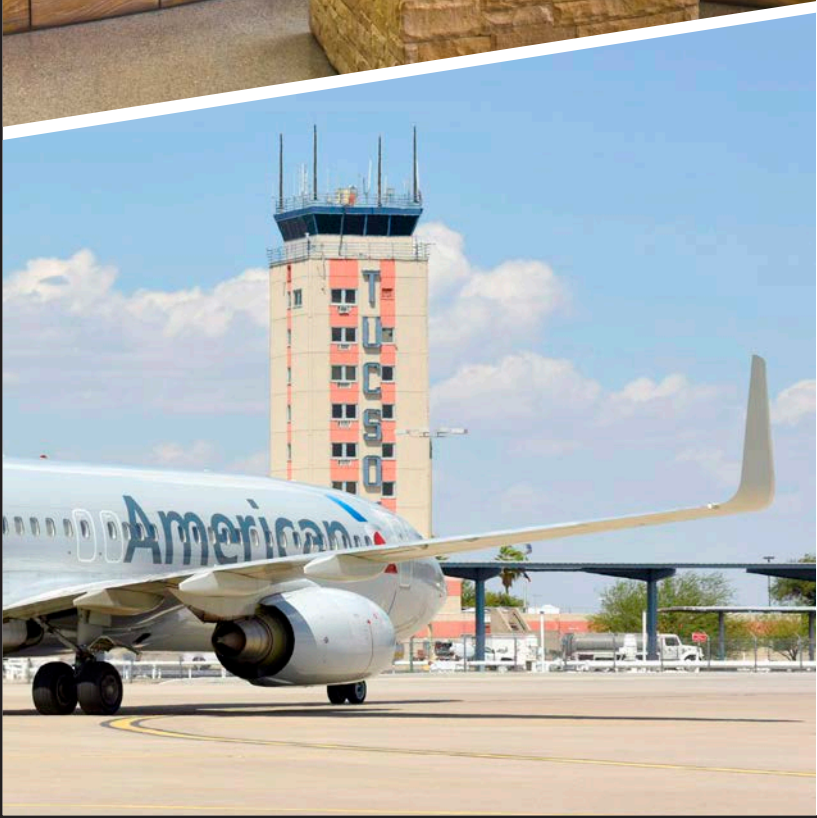
TUCSON
AIRPORT AUTHORITY
 TUCSON INTERNATIONAL AIRPORT • RYAN AIRFIELD

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 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.
- 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.
- TUS Master Planning process.
- TUS RAC conceptual planning.
- TUS Parking Master Planning.
- 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.

[Strategic Plan](#)

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.

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.

[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.

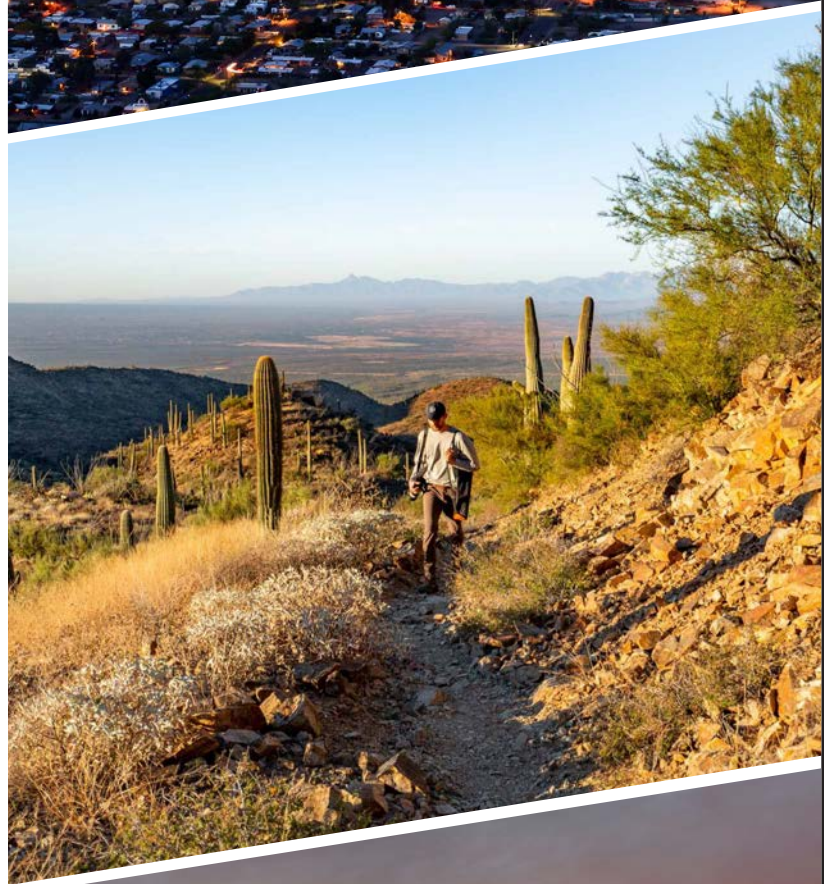
When you land at TUS or RYN you have arrived in the heart of the unique Sonoran Desert, the only place in the world that is the natural habitat of the iconic and majestic Saguaro cactus. With more than 350 days a year of sunshine, you can play in wide open spaces outdoors or relax in the casualness of 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 its 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 consistently ranked within various polls in the top 20 of biking cities in the U.S. 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.

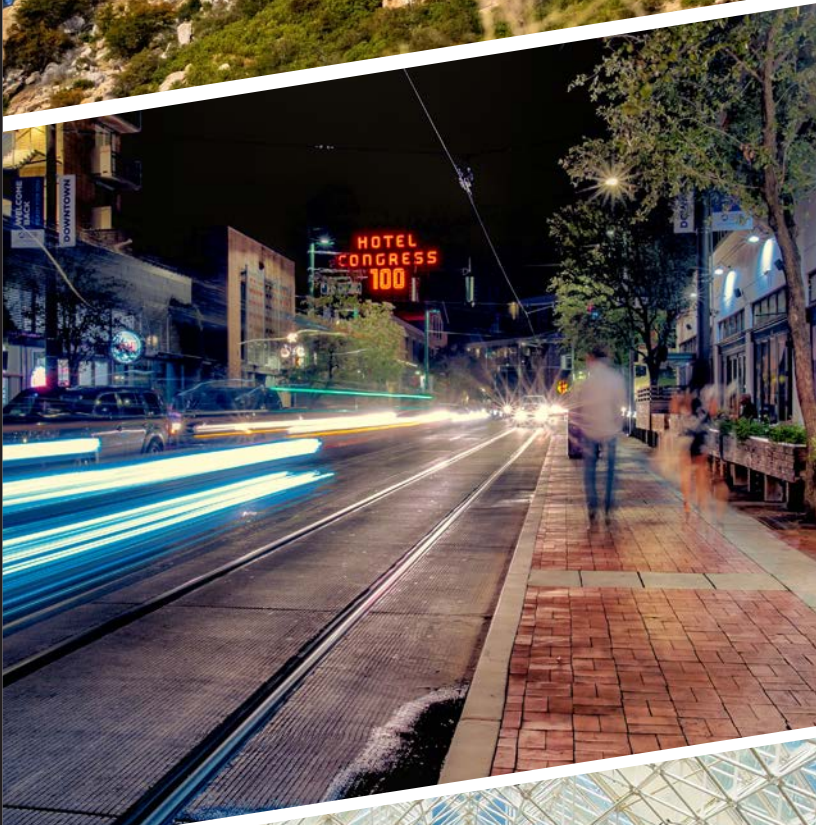
The cost of living in the Tucson region is five percent less than the national average, and it is considered one of the most affordable places to live in the Sunbelt. From affordability to climate to quality education, Tucson offers its residents so many reasons to enjoy living here.

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 the 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

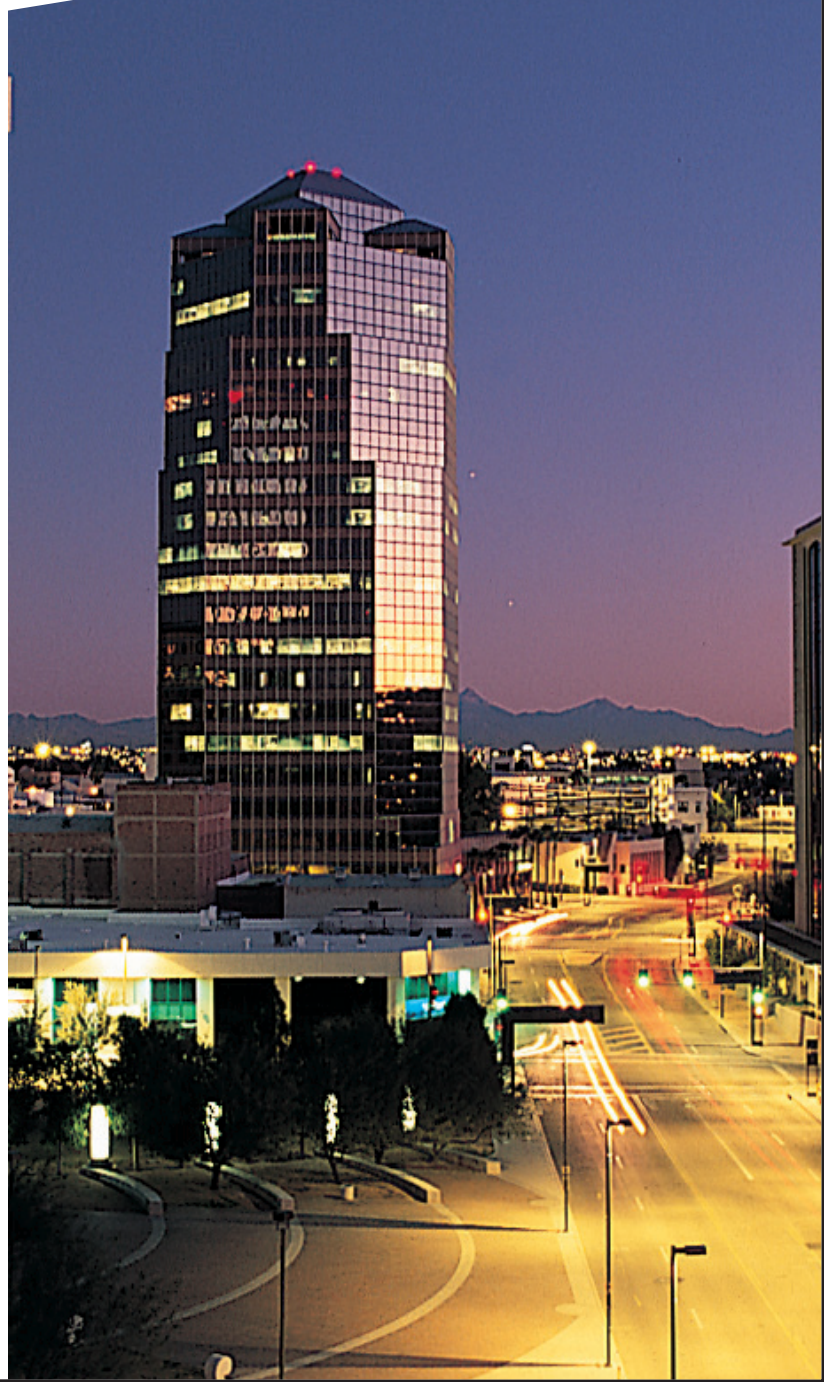
- 350+ days of sunshine per year
- 4 mountain ranges for jogging, rock climbing, horseback riding, stargazing and birdwatching
- 37,000 acres of parkland for hiking, camping, and exploring
- 40+ golf courses to test skills and relax the mind
- 800 miles of bike paths consistently place Tucson on the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

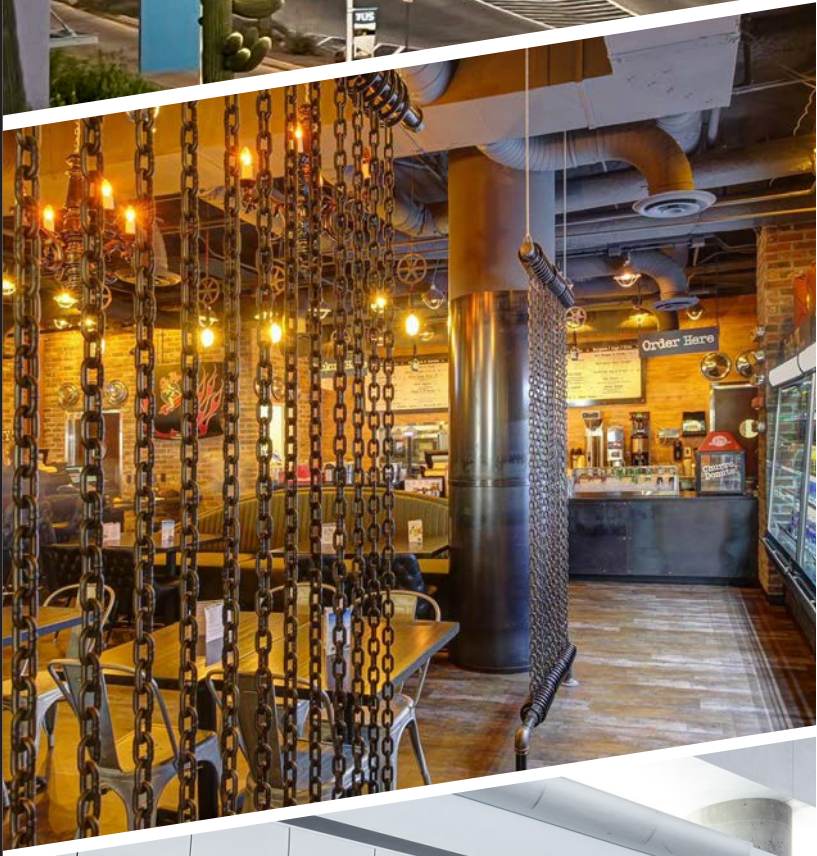
For detailed information about Tucson and all it has to offer as a destination, business advocate, and great place to live go to www.visittucson.org and www.thechambersoaz.com

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."





Position Overview

The **Deputy Chief Revenue Officer** reports to the Vice President/Chief Revenue Officer and serves as a key executive leader within the Tucson Airport Authority (TAA), providing strategic leadership for the Business and Commercial Development Division which supports revenue growth at TUS and RYN. This position oversees property and lease management, concessions, and ground transportation while supporting regional economic development initiatives that strengthen the airport system's long-term financial sustainability. Working closely with executive leadership, the Deputy Chief Revenue Officer advances TAA's strategic objectives by driving revenue growth, fostering strong tenant and stakeholder partnerships, and leading a high-performing team focused on commercial success and operational excellence.

About the Role

The Deputy Chief Revenue Officer provides strategic and operational leadership for a diverse commercial portfolio, balancing long-range business development with day-to-day oversight of airport revenue programs. The role collaborates across departments to align commercial initiatives with organizational goals while strengthening relationships with airlines, concessionaires, tenants, ground transportation providers, community partners, and regional stakeholders. The position leads negotiations for major commercial agreements, develops financial plans and revenue forecasting models, monitors key performance indicators, and evaluates market opportunities that enhance airport competitiveness. As a trusted advisor to the Vice President/Chief Revenue Officer, the Deputy Chief Revenue Officer also represents TAA in industry forums, supports executive decision-making, and helps position the airport system for sustained economic growth.

Key Responsibilities

- Lead business development strategies that diversify and grow airport revenue.
- Oversee property management, concessions, and ground transportation programs.
- Direct commercial relationships with airlines, tenants, concessionaires, and business partners.
- Negotiate leases, concession agreements, airline use agreements, and commercial contracts.
- Develop financial plans, revenue forecasts, performance dashboards, and key performance indicators.
- Represent TAA with community leaders, industry organizations, and external stakeholders.
- Partner across the organization to align commercial initiatives with strategic priorities.
- Mentor, develop, and evaluate staff while fostering a culture of accountability and continuous improvement.

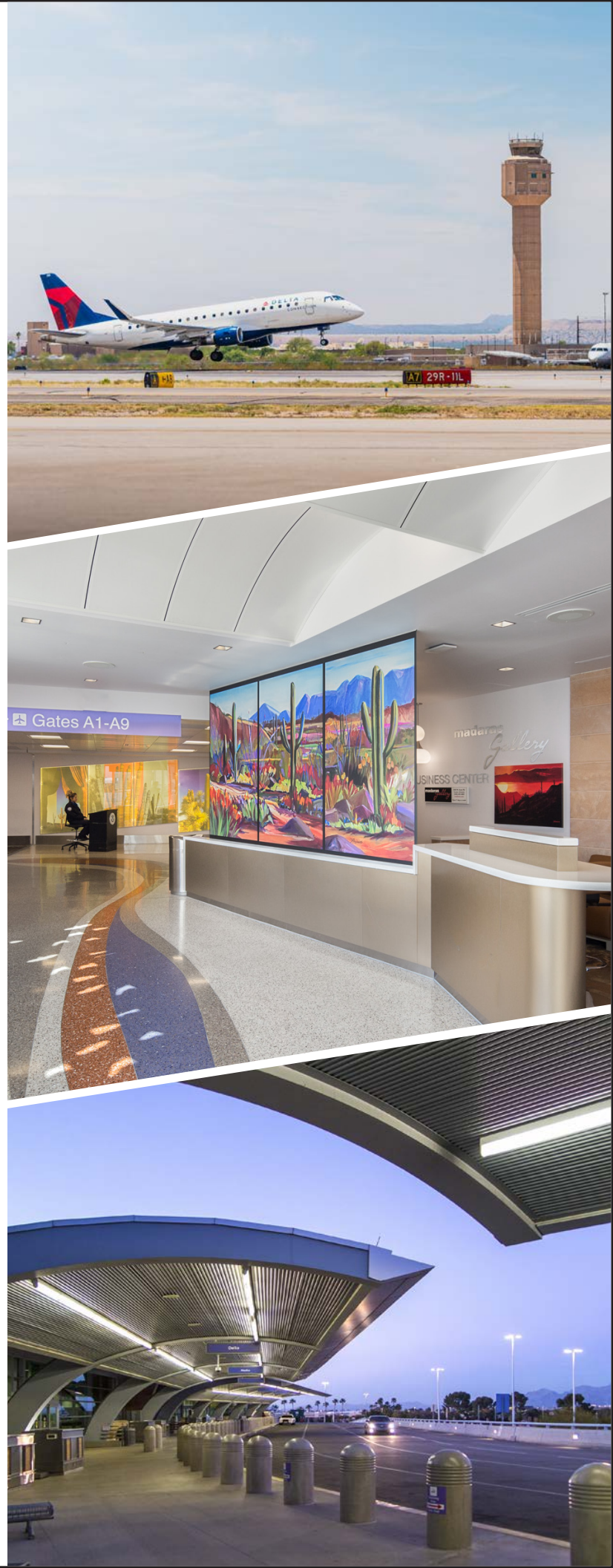
Leadership Qualities and Style

The ideal candidate is a strategic, collaborative leader who combines strong business acumen with exceptional relationship-building skills. They communicate effectively with executive leadership, governing boards, tenants, and community partners while inspiring confidence across diverse stakeholder groups. Success in this role requires sound judgment, curiosity, analytical thinking, and the ability to negotiate complex business agreements while balancing competing priorities. The Deputy Chief Revenue Officer embraces innovation, develops high-performing teams, and leads with integrity, accountability, and a commitment to advancing TAA's mission and long-term economic success.

Preferred Qualifications

- Bachelor's degree in Business Administration, Public Administration, or a related field.
- Eight years of progressively responsible experience in commercial real estate, land development, lease management, concessions, or ground transportation, preferably in an airport environment.
- Minimum of three years of leadership or supervisory experience.
- Experience at a FAR Part 139 commercial service airport is highly desirable.
- Professional certifications such as AAAE Certified Member (C.M.), CCIM, CPM, or similar credentials are preferred.
- Demonstrated expertise in strategic planning, executive communication, financial analysis, and commercial negotiations.

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





Salary and Compensation

The salary range for this position is \$127,920 - \$191,880. 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: October 4, 2026

The contacts for this search are:

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The Tucson Airport Authority is an equal-opportunity employer.

