

JAA
Jacksonville
Aviation
Authority

Jacksonville Aviation Authority invites applications for

Vice President, Human Resources

Jacksonville International Airport (JAX) • Cecil Airport & Spaceport (VQQ)
Jacksonville Executive at Craig Airport (CRG) • Herlong Recreational Airport (HEG)

Jacksonville, Florida

Executive Search Services Provided By ADK Consulting & Executive Search





Jacksonville Aviation Authority

The Jacksonville Aviation Authority owns and manages the Jacksonville Airport System. The Jacksonville Airport System is a diversified airport system that serves the commercial, business, and recreational aviation needs of the City of Jacksonville, Northeast Florida, and Southeast Georgia.

Our goal is to be an airport system that is financially sound and self-supporting, operated in a safe, secure, efficient, and environmentally responsive manner.

The Jacksonville Aviation Authority (JAA), a body politic and corporate created as an agency and political subdivision of the State of Florida as set forth as Laws of Fla., Ch. 2004-464, having its principal place of business and main address at 14201 Pecan Park Rd., Jacksonville, Florida 32218. The Authority operates primarily as a landlord, managing the upkeep, improvement, and expansion of its facilities while coordinating their use by private companies.

JAA owns the runways, hangars, passenger terminal building, airport grounds, and roadway connections to the public highway system. The Authority provides and maintains the terminals and their equipment while managing the overall use of the facilities at all of its airports.

Mission Statement
The mission of the Jacksonville Aviation Authority is to manage, operate, maintain, and develop an airport system that exceeds the aviation needs of the City of Jacksonville, Northeast Florida, and Southeast Georgia.

Vision Statement
The vision of the Jacksonville Aviation Authority is to enhance JAA's standing as a premier economic engine for the City of Jacksonville and the Northeast Florida region.

JAX Jacksonville International Airport

Cecil Cecil Airport

JAXEX Jacksonville Executive Airport

Herlong Herlong Recreational Airport



The Airports

Jacksonville International Airport (JAX)
Jacksonville International Airport (JAX) is the commercial service airport within the Jacksonville Aviation Authority (JAA) airport system and serves as the primary gateway for Northeast Florida and Southeast Georgia. Conveniently located in north Jacksonville near the intersections of Interstates 95 and 295, JAX provides easy access to downtown Jacksonville, the Port of Jacksonville, and the region's growing business centers.

JAX welcomed a record-breaking 7.6 million passengers in 2024, making it the busiest year in the airport's history. Continued passenger growth has prompted significant capital improvements, including the construction of a new six-gate Concourse B, an additional parking garage with approximately 2,000 spaces, and expanded passenger amenities designed to support the airport's long-term growth. The airport also offers extensive opportunities for aeronautical and commercial development, including more than 1,000 acres available for aviation-related uses and more than 3,000 acres for commercial development.

Cecil Airport & Spaceport (VQQ)
Located approximately 15 miles west of downtown Jacksonville, Cecil Airport & Spaceport (VQQ) is one of the nation's premier centers for aviation, aerospace, and industrial development. The airport features four runways, including one measuring 12,500 feet, one of the longest runways in Florida, making it ideally suited for maintenance, repair and overhaul (MRO), military, cargo, corporate aviation, and aerospace operations.

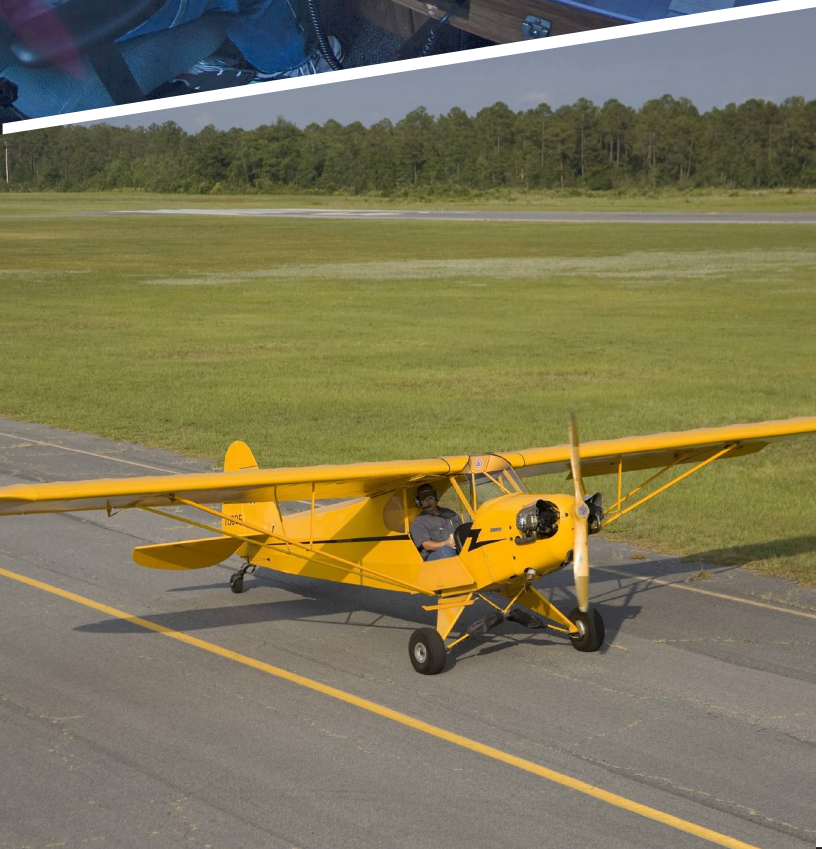
Since assuming control of the former Naval Air Station, the Jacksonville Aviation Authority has transformed Cecil into a thriving aviation and industrial campus that generates in excess of $3 billion in economic impact for the Northeast Florida region. Today, more than 4,000 people work at Cecil Airport and the adjacent Cecil Commerce Center. The airport offers more than 1,200











The Airports *(continued)*

acres of development land, including one of the few aviation megasites in the United States, and is home to the first FAA-licensed horizontal launch commercial spaceport on the East Coast and the eighth licensed commercial spaceport in the nation. Strategically positioned near major interstate highways, rail corridors, deep-water port facilities, and Jacksonville International Airport, Cecil continues to attract aerospace and advanced manufacturing investment.

Jacksonville Executive at Craig Airport (CRG)
Jacksonville Executive at Craig Airport (CRG), branded as JAXEX, is centrally located between downtown Jacksonville and the Atlantic beaches, making it a preferred airport for corporate aviation, charter operations, and flight training. The airport is served by two full-service fixed base operators that support a wide range of general aviation activities.

JAXEX offers hangar and office facilities, more than 150 acres available for future aeronautical and commercial development, and convenient access to Jacksonville's business districts. The airport also features the Arnold Palmer-designed Blue Sky Golf Club, providing a unique amenity within the airport environment.

Herlong Recreational Airport (HEG)
Herlong Recreational Airport (HEG) is Jacksonville's primary airport for recreational and sport aviation. Located approximately 11 miles southwest of downtown Jacksonville, the airport encompasses approximately 1,434 acres and supports a diverse mix of aviation activities, including flight training, skydiving, glider operations, helicopters, experimental aircraft, corporate aircraft, and recreational flying.

The Jacksonville Aviation Authority serves as the airport's fixed base operator, providing hangar space, tie-downs, fueling, and pilot facilities. By accommodating recreational and sport aviation activities, Herlong plays an important role in supporting the overall efficiency of the Jacksonville airport system while providing a welcoming environment for the region's aviation community.



The Community

Jacksonville, Florida, is the largest city by land area in the contiguous United States and one of the Southeast's fastest-growing metropolitan regions. Home to more than one million residents, Jacksonville offers the amenities of a major metropolitan area while maintaining the relaxed lifestyle and natural beauty of Florida's First Coast. Its strategic location, diverse economy, outstanding quality of life, and year-round outdoor recreation make Jacksonville an exceptional place to live, work, and build a career.

Located where the St. Johns River meets the Atlantic Ocean, Jacksonville serves as Northeast Florida's economic and transportation hub. The city benefits from a business-friendly climate, a relatively affordable cost of living compared to many large metropolitan areas, and an extensive multimodal transportation network that includes an international airport, a deep-water seaport, interstate highways, and freight rail service. These advantages continue to attract new businesses, investment, and residents to the region.

Economy
Jacksonville is home to a diverse economy anchored by logistics and distribution, financial services, healthcare, advanced manufacturing, defense, technology, and tourism. The city's strategic location and transportation infrastructure have made it one of the nation's leading logistics and distribution centers, while numerous Fortune 500 and Fortune 1000 companies maintain significant operations throughout the region. Continued public and private investment has strengthened Jacksonville's position as one of Florida's premier business destinations.











The Community *(continued)*

Arts & Culture
Jacksonville's arts and cultural scene continues to flourish through world-class museums, performing arts venues, festivals, and public art. Residents enjoy performances by the Jacksonville Symphony, Broadway productions at the Jacksonville Center for the Performing Arts, concerts at Daily's Place and the historic Florida Theatre, and exhibits at the Cummer Museum of Art & Gardens, and the Museum of Contemporary Art Jacksonville (MOCA). Signature events, including the Jacksonville Jazz Festival, World of Nations Celebration, and monthly Downtown Art Walks, contribute to the city's vibrant cultural identity.

Parks & Outdoor Recreation
Outdoor recreation is central to Jacksonville's quality of life. The city boasts the largest urban park system in the nation, encompassing approximately 80,000 acres of parkland, including more than 400 city parks, seven state parks, two national park sites, and the Jacksonville Arboretum & Botanical Gardens. Residents enjoy boating, fishing, kayaking, paddleboarding, hiking, cycling, golf, and countless other outdoor activities throughout the year thanks to the region's mild climate and abundant natural resources.

Beaches & Waterfront
Jacksonville offers 22 miles of Atlantic Ocean beaches and an extensive network of waterways centered around the St. Johns River. Jacksonville Beach, Neptune Beach, Atlantic Beach, and nearby Amelia Island provide residents with outstanding opportunities for surfing, boating, fishing, waterfront dining, and coastal recreation. More than three miles of public riverfront in Downtown Jacksonville continue to be enhanced through parks, trails, entertainment venues, and mixed-use development.



The Community *(continued)*

Sports & Entertainment
Sports enthusiasts enjoy year-round opportunities to cheer on professional and collegiate teams. Jacksonville is home to the NFL's Jacksonville Jaguars and hosts numerous major sporting events throughout the year, including PGA TOUR tournaments, collegiate football, marathons, and other regional and national competitions. Combined with an expanding restaurant scene, live entertainment districts, breweries, and waterfront destinations, Jacksonville offers an active lifestyle for residents of all ages.

A Community on the Rise
Jacksonville continues to experience sustained population and economic growth while maintaining the welcoming character that defines Northeast Florida. With a strong economy, diverse neighborhoods, exceptional recreational opportunities, nationally recognized cultural amenities, and continued investment in infrastructure and quality-of-life initiatives, Jacksonville provides an outstanding environment for professionals and families seeking both career opportunity and an exceptional place to call home.









Position Overview

The Vice President, Human Resources leads the human resources function for the Jacksonville Aviation Authority, developing and implementing centralized HR strategies across the entire Jacksonville Airport System. Reporting to the Chief Compliance Officer, the Vice President ensures that talent, compensation, benefits, employee relations, and labor relations programs align with business operations and organizational objectives. This executive-level position leads the HR team, represents JAA on HR matters with service providers, bargaining units, and legal and regulatory agencies, and advances the Authority's Cornerstone of Culture, "One Team, One Direction," through leadership grounded in Fairness, Accountability, Integrity and Respect (F.A.I.R.).

Key Responsibilities

- Develop and implement HR strategies and goals aligned with JAA's operations and organizational objectives.
- Lead talent acquisition, benefits, performance management, training, succession planning, and employee engagement.
- Oversee employee relations and ensure compliance with bargaining unit contracts and JAA policy.
- Advise management on labor relations and support union contract negotiations and interpretation.
- Implement a balanced, legally compliant, and competitive compensation strategy.
- Ensure compliance with employment law, EEO, workers' compensation, and employee safety requirements.
- Develop and manage the HR budget, systems, technology, and department performance metrics.
- Lead, coach, and evaluate HR staff, setting priorities and delegating to drive results.



Leadership Qualities and Style

The successful candidate is a strategic, trusted leader who earns the respect of senior leaders, peers, and employees and influences decisions with sound judgment and facts. They communicate clearly and candidly, provide constructive feedback, and remain composed in difficult conversations. This individual works collaboratively with diverse personalities and employee populations, exercises discretion in sensitive situations, and thrives in a dynamic, ever-changing environment. A creative, results-driven approach to process improvement and a commitment to JAA's F.A.I.R. principles are essential to success in this role.

Required Qualifications

- Bachelor's degree in Human Resource Management, Business, Public Administration, or a closely related field.
- Ten years of human resources experience, including at least five years in a management or leadership role.
- PHR or SHRM-CP certification, or the ability to obtain certification within one year of employment.
- Ability to obtain and maintain a Security Identification Display Area (SIDA) badge.
- Florida Class E driver's license may be required and must be maintained.











Preferred Qualifications

- Public sector experience.
- Certified Labor Professional (CLP) certification.
- Certified Compensation Professional (CCP) certification.
- SHRM-SCP or SPHR certification preferred.
- Master's degree in Human Resource Management, Organizational Development, Business, or Public Administration.

For the full job description, click here.

Salary and Benefits

Salary is dependent on qualifications and will be based upon the knowledge and experience of the individual selected. The annual salary range for this position is $149,688.68 - $194,595.28 and is accompanied by a competitive benefits package.

How To Apply

To apply online, click here.

Deadline for applications: December 13, 2026

The contacts for this search are:

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

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