**The Metropolitan Nashville Airport Authority Invites Applications For**

**Assistant Vice President, Human Resources**

The Metropolitan Nashville Airport Authority (MNAA) is seeking an Assistant Vice President, Human Resources. This is a highly visible position, responsible for developing, implementing and directing human resources and programs for Metropolitan Nashville Airport Authority employees. This includes managing professional and administrative staff engaged in performance management, talent development, and time and attendance activities. The AVP participates in the development of plans and programs including recruitment and retention, employee relations, affirmative action, sexual harassment, employee complaints, and career development. The AVP develops and implements programs and strategies to identify talent within and outside of the organization. The AVP develops competitive compensation and benefits programs that motivate, incentivize, and rewards to attract and retain employees. The AVP provides advice on the impact of organizational plans and programs on employees and develop human resource planning models that identify competencies, knowledge, and talent gaps.

**The Ideal Candidate**

The Ideal Candidate for this position will have a bachelor’s degree in human resources management or a related field and at least 7 – 10 years’ related experience, including supervisory experience to include work planning, evaluation, and training. A Master’s Degree and possession of SCP certification from the Society of Human Resource Management (SHRM) is preferred. The AVP must possess knowledge of federal, state and local human resources laws and regulations such as those promulgated by the US EEOC (i.e., Americans with Disabilities Act, Title VII of the Civil Rights Act, Americans with Disabilities Act, etc.). The AVP must also have command of the principles and practices associated with recruitment, sourcing, selection, training, compensation and benefits, labor relations and negotiation, as well as personnel information systems and state and federal Occupational Safety and Health Administration (OSHA) regulations. The successful candidate will be an analytical thinker with the ability to communicate effectively with all stakeholders, both internal and external. The AVP must be able to obtain and maintain a Security Identification Display Area (SIDA) badge. The AVP must also possess or be able to obtain a state of Tennessee driver’s license.

**Salary & Benefits**

The starting salary range for the position is $143,000 - $189,000. An exceptional candidate may be eligible to receive a starting salary slightly above the range with approvals. In addition to the base salary, the incumbent is eligible for potential discretionary bonus, based on personal and organizational performance. MNAA provides a very attractive and robust benefit package. For instructions on how to apply, please [**click here**](https://adkexecutivesearch.com/wp-content/uploads/2022/12/Assistant-Vice-President-Human-Resources.pdf) to see the recruitment brochure, or visit the searches tab at [www.adkexecutivesearch.com](http://www.adkexecutivesearch.com).

**Filing Deadline: February 12, 2023**