

RALEIGH-DURHAM INTERNATIONAL AIRPORT

Invites Your Interest in the Position of

VICE PRESIDENT OF PUBLIC SAFETY





The [Raleigh-Durham International Airport](#) (RDU), a growing and forward-thinking airport serving one of the nation's most dynamic regions, is seeking a strategic and proactive leader to serve as its next Vice President of Public Safety. The Vice President provides executive leadership for the airport's comprehensive public safety program, overseeing law enforcement, aircraft rescue and firefighting, airport security & traffic control, emergency operations, and communications within a complex 24/7/365 aviation environment.

Reporting to the Senior Vice President and Chief Operating Officer, the Vice President ensures operational readiness, regulatory compliance, and coordinated safety and security responses, promoting professionalism, accountability, and ongoing improvement. This position offers the opportunity to shape strategy, strengthen partnerships, and guide multidisciplinary teams in maintaining a safe, secure, and resilient airport system.



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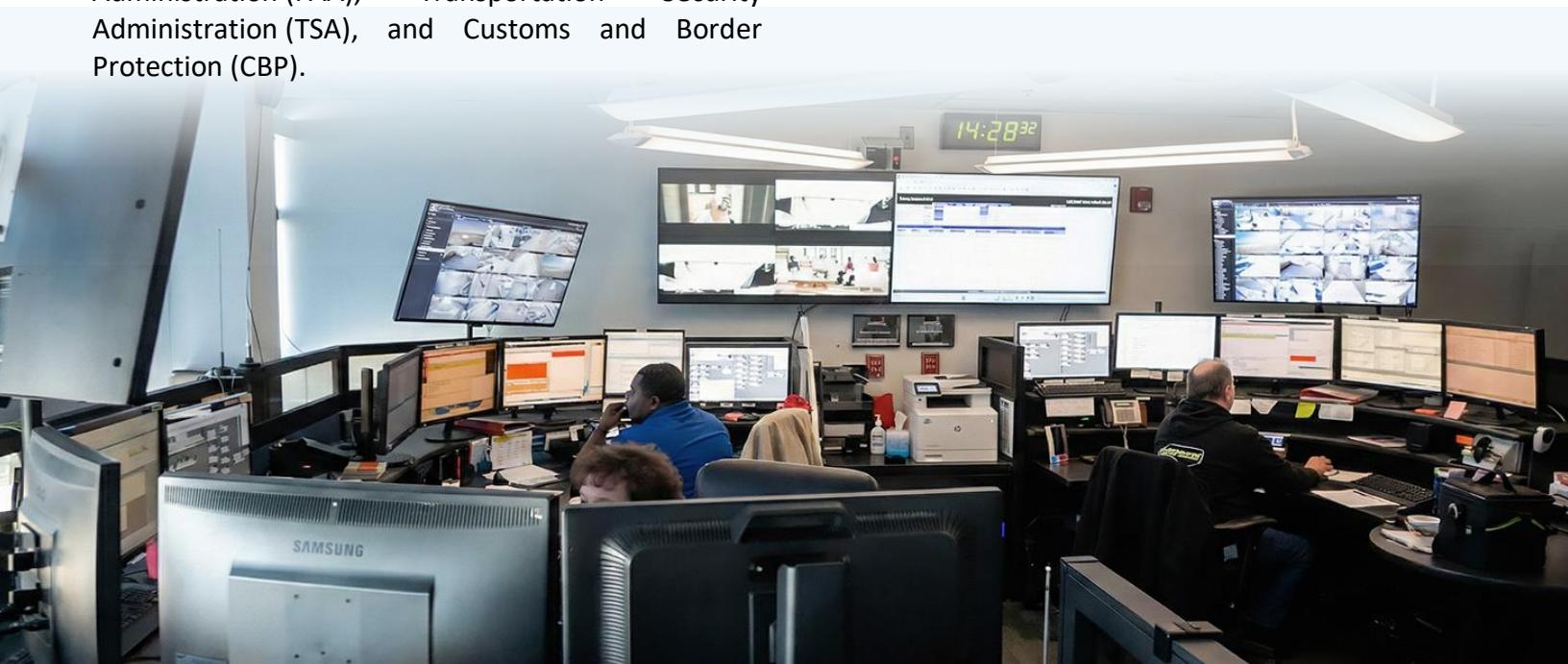
About the Organization:

The Raleigh-Durham International Airport is governed by the Raleigh-Durham Airport Authority, an eight-member board. The Airport Authority was established by the N.C. General Assembly in 1939. The cities of Durham and Raleigh, along with Durham and Wake counties, each appoint two members to the board. The Airport Authority operates much like a small city, and is similarly classified as such, due, in part, to the fact that it has its own law enforcement and fire departments. The Authority employs 463 full-time and 35 part-time staff. The campus hosts approximately 5,000 badge-holding employees who work for vendor partners (e.g., food/beverage/retail concessionaires, airlines, rental car companies, as well as a variety of janitorial, maintenance, and engineering/architectural contractors).

Served by 19 airlines, RDU offers flights to over 80 nonstop destinations across the United States, Canada, Mexico, Europe, and the Caribbean. Major carriers are American Airlines, Delta Air Lines, Southwest Airlines, United Airlines, and newer entrants like Breeze Airways. As RDU welcomes more guests, adds new airlines, and increases the number of destinations it serves, capacity-related enhancements that will allow the airport to prepare for growth are underway. Vision 2040 is the long-range roadmap the Raleigh-Durham Airport Authority follows when making decisions about major campus construction projects. Vision 2040 calls for RDU to preserve existing infrastructure while planning for the future. Key highlights include the construction of a new 10,000-foot runway, capacity-driven terminal modifications and expansion, ground transportation, parking, roadway construction, and general aviation facilities. Details on the expansion are here: <https://www.rdu.com/vision2040/>. The Authority works closely with a number of federal agencies that have a presence at Raleigh-Durham International Airport, including the Federal Aviation Administration (FAA), Transportation Security Administration (TSA), and Customs and Border Protection (CBP).



Watch [Vision 2040](#), a 2-minute video detailing the long-range roadmap RDU is following to prepare the airport for the growing demand as it welcomes more guests, adds new airlines and increases the number of destinations.



About the Department and Position:

Raleigh-Durham International Airport's Public Safety Department delivers integrated safety, security, and emergency response services essential to the airport's continuous operations. The Public Safety Department includes airport law enforcement, Aircraft Rescue and Firefighting (ARFF), airport security officers, emergency management, and the Airport Communications Center. The Public Safety Department works in close coordination with federal partners, including the Federal Aviation Administration (FAA), Transportation Security Administration (TSA), United States Secret Service (USSS), Federal Bureau of Investigation (FBI) and U.S. Customs and Border Protection (CBP), as well as state and local agencies, to support regulatory compliance, operational readiness, and coordinated response capabilities within a complex and growing aviation environment.

The **Vice President** provides executive leadership for the airport's public safety operations, advancing the organization's mission, vision, and core values while ensuring safe, secure, and resilient airport operations. The **Vice President** shapes strategic direction and guides the development, implementation, and continuous improvement of operational plans, policies, and programs that enhance effectiveness across public safety functions. Specific responsibilities include setting operational priorities, allocating resources, overseeing budgeting processes, preparing reports and recommendations for executive leadership, and ensuring compliance with applicable regulations and sound business practices. The **Vice President** regularly coordinates with airline leadership, tenants, federal partners, local agencies, and other stakeholders to support safe and efficient airport operations.

Overseeing a workforce of more than 150 employees, the **Vice President** directly supervises three senior leaders—the Police Chief, Fire Chief, and Director of Emergency Operations/Communications Center—and provides strategic oversight across these operational areas. Because public safety is critical to airport operations, this position is designated as Essential, and the **Vice President** is required to be onsite during airport incidents, such as emergencies or severe weather events.

Additionally, the **Vice President** establishes policies and standards, oversees performance, and provides leadership during significant incidents or emergencies when executive direction is required.

Key Position Priorities include, but are not limited to:

- Develop a comprehensive Public Safety Strategic Plan by assessing current risks, clarifying shared priorities, and aligning it with the Authority's vision to guide future public safety initiatives.
- Strengthen collaboration by breaking down operational silos and expanding joint training, coordinated planning, and cross-functional engagement among Police/Fire/EM teams and organizational partners.
- Evaluate and align resource allocation, operational processes, and service delivery models to support airport growth while maintaining readiness, standardization, and effectiveness.
- Advance emergency management integration and enhance Airport Communications Center capabilities to improve preparedness, resilience, and coordinated response.
- Establish leadership presence through relationship-building, organizational assessment, and implementation of a structured 30-, 60-, and 90-day transition approach that positions the role for long-term success.



Required Qualifications:

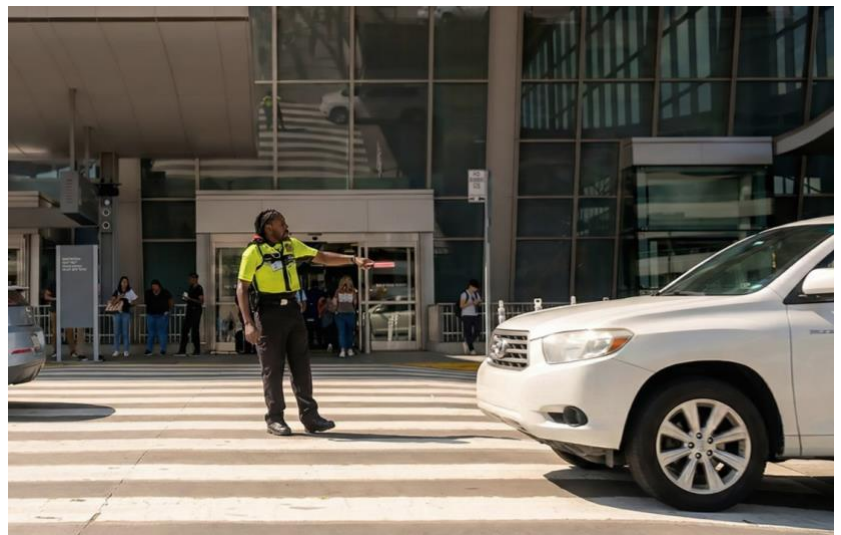
- Bachelor's degree in aviation/airport management, emergency management, business, engineering, or a closely related field.
- At least 10 years of management experience at a Part 139 certificated airport focusing on managing law enforcement, emergency response, emergency operations, security, and/or public safety.
- 3 or more years' experience as a Fire Chief, Police Chief, or higher level in airport management at a commercial service airport involving public safety and security.
- Valid NC Driver's License.

Preferred Qualifications:

- Master's degree
- Airport Certified Member
- Accredited Airport Executive
- National Incident Management System (NIMS) / Incident Command System (ICS) – minimum ICS100, 200, 300, 400
- Airport Safety and Operations Specialist (Basic and Advanced)
- Airport Security Coordinator Certification
- Experience developing and implementing large operational budgets.



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The Successful Candidate:

- Demonstrates leadership experience in large-scale emergency response, crisis management, and interagency coordination;
- Brings experience developing and implementing large operational budgets to balance fiscal responsibility with operational needs, strategic priorities, and long-term organizational sustainability;
- Provides a big picture perspective, aligning public safety strategy with organizational priorities, airport growth, and evolving operational demands;
- Has the ability to read the room, navigating organizational dynamics, stakeholder expectations, and sensitive situations with sound judgment and awareness;
- Leads confidently during critical incidents, maintaining composure, clarity, and effective decision-making under pressure;
- Cultivates a supportive team environment, demonstrating empathy, active listening, and respect for diverse perspectives to strengthen morale and engagement.
- Inspires and empowers staff through mentorship, clear communication, and recognition of contributions, fostering trust and a culture of collaboration and professional growth.
- Builds strong relationships with mutual aid partners, municipal leaders, airline stakeholders, and regional, state, and federal agencies to strengthen collaboration and coordinated outcomes;
- Communicates effectively across operational and executive levels, translating situational information into clear expectations, priorities, and direction;
- Exercises independent judgment and initiative while operating within a high-visibility executive leadership role;
- Fosters accountability and performance excellence while maintaining organizational stability and professional standards;
- Evaluates complex environments holistically, identifying opportunities to enhance readiness, coordination, and organizational effectiveness;
- Serves as a key stakeholder in major capital initiatives, including active engagement in the planning and development of a new fire station and related public safety infrastructure; and,
- Supports collaboration across the broader RDU organization, encouraging unified approaches to safety, security, and emergency management.

Salary and Benefits:

The hiring range is \$160,000 – 200,000 with a full range of \$160,000-300,000. Salaries are determined through a compensation calculation that evaluates experience and credentials for all positions. The Raleigh-Durham Airport Authority provides an [excellent benefits package](#).



About the Community:

The Raleigh-Durham International Airport is located at the western edge of Wake County, midway between the cities of Durham and Raleigh in North Carolina. Wake County is home to 11 municipalities, including the capital city of Raleigh. Accessed by I-40 and four major U.S. highways, Wake County is the most populous county in the state with a population of 1.2 million and growing. Consistently rated as one of the best places to live and work in America, Wake County offers 11 principal colleges and universities, including NC State University. Wake County is also the center of state government, with the Capitol Building, legislature, and many government offices located in the City of Raleigh.

Known as the City of Oaks, Raleigh has received numerous awards recognizing its excellence economically, culturally and environmentally. In 2025, the Milken Institute ranked Raleigh the #1 Best-Performing Large City in the U.S., citing its strong job growth and tech sector performance. U.S. News, WalletHub, and other national outlets have consistently named Raleigh a top city for real estate, remote workers, veterans, and college students, while also ranking it among the best places to live in America. Additionally, Raleigh has received accolades in environmental leadership, including Smart Cities awards and recognition for its urban agriculture and climate initiatives. Culturally, Raleigh's vibrant arts scene and food culture have earned praise from *Southern Living*, *Travel + Leisure*, and AAA, with local chefs, such as Ashley Christensen, and venues frequently receiving national attention.



A bustling and growing airport, RDU is served by 19 airlines and offers flights to over 80 nonstop destinations across the United States, Canada, Mexico, Europe, and the Caribbean.



Downtown Raleigh skyline
visitraleigh.com



Raleigh has more than 9,000 acres of parkland and almost 1,300 acres of water, offering recreational activities year-round. A nationally acclaimed greenway system spans more than 180 miles, providing walking, jogging and hiking trails that connect many of the City of Raleigh's 200+ parks and Town of Cary's 30+ parks. [Dorothea Dix Park](#), commonly known as Dix Park, is Raleigh's premier urban oasis—a sprawling 308-acre landscape featuring rolling meadows, mature oak groves, and panoramic skyline views right on the edge of downtown. Highlights include the Southeast's largest adventure playground—the newly opened Gipson Play Plaza with climbing towers, a sensory maze, water features, and picnic groves—and sprawling open fields perfect for picnics, drones, disc golf, dog walking, and sunset strolls.

The NHL Carolina Hurricanes, Carolina Mudcats Low-A Baseball, NC FC Men's and NC Courage Women's pro soccer teams attract visitors throughout the year and serve as an entertainment hub for community members and visitors alike. Raleigh's cultural scene includes renowned institutions like the NC Opera, NC Symphony, and Carolina Ballet, in addition to three major state museums that showcase the city's rich heritage in arts, history, and natural sciences.



Towering above museum visitors, the skeleton of [Acrocanthosaurus](#)—known as the 'Terror of the South'—dominates the dinosaur gallery at the [NC Museum of Natural Sciences](#) in Raleigh (above). The sunflower field at Dix Park in Raleigh (below) provides a stunning backdrop for photos, making it a must-visit spot within the park's 308 acres.



Neighboring Durham County, with a population of 326,000 and located in the Research Triangle Region of North Carolina, is home to [Research Triangle Park](#) and is one of the most economically competitive regions in the world. Research and development from many private and federal labs have fueled business and economic growth in Durham County and has made the region a world leader in life sciences, information technology, and clean technology. Consistently ranked among the top places to live, work, and play, Durham is a magnet for talent, which helps attract innovative companies working in high-growth industries. Also called the “City of Medicine,” Durham has long been known for world-class medical facilities, including top-ranked Duke University Medical Center, and an industry-leading pharmaceutical sector. The healthcare industry in Durham County includes more than 300 medical and health-related companies and medical practices with a combined payroll that exceeds \$1.2 billion annually. More recently, Durham County has become a hotspot for entrepreneurs and high-tech startups, propelled by the launch of American Underground, a startup incubator and accelerator.

Durham boasts a premier performing arts center and the Durham Bulls AAA baseball team. In addition to Duke University, Durham is home to North Carolina Central University, the nation’s first public Historically Black College and University, now a major center for biotech and bio-manufacturing R&D, and Durham Technical Community College, a key partner in preparing a competitive workforce. Private investment flourishes, redeveloping former tobacco and textile warehouses and historic buildings into mixed-use developments filled with trendy housing options, restaurants, artist studios, retail spaces, and small businesses. Research Triangle Park (RTP), located just 6.5 miles from the RDU Airport, is a 7,000-acre special county research and production district encompassed on three sides by the city of Durham, with a portion in Wake County, and served by a Durham postal substation. RTP houses more than 170 major research companies employing 39,000 full-time employees and 10,000 contract workers.



The AAA Durham Bulls baseball team attracts fans from all over the state.



Durham is renowned for its world-class medical facilities.



Downtown Durham bustles with diverse restaurants, breweries and small businesses.



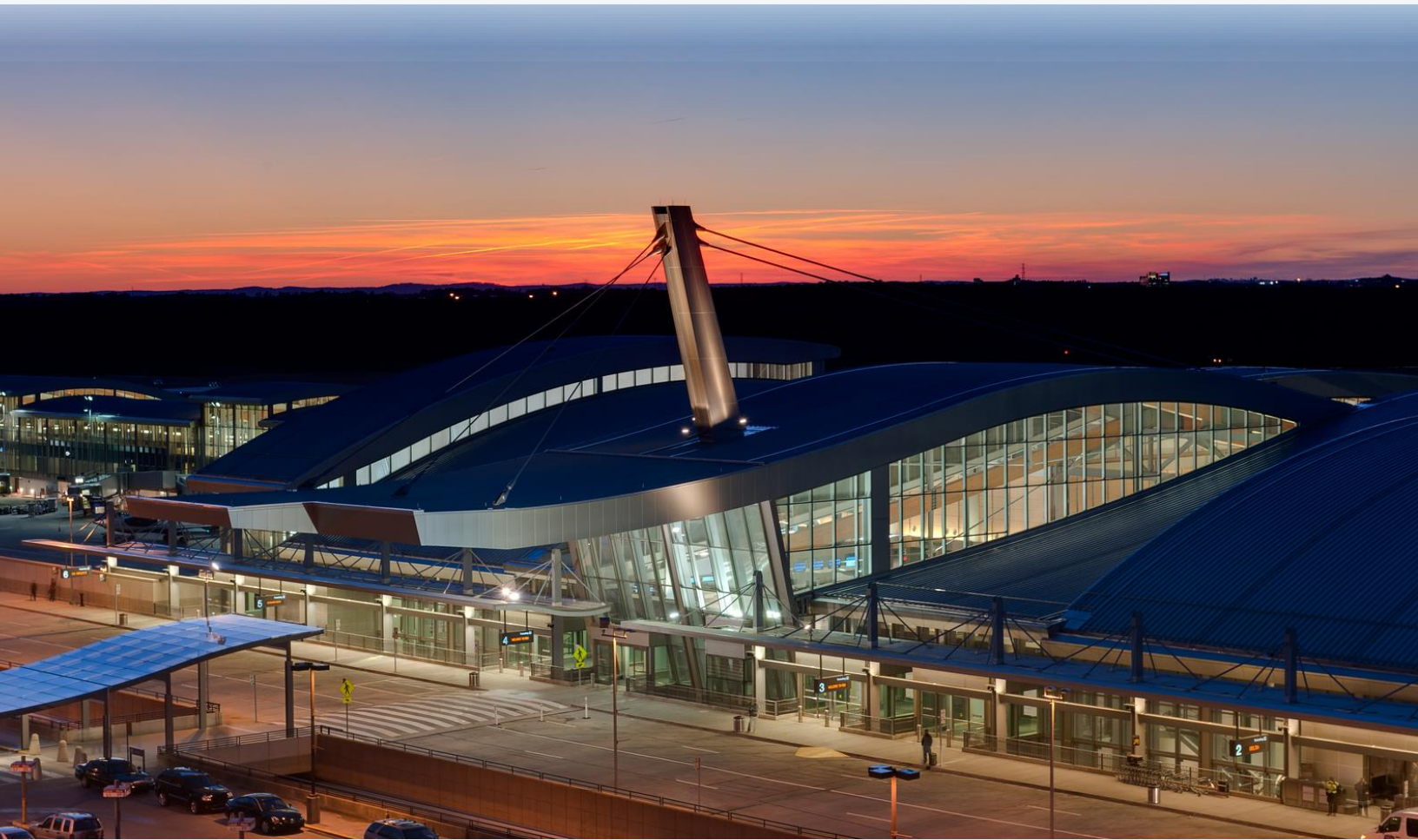
The Durham Performing Arts Center, known as the DPAC, is the largest performing arts center in the Carolinas.

To Apply:

Please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Vice President of Public Safety – Raleigh-Durham Airport Authority** title.

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the organization's employment application portal, nor any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply by **March 8, 2026**.
- The Selection Committee will invite successful semi-finalists to participate in virtual interviews and skill evaluation on **April 7-8, 2026**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate. Final interviews with semi-finalists will be on-site following the virtual assessment at a mutually convenient time.
- Final round interviews will be conducted April 27-30, 2026
- Direct inquiries to: hiring@developmentalassociates.com.

The Raleigh-Durham Airport Authority is an Equal Opportunity Employer and welcomes all applicants.



Developmental Associates, LLC manages the recruitment and selection process for this position. To learn more about our selection process, visit <https://developmentalassociates.com/client-openings/>, select "Client Openings," and scroll down to "Important Information for Applicants."