



Recruitment Profile

# Airport Director

JOB LOCATION

Brownsville, TX



# The Community

## The Region

The Brownsville South Padre Island International Airport serves as a strategic gateway to the Rio Grande Valley (RGV)—one of the fastest-growing and most culturally unique regions in the United States. Situated at the southernmost tip of Texas, the RGV blends rich history, a thriving binational economy, and a diverse population that fuels innovation and cross-cultural exchange.

The region's proximity to Matamoros, Mexico, creates a dynamic international corridor where commerce, tourism, education, and family ties transcend borders. This distinctive environment shapes a global-minded workforce and creates unparalleled opportunities for aviation, logistics, manufacturing, and spaceflight activity.

## The Rio Grande Valley offers

- A rapidly expanding economy driven by trade, aerospace, healthcare, education, and advanced manufacturing
- Year-round warm weather and access to coastal and ecological attractions
- A multicultural lifestyle rooted in heritage, community, and cross-border relationships
- Competitive cost of living and exceptional quality of life

For leaders seeking impact, the RGV is a place where innovation meets tradition—and where the airport plays a central role in regional growth.

## City of Brownsville

Brownsville offers a lifestyle unlike anywhere else in the country—a blend of binational cultural richness, warm climate, strong family values, and abundant natural beauty. As the 18th-largest city in Texas, Brownsville is also recognized among the Top 5 Best Places to Live for Quality of Life and consistently ranks as one of the Top 10 Safest Cities in Texas.



# The Community

## Residents Enjoy

- Proximity to South Padre Island’s world-class beaches, renowned for fishing, watersports, and ecological tourism
- A vibrant arts, cultural, and culinary scene
- A tight-knit, welcoming community built on tradition and resilience
- Moderate weather year-round, supporting outdoor recreation, festivals, and active living
- Deep cross-border relationships that expand economic, social, and cultural opportunities

Brownsville is a proud community with strong civic identity and a clear vision for growth. The City values leadership that is visible, accessible, and deeply connected to the people it serves.

## History & Culture

Brownsville’s history is deeply rooted in Mexican heritage, U.S.–Mexico relations, and the early development of South Texas. This history is celebrated year-round through cultural institutions, festivals, and traditions that honor the city’s origins. It is the second-most historic city in the State of Texas.

### Key cultural highlights include:

- Charro Days, a historic two-nation festival held jointly by Brownsville and Matamoros featuring parades, folklórico dance, traditional dress, music, and community events
- Local museums, performing arts groups, and cultural centers that highlight regional art, borderland history, and binational identity

This rich cultural environment fosters a sense of belonging and celebration that makes Brownsville a special place to call home.

## Entertainment

Brownsville’s arts and entertainment ecosystem supports creativity, exploration, and community engagement.

Highlights include:

- Brownsville Historical Association Museums: highlighting Brownsville and the Rio Grande Valley’s history and culture
- Galeria 409: a contemporary art space focused on borderland identity
- Camille Playhouse: offering live theatre productions and youth arts programs
- Children’s Museum of Brownsville: a key educational and family destination
- Gladys Porter Zoo: a family-friendly zoo, aquarium, and botanical park
- Annual festivals: including the Conjunto Festival, a Latin Jazz Festival, celebrating local musical traditions
- Top-rated restaurants and bars, including James Beard finalists

Entertainment in Brownsville reflects the soul of the community—diverse, expressive, and rooted in culture.



# The Community

## Activities and Tourism

Brownsville is a major tourism hub, offering natural beauty, water access, cultural destinations, and recreational attractions:

- **Gateway to Mexico:** With easy access to Matamoros, residents and visitors enjoy binational shopping, dining, and tourism.
- **Port of Brownsville:** As the only deep-water port in the region and the southernmost port in Texas, it is a major economic engine connected to the Gulf Intracoastal Waterway.
- **Sports:** Home to FC Brownsville, part of the National Premier Soccer League, and numerous local athletic programs.
- **Outdoor Activities & South Padre Island Beaches:**
  - **South Padre Island**—famous as the Sandcastle Capital of the World and Fireworks Capital of Texas
  - Fishing, boating, birdwatching, ecotourism, and marine-life tours
  - Texas International Fishing Tournament (TIFT), hosted annually
- **Parks & Recreation:**
  - Brownsville offers a robust outdoor network, including:
    - 45 parks
    - 1,200 acres of parkland
    - 32 miles of bike paths and nature trails

The city's ecological diversity and warm climate support outdoor living year-round.

## Education and Innovation

Brownsville is a center for learning, research, and technological advancement, anchored by:

- University of Texas Rio Grande Valley (UTRGV)—a major research university with nationally recognized programs
- Texas Southmost College, offering academic and workforce pathways
- Vocational and technical colleges, including South Texas Vocational Technical Institute, and Southern Careers Institute
- Brownsville Independent School District (BISD) and nationally ranked private schools boast a 94% graduation rate and a 16:1 student-teacher ratio, strong early college high school programs, and National Blue Ribbon campuses

## Housing

Brownsville offers many affordable housing options with beautiful neighborhoods (Rancho Viejo), suburban appeal (Los Ebanos), gated community living options (Paseo de la Resaca), tranquil settings, and high-growth potential.



# The Community

## Aerospace & Advanced Technology: SpaceX Starbase

Just 15 miles east of Brownsville, SpaceX is developing the Starship program at Starbase, one of the most advanced aerospace facilities in the world. Routine rocket launches—planned at approximately two per month—are transforming the region into a global hub for spaceflight, technology, and engineering.

The synergy between aviation, spaceflight, and innovation creates a unique leadership opportunity for BRO.

## Demographics

The city's people reflect its heritage—warm, resilient, and forward-looking. Brownsville is one of the most culturally diverse and fastest-growing cities in Texas, with:

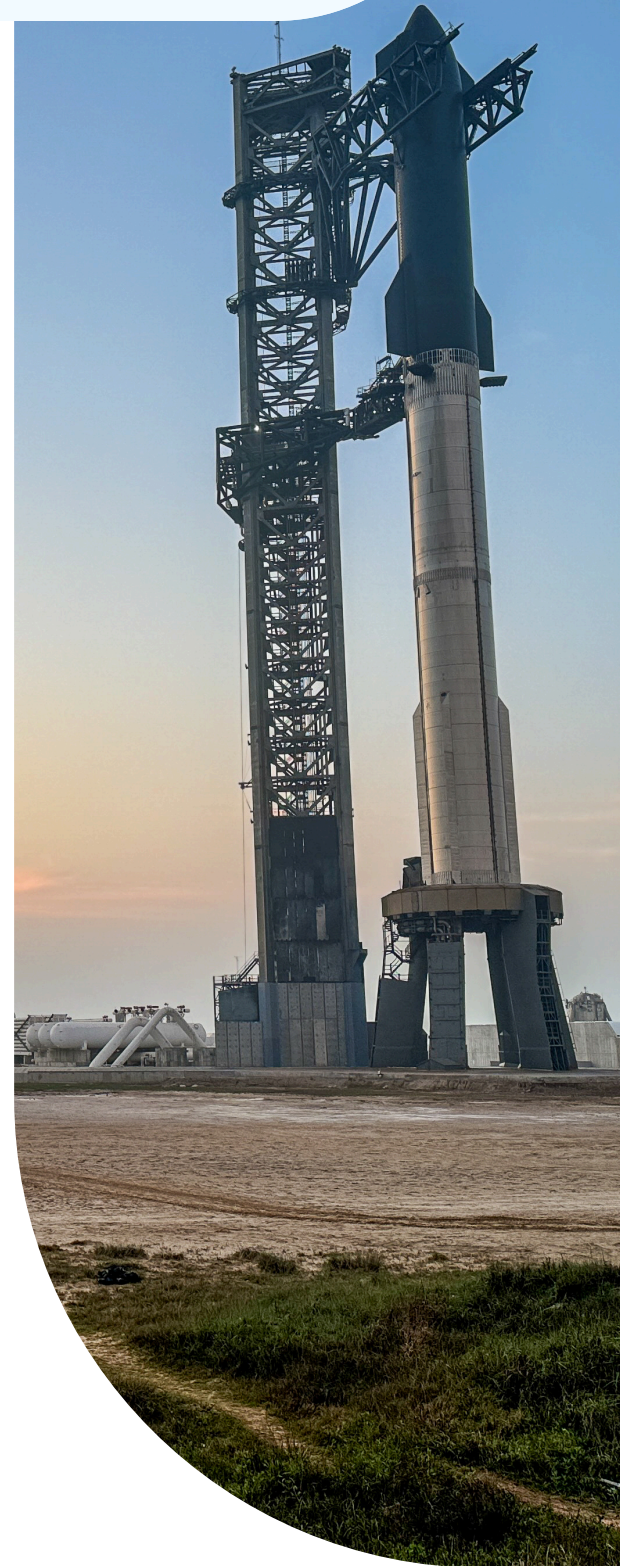
- A population rich in bicultural and bilingual talent
- A young demographic energized by education and innovation
- Strong family networks and a high quality of life
- A community where leaders are expected to be present, engaged, and accessible

## Key Demographics Include:

- **Population (estimate, July 1, 2024):** 191,967; up 3.0% since the 2020 US Census reporting.
- **Median Household Income:** \$59,491
- **Leading Employment Sectors:** healthcare & social assistance; education; retail; hospitality; construction; manufacturing; public administration; transportation & warehousing; professional & technical services; and growing development in SpaceX/Starbase, shipbuilding, and port logistics.
- **High School Graduate:** 72.0%
- **Bachelor's or Higher:** 24.5%

This is a place where leaders become part of the fabric of the community—where attending events, connecting with residents, and being present is not only encouraged but deeply valued. Brownsville wants an Airport Director who will live here, invest in the community, and embrace the city as home.

(Sources: US Census Bureau, Census Reporter, DataUSA, Bureau of Labor and Statistics, and the Pew Research Center)



# The Organization

## The City of Brownsville

*A High-Momentum, High-Impact Organization*

**The Brownsville South Padre Island International Airport (BRO)** is owned and operated by the **City of Brownsville**, a full-service municipality located at the southernmost tip of Texas. Brownsville is a community experiencing unprecedented economic momentum, influenced by aerospace expansion, binational commerce, major infrastructure investment, and a deeply engaged civic culture. The City operates with a spirit of innovation, regional partnership, and service excellence, consistently emphasizing transparency, accessibility, and community-centered leadership. City leadership is advancing transformative, generational projects—from downtown redevelopment and mobility improvements to public safety infrastructure and space-economy partnerships—creating an environment where the Airport plays a central role in economic vitality and regional connectivity.

### The Airport Advisory Board:

#### **Strategic Counsel & Community Stewardship**

The Airport Director works within the City's governance structure and serves as the professional lead for airport management and operations, reporting to City Management while engaging regularly with the Airport Advisory Board (AAB). The AAB provides citizen input and strategic guidance on airport policy, capital investment, and airport-community alignment.

### Organizational Culture:

#### **Collaborative, Engaged, & Forward-Focused**

Brownsville's municipal culture is characterized by high engagement, visible leadership, and a collective commitment to excellence. Airport leadership is expected to embody this culture—being present, transparent, and deeply connected to both City staff and the community.



# The Organization

## BRO Airport

### (Brownsville South Padre Island International Airport)

Built on the legacy of aviation pioneers Amelia Earhart, Charles Lindbergh and Les Mauldin, Brownsville South Padre Island International Airport (BRO) is where South Texas connects—to the nation, to international markets, and to the next generation of aviation and economic development. Located just minutes from downtown Brownsville and the gateway to South Padre Island, BRO punches above its weight as a commercial service airport with real momentum and room to grow.

At the heart of the airport is a modern passenger terminal, opened in 2021, covering approximately 91,000 square feet and designed to support today's airline service while allowing flexibility for future expansion. The terminal delivers a straightforward, passenger-friendly experience and provides the infrastructure needed to attract and sustain additional air service as demand grows.

BRO currently offers scheduled commercial service to key domestic and international hubs, with American Eagle flying nonstop to Dallas/Fort Worth (DFW), United Express to Houston Intercontinental (IAH), and Aerus to Monterrey, Mexico (MTY). Adding to that momentum, Breeze Airways will launch new nonstop service to Orlando (MCO) beginning in May 2026, strengthening leisure and business connectivity and signaling confidence in the market.

Beyond passenger service, BRO supports a wide range of aviation activity. The airport is home to a strong general aviation community served by two Fixed Base Operators—Hunt Pan Am Aviation and Southmost Aviation—offering fueling, hangars, maintenance, flight training, and full-service support for corporate and private aircraft.

BRO also operates as a U.S. Customs and Border Protection port of entry, reinforcing its role in international travel and trade. While large-scale scheduled cargo operations are still emerging, the airport accommodates charter and ad-hoc cargo activity and is well positioned for future logistics and air-cargo growth tied to regional manufacturing and cross-border commerce.



# The Organization

One of BRO's most compelling assets lies beyond the runway. The airport includes a 400-acre on-airport industrial park, offering significant opportunity for aviation-related, industrial, logistics, and aerospace-adjacent development. With available land, airside and landside access, and proximity to international trade corridors, the industrial park provides a rare platform for long-term revenue diversification and economic impact.

Owned and operated by the City of Brownsville, and supported by an Airport Advisory Board, BRO is guided by a clear focus on operational excellence, fiscal responsibility, and community value. It is an airport with solid fundamentals, expanding connectivity, and uncommon development potential.

For the right leader, Brownsville South Padre Island International Airport is more than a place to manage operations—it's a place to shape growth, build partnerships, and help define the future of aviation and industry in South Texas.

## **Links to BRO Information:**

[BRO Airport Diagram](#)

[Airport Master Plan](#)

[Various BRO Documents](#)

## **BRO Capital Development on the Horizon**

- Airport Terminals Program
- Common Use Equipment
- RWY 18/36 Reconstruction (Phase 2)
- RWY 18/35 Reconstruction & Signage Rehab (Phase 3)
- Airport Property Map (Exhibit A) Update
- Quick Turn Around Rental Car Wash



# Brownsville, TX

## Population Size

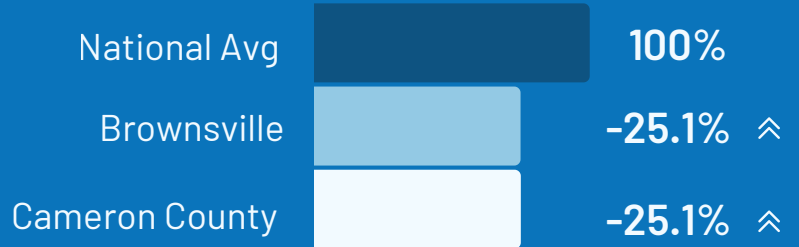


Brownsville: **191,967**



Cameron County, TX: **420,554**

## Cost of Living



## Averages



### Average Drive Times from BRO Airport

- 16 min** >> Downtown Brownsville, TX
- 25 min** >> SpaceX Launch Facility
- 28 min** >> Matamoros, MX
- 38 min** >> South Padre Island, TX
- 4hr +** >> San Antonio, TX



**85°**

Annual High Average



**67°**

Annual Low Average



**25.5"**

Average Rainfall

Sources: [World Population Review](#), [US Climate Data](#), [Best Places](#)



## BRO Airport



### Non-Stop Destinations

DFW, IAH, MTY & MCO (May 2026)



**188,157**

Enplanements (2024)



**1700**

Airport Acreage (approx)



**4** Airlines

American, United, Aerus & Breeze (May 2026)



**1**

**SpaceX Starbase**

Strategic Partner  
15 miles east

## The Position

# Airport Director

### **Brownsville South Padre Island International Airport (BRO)**

is a strategic transportation and economic asset at the southern edge of Texas—serving as a gateway for commercial air service, international trade, tourism, and emerging aerospace activity. As the region continues to evolve, the City of Brownsville is seeking a **forward-looking Airport Director** to lead BRO through its next phase of **growth, diversification, and operational excellence**.

This is not a caretaker role. It is a leadership opportunity for an airport executive who understands how commercial service, cargo, and aerospace-adjacent activity intersect with community priorities, public accountability, and regulatory discipline.

### **What You'll Lead**

**Commercial Service Growth:** Support and strengthen scheduled air service by working collaboratively with airline partners on rates, charges, facility readiness, and service reliability. Align airport infrastructure, customer experience, and financial strategy to attract and retain air carriers while meeting community travel needs.

**Cargo & Logistics Development:** Advance opportunities for air cargo, industrial, and logistics-related uses through strategic leasing, infrastructure planning, and coordination with regional economic development partners. Ensure airfield and landside assets are positioned to support cargo operations safely and efficiently.

**Aerospace & Innovation Adjacency:** Oversee airport planning and land use in a way that accommodates aerospace-related tenants, advanced manufacturing, and aviation-support industries. Guide rehabilitation, expansion, and tenant-ready improvements that allow BRO to respond to emerging opportunities while maintaining regulatory compliance and operational integrity.

**Strategy & Policy:** Research and formulate long-range goals; develop policies, procedures, and position papers for City management and elected officials that connect airport growth to broader municipal and regional objectives.

**Financial Stewardship:** Prepare and manage the airport's operating and capital improvement budgets; recommend rates, fees, and charges; and ensure operations remain fiscally responsible and sustainable.

**Capital Development & Grants:** Identify funding sources; prepare and administer FAA AIP and other grant programs; oversee engineering and construction projects; and ensure small business participation and compliance across federally funded initiatives.

**Operations, Safety & Security:** Direct airport operations, maintenance, and security in accordance with FAA, TSA (49 CFR Part 1542), and City requirements. Maintain readiness for emergency response and coordinate closely with FAA Flight Service, RAPCON, Customs, and law enforcement partners.

**People & Culture:** Lead, train, and supervise airport staff with an emphasis on accountability, ethical leadership, safe and inclusive culture, professional development, and service excellence.

**Public & Stakeholder Engagement:** Serve as a visible and trusted ambassador for BRO—briefing officials, supporting the Airport Advisory Board, presenting to community groups, and communicating clearly about airport goals, performance, and future plans.

# The Position (cont.)

## The Role at a Glance

The Airport Director serves as the chief executive of the airport, directing all airport functions and shaping the strategic direction of BRO. Reporting to City leadership and serving as staff liaison to the Airport Advisory Board, this role blends governance, enterprise leadership, and hands-on airport management.

The Director is responsible for a team of 26 employees inclusive of policy development, financial stewardship, capital planning, airline and tenant engagement, regulatory compliance, and public-facing leadership—while positioning the airport to compete effectively for air service, logistics activity, and next-generation aviation opportunities.

## The Leader BRO Needs

BRO is seeking a leader who combines business acumen with public-sector judgment—someone equally comfortable negotiating complex leases, navigating federal regulations, and articulating a clear vision for growth. The ideal candidate brings strong critical-thinking skills, adaptability, and emotional intelligence, with the credibility to build trust across airlines, tenants, regulators, City leadership, and the community.

This role requires a steady hand, an ethical compass, and the curiosity to explore new aviation opportunities without losing sight of safety, service, and stewardship.

## Why BRO, Why Now

BRO is in a rare position in the aviation ecosystem: a commercial service airport with international service, cargo and industrial potential, and proximity to one of the most dynamic aerospace corridors in the country. With thoughtful leadership, the airport can continue to expand its role as an economic engine while remaining grounded in community needs and public accountability.

This is an opportunity to lead an airport with momentum—and to help define what its next decade looks like.



# Education and Experience



## Required Education & Certifications

- Bachelor's degree in airport management, political science, business, public administration or related field.
- Airport Security Coordinator Certification



## Required Experience

- Five (5) years of work-related experience
- Two (2) years of management at a Part 139 commercial service airport



## Preferred Qualifications

- A master's degree
- Certified Member (C.M.) or able to obtain within two (2) years of employment
- Other relevant industry certifications
- Pilot's license (past or current)
- Bilingual (English and Spanish) (*preferred, but not required*)



## Additional Requirements

- Complete preliminary background and reference checks
- Complete Hogan and EQ Assessment
- Successfully pass Criminal History Records Check (CHRC)
- Ability to obtain a Customs Seal for your airport badge
- Maintain valid Texas Driver License and acceptable Motor Vehicle Record

# Why Join BRO Airport?

Brownsville South Padre Island International Airport is more than a transportation hub—it's a vital link between one of the world's premier destinations and the people who live, work, and play in the Rio Grande Valley.

## As Airport Director, you'll have the opportunity to:

- Lead and innovate within a complex, high-visibility airport environment.
- Contribute to the airport's evolution through sustainability, safety, and service excellence.
- Join a forward-thinking organization deeply committed to community values and professional growth.

This is an opportunity to make a lasting impact—on the airport, on the region, and on the future of aviation in one of the fastest developing areas in the country.

## First-Year Goals

- ✓ Establish and build strong relationships with internal and external stakeholders.
- ✓ Cultivate and expand on the success of air service.
- ✓ Oversee the development of a strategic plan.
- ✓ Maximize existing airport revenue sources.
- ✓ Explore and develop new and alternative sources of revenue.
- ✓ Drive community outreach and engagement to support the on-going activities of the airport.

## Long-Term Goals

- ✓ Develop air cargo service opportunities.
- ✓ Seek out and acquire development opportunities for the airport industrial park.
- ✓ Solidify additional air service routes and airlines.
- ✓ Grow the airport to become self-sustaining.
- ✓ Expand the BRO Airport brand regionally and nationally.

# Compensation & Benefits

The salary range for this position is **\$139,000 - \$198,000** and is dependent on the qualifications and experience of the selected candidate.

## The City of Brownsville has a competitive benefits and quality of life package including:

- **Medical / Dental / Vision (Employee Only)**
  - MetLife
  - Includes \$50,000 Life Insurance
- **Health Insurance Partnership with Frontier Clinic**
  - Zero cost to employee and dependents
- **Texas Municipal Retirement System (TMRS)**
  - 7% Employee Contribution
  - City Contribution 2:1
- **Paid Time Off Days (Accrued)**
  - 15 Vacation
  - 10 Sick
  - 14 Holidays
  - 2 Floating Holidays
- **Vehicle Allowance:** \$8,000 annually
- **Longevity Pay:** \$48 based on continuous years of service; capped at 25 years
- **Voluntary Benefits**
  - Deferred Compensation: 457 Plan with Equitable employer matching for Non-Civil Service employees
  - AFLAC
  - Colonial Life
  - Pet Insurance
- **Tuition Assistance:** \$5,000 annual max
- **Flexible Work Schedules**
- **Relocation Reimbursement**
- **Professional Development Programs**

# Application Process

## How to Apply

If you are interested in this opportunity, proceed to [ACSFirm.CareerWebsite.com](https://www.acsfirm.com/career) and complete our online application.

As part of the application, attach your cover letter and resume. If you pass **Phase 1:** Initial Evaluation, you will move on to **Phase 2:** Supplemental Questions. Upon passing this level, you may move on to Phase 3: Preliminary Interviews with the ACS Team.



**PDF format is required for submission of application materials.  
All other options will not be accepted.**

## Inquiries

The City of Brownsville and BRO Airport have enlisted the services of ACS Firm to lead and manage this recruitment process including, all communications, inquiries, applications, and evaluations. With this in mind, **please direct all communications and inquiries to ACS.** The entire process will remain strictly confidential within reason of public sector employment.

### ACS Firm Point of Contact

**Eric Mercado (He/Him/Él)**

**[Eric@ACSFirm.com](mailto:Eric@ACSFirm.com)**

**424.218.9950**

## Application Checklist

- ✓ Have you completed the online application form?
- ✓ Have you attached your cover letter and resume?
- ✓ **Are your documents attached in PDF format?**

## Communications

Communication with the Airport or City, its employees and agents, and/or sister organization(s) by potential applicants or others conducting outreach on an applicant's behalf **is prohibited and will disqualify the applicant from the process.**

**It is best to communicate any and all outreach through ACS Firm.**



## About the City of Brownsville

The City of Brownsville and the BRO Airport are an equal opportunity employer and comply with all applicable federal, state, and local fair employment practice laws. They prohibit and do not tolerate discrimination against employees, applicants or any other covered persons because of race, color, religion, creed, national origin, ethnicity, sex, gender, gender identity, age, disability, or any other characteristic protected by law. The policy applies to all terms, conditions, and privileges of employment.

**EEO / Protected Veterans / Individuals with Disabilities  
(Igualdad de Oportunidades en el Empleo / Veteranos Protegidos / Individuos con Discapacidades)**



## Application Deadline

## Rolling Application Period

**Those with strong interest are encouraged to apply immediately.**

The position will remain open until filled. Applications will be reviewed on a rolling basis, and interested candidates are encouraged to apply as soon as possible for full consideration. The hiring authority reserves the right to close the recruitment process at any time once a sufficiently qualified candidate pool has been identified or a final selection has been made.