



Massport invites applications for
Chief People Officer

Massport
Boston, MA

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH



The Organization

The Massachusetts Port Authority (Massport or the Authority) is one of the nation's most multifaceted port authorities and a prime engine of economic vitality for the Commonwealth of Massachusetts and New England. Created by the Massachusetts legislature in 1956 as an independent public authority, Massport is a world-class organization of people moving people and goods, with a commitment to sustainability, our neighboring communities, diversity, equity, and inclusion. It operates three significant business lines – Aviation, Maritime, and Real Estate – and stewards over \$3.4 billion in assets that safely, securely, and efficiently connect the Commonwealth and New England to the world beyond and enhance the quality of life for residents in the region. Aviation constitutes 85 percent of Massport's business, with maritime and real estate rounding out the remaining 15 percent.

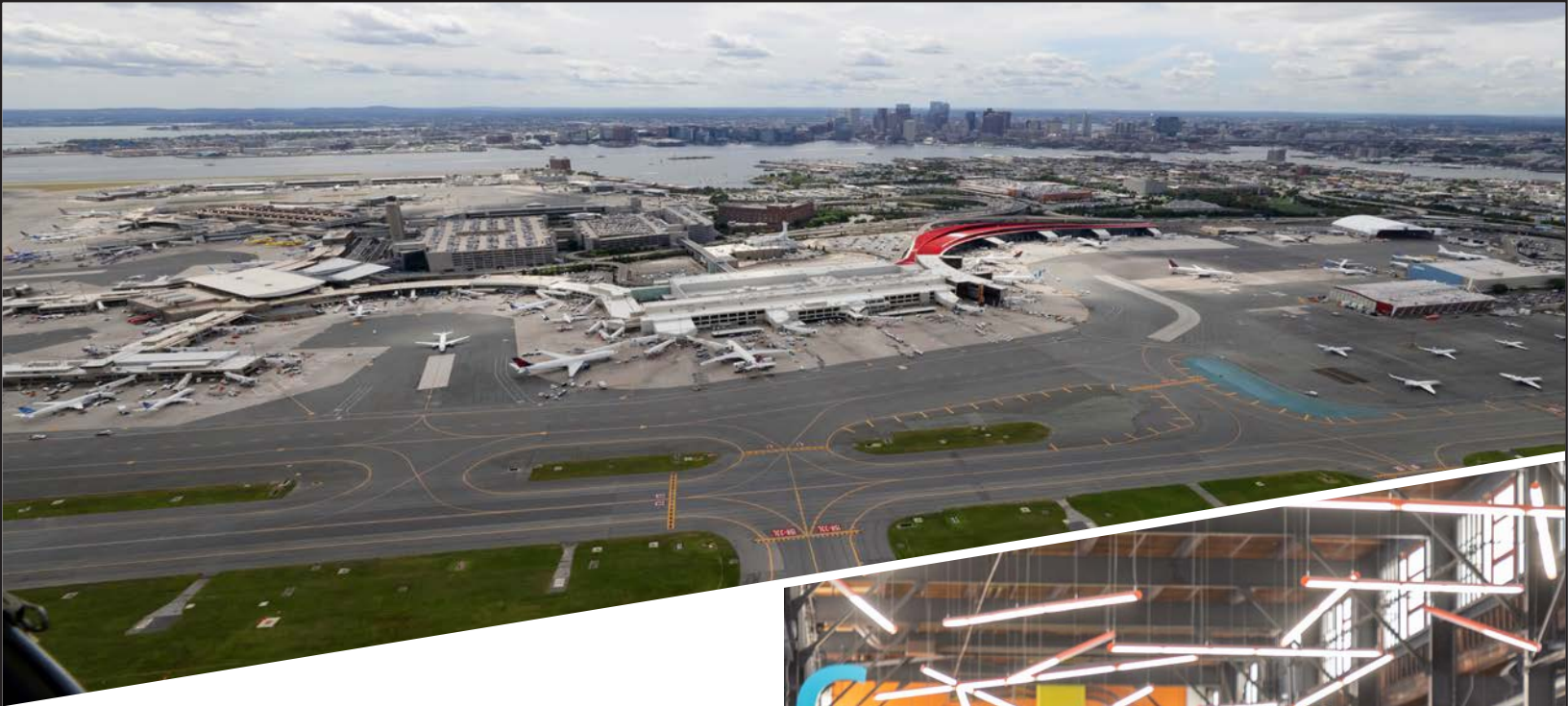
Massport's aviation enterprise includes Boston Logan International Airport, the largest airport in New England; L.G. Hanscom Field, the largest general aviation airport in New England and the second busiest airport after Logan; and Worcester Regional Airport, the only commercial airport in Central Massachusetts.

Since opening in September 1923, Logan has served over one billion people. It continues to serve as a global gateway and plays a crucial role in Powering What's Possible® for our local economy and beyond. Despite having the second-smallest footprint among the top 20 major American airports, Logan is one of the nation's busiest airports. More than 40 airlines fly nonstop to over 100 domestic and international destinations, making Logan New England's gateway to adventure, opportunity, family and business all over the world.

Hanscom Field is New England's largest general aviation airport located in Bedford, Massachusetts. Hanscom is home to 2 flight schools and three fixed-base operators or FBOs, which provide service to private and corporate aircraft of all sizes. It also serves as the general aviation reliever for Logan Airport.

Worcester Regional Airport is a small commercial airport serving Worcester and Central Massachusetts since 1946. It provides flights from major airline carriers to hubs throughout the US. Worcester also has one FBO serving private aircraft owners and corporate charter flights.





The Organization (*continued*)

The Authority's maritime portfolio consists of Conley Container Terminal, Flynn Cruiseport Boston, the Boston Autoport and other maritime industrial properties for seafood processing operations. Conley Terminal is the only full-service container terminal in New England connecting the region's importers and exporters to more than 35 ports globally, while keeping the port congestion-free. In 2022, Massport completed the \$850M Modernization Project at Conley, which enhanced its capabilities to handle more cargo and service larger ships in the 12,000-15,000 TEU (twenty-foot equivalent unit) range.

Flynn Cruiseport Boston celebrated a record-breaking cruise season in 2024, serving just over 480,000 passengers in 167 cruise ships, a 29 percent increase in passenger volume over 2023. Flynn Cruiseport is also poised to undergo some infrastructure improvements, including \$60M for shore power, a significant step forward for sustainable maritime practices at the Port of Boston, benefitting both cruise industry partners and the surrounding community.

Massport's commercial and residential real estate footprint in East Boston, Charlestown, and the Seaport District in South Boston – now one of the country's most desirable real estate markets – provides essential revenue to support its maritime operations and advances its community and economic development mission. These properties closely abut and sit within many urban and suburban neighborhoods, and Massport is committed to being a model for how airports, seaports, and their adjacent communities can exist in an ecosystem that benefits residents, the economy, and the environment.



The Organization *(continued)*

Massport's commitment to diversity, equity and inclusion led to the creation of what's known as the Massport Model— which ensures diversity and equity in our procurement practices. This initiative was first implemented during the construction of the Omni Boston Hotel at the Seaport and has since become the standard for other development projects.

In service to our neighbors, Massport provides community cleanup initiatives, and our employees generously contribute to student backpack and coat drives annually and donate food to local pantries. Massport offers scholarships and internships to local students. And our Charitable Contribution Program also provides funds to local non-profit organizations that improve the quality of life for the people in our neighboring communities.

At Massport, we strive to create a more sustainable future. Each day, we work across our organization and facilities to reduce environmental impacts. Throughout our properties, you will notice recycling bins, energy efficient features such as solar panels, EV charging stations and LED lighting, and other green innovations. We are continuously improving our facilities with a goal of becoming Net Zero by 2031.

Massport is governed by a seven-member appointed board of directors and supported by a 17-member executive staff. Five members of the board are appointed by the Governor, one is appointed by the Massachusetts Port Authority Community Advisory Committee, and the Massachusetts Secretary of Transportation serves as an ex officio member. The Authority employs over 1,300 people, and our Boston Logan International Airport business partners employ close to 20,000 staff. Massport's FY2024 revenue totaled over \$1.1 billion, a 14.7 percent increase over the prior year.

The Community

Boston, Massachusetts is a vibrant city that masterfully blends the charm of its historic past with the excitement of modern innovation. It is the birthplace of the American Revolution and home to many firsts—the first public school, police department, park, subway and library. As the backdrop for some of the most pivotal moments in U.S. history, living in Boston feels like stepping through the pages of a history book, while also enjoying all the contemporary amenities of an urban center. The city's resilient spirit was forged through revolution, and its passion for progress and transformation runs deep. From the Old North Church to the Institute of Contemporary Art, Boston is a place rich in culture and steeped in pride.

Boston's dynamic music scene; distinctive culinary flavors; cultural institutions; world-class sporting events, like the Boston Marathon and the Head of the Charles Regatta; and championship teams, including the Boston Bruins, Celtics, Red Sox and the New England Patriots, attract millions of visitors each year. The city's neighborhoods, each with its own personality connected by a convenient public transit system, offer unique experiences. Boston's compact layout makes it ideal to visit, work and live in. It is no surprise why Boston is called America's Walking City, an easy place to explore by foot or on wheels.

Boston is surrounded by natural beauty. From the breathtaking views atop one of Boston's tallest buildings to a relaxing stroll along the Boston Harbor, there are many ways to be inspired by the city's unique land- and waterscapes. Lush parcels of urban green space are sprinkled throughout the city for outdoor enthusiasts and families to enjoy, from the Emerald Necklace, to the Esplanade, to the Rose Kennedy Greenway.

Boston is a welcoming city that celebrates diversity, embraces world cultures and brimming with opportunities to grow both professionally and personally. The city celebrates its many cultures each year, including the Chinese New Year Celebration in Chinatown, the Boston Pride Parade in Downtown, and the St. Patrick's Day Parade in South Boston. This city's proactive stance to promote an inclusive community has contributed to a steady growth in diversity over the past decade. According to the U.S. Census, about 56 percent of residents identify as Black, Latino, Asian, Native American, or a combination of these groups. Asians and Latinos in particular helped drive the increase.





The Community (*continued*)

Massachusetts is ranked as one of the most attractive states to live in. It is also one of the most innovative states and its per-capita personal income is among the highest in the nation. According to WalletHub, “The Bay State also ranks first for the quality of its school systems. It has the fourth-best high school graduation rate in the country, too, at over 90%. Good-quality education has helped the state’s residents succeed financially, with the third-highest median household income at over \$94,000.” Additionally, Massachusetts is considered one of the safest states to live in with the third lowest property crime rate in the country.

Here in the Bay State, we create, innovate and work hard. With the best performing public schools in the U.S. and about 120 colleges and universities institutions, only Massachusetts has grown labor productivity each year since 2007. Access to world-class academic institutions, like Harvard and MIT, have led Massachusetts to be a global leader in many industries, including healthcare, biotechnology, engineering and finance. As a hub of cutting-edge medicine, research and technology, Massachusetts is considered the greatest life sciences cluster in the world and is the home to over 1,200 life sciences companies. It is home to more than 3,000 IT-related companies and this sector accounts for 20% of the state’s economic output. Massachusetts also has the highest percentage of clean energy workers in the US and its Blue Tech industry is bringing new economic opportunities in marine technologies.



The Massachusetts economy continues to perform well. According to MassBenchmarks, Massachusetts GDP grew 2.9% in the third quarter of 2024, outpacing U.S. GDP of 2.8% for the same period. The State’s higher growth was supported by “robust consumer spending and an increase in employee productivity.” The health care services industry in Massachusetts continues to be a solid performer, while technology and life sciences will benefit from lower interest rates, cooling inflation, and an educated workforce bolstered by the numerous higher education institutions in the Commonwealth. Overall, these economic conditions continue to be strengths for Massport’s aviation, maritime, and real estate businesses.



Massport’s primary mission is to support the Massachusetts economy. Through the domestic and global connections at Massport’s airports, especially Boston Logan International Airport, and international shipping lines at Conley Container Terminal, we are able to provide the Massachusetts business community with a convenient access to grow their industries and develop new synergies worldwide.

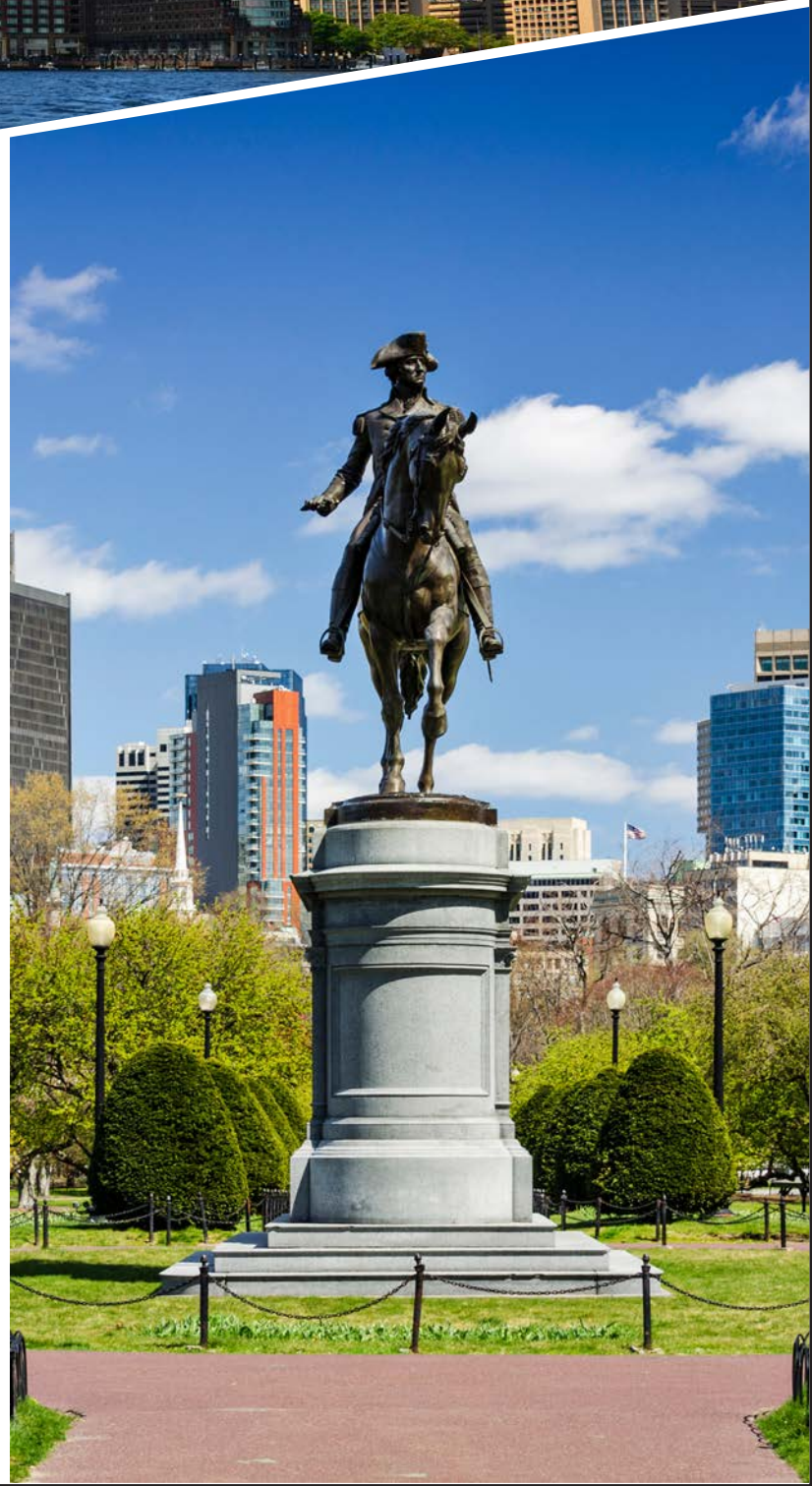


Position Overview

The Chief People Officer (CPO) is a visionary leader responsible for developing and executing Massport's comprehensive human resources strategy. Reporting to the CEO, the CPO works closely with the Board of Directors and executive leadership to position Massport as an employer of choice. This role drives workforce innovation, fosters inclusivity, and champions excellence across all HR functions.

About the Role

The CPO leads Massport's HR efforts, overseeing talent acquisition, employee relations, DEI initiatives, workforce planning, and benefits administration. This role ensures alignment between HR strategies and organizational goals, leveraging innovation to address evolving workforce expectations. Partnering with leadership, the CPO creates a culture that attracts, develops, and retains top talent, while driving measurable value through HR best practices.





Key Responsibilities

- Act as a strategic advisor to the CEO and Board on workforce initiatives.
- Oversee HR functions, including recruitment, benefits and wellness administration, succession planning, training, and development.
- Partner with Labor Relations and DEI teams to foster a positive, inclusive environment.
- Implement innovative solutions to address workforce challenges and enhance performance.
- Lead HR policy development, ensuring compliance and alignment with strategic goals.
- Drive change management initiatives, focusing on process improvements and digital transformation.

Leadership Qualities and Style

The ideal candidate embodies:

- Visionary Thinking: Ability to align workforce strategies with organizational goals.
- Adaptability: Thrives in dynamic, evolving environments.
- Collaboration: Builds strong partnerships across diverse teams.
- Innovation: Champions continuous improvement and creative solutions.
- Inspiration: Leads by example to cultivate a motivated, high-performing team.

Preferred Qualifications

- Bachelor's degree in HR, Business, or related field; Master's preferred.
- SHRM-SCP or SPHR certification preferred.
- 10+ years of HR leadership experience, including in unionized environments.
- Proven track record in DEI, labor relations, and workforce innovation.
- Expertise in HR analytics, policy development, and compliance.

This is a unique opportunity to shape Massport's future by driving impactful workforce strategies in a dynamic environment.

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



Salary and Benefits

The salary range for this position is \$265,000-\$300,000 and includes an attractive benefits package.

How To Apply

To apply for this role, please [click here](#).

Deadline for applications: **January 15, 2025**

The contacts for this search are:

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Please note: After your application is complete, you will receive an important email from us. Please check your inbox and your junk/spam folder, and if you have not received our email, please notify us at: admin@adkexecutivesearch.com.

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

