EXECUTIVE SEARCH

Director and Chief Executive Officer | Alabama Port Authority



ABOUT THE ALABAMA PORT AUTHORITY

Established in 1928, the Alabama Port Authority oversees the public berths and terminals at the Port of Mobile, Alabama's only deep-water seaport and one of the fastest-growing trade gateways in the United States, as well as inland river and rail port facilities across the state. The Port handles a diverse mix of cargo, including containers, steel, forest products, coal, grain, and breakbulk commodities.

With 50-foot-deep water, four Super Post-Panamax cranes, a 1,600-foot turning basin, direct access to five Class I railroads, interstate highway connections, and inland waterway access, the Port provides unmatched connectivity for global shippers.

The Port spans more than 4,000 acres, includes 41 berths, and provides 4.8 million square feet of warehouse and open yard space. Since 2000, more than $1.4 billion has been invested in modernization and growth, including the container terminal, expanded warehousing, steel slab handling facilities, and major upgrades at McDuffie Coal Terminal.

Serving all 67 Alabama counties, the Alabama Port Authority is one of the state's most important economic engines. From 2019 to 2025, marine cargo activity at APA's public and private terminals generated $486.5 billion in total economic value statewide, moved 295.2 million tons of cargo, and contributed $12.2 billion in state and local tax revenue. In 2025, that activity supported 288,023 jobs. These numbers reflect the Port of Mobile's role as one of the most versatile, efficient, and impactful seaports in the nation.

$486.5B
Total economic value
2019–2025

288,023
Jobs supported
in 2025

295.2M tons
Cargo moved
2019–2025

$12.2B
State and local taxes
2019–2025

FACILITY HIGHLIGHTS

A diverse portfolio of cargo-handling facilities.

The Alabama Port Authority owns and operates a portfolio of major cargo-handling facilities at the Port of Mobile. In addition, a number of tenant-operated facilities expand the Port's overall capacity and capabilities, providing seamless options for shippers across multiple industries.

APA-OWNED & OPERATED

McDuffie Coal Terminal
Export met coal; 3 berths; 556 acres

Pinto Island Marine Terminal
Import steel slabs; 20 acres; barge handling slip

Main Docks / General Cargo
33 berths; 218 acres; handles container, breakbulk, project cargo, Ro/Ro; on-dock rail

Terminal Railway Alabama State Docks (TASD)
75 miles of track, 100 freight cars, 9 locomotives; connects to 5 Class I and 4 short-line railroads

Logistics Park
124 acres near ICTF; warehousing and development site

Blakely Island Terminal
Breakbulk facility with 155,000 sq. ft. warehouse

Montgomery Inland Rail Port (Under Construction)
Rail-served inland facility; 60,000 TEU capacity

Ro/Ro Terminal
57 acres; auto processing center

River Ports
Eight facilities on the Tennessee, Black Warrior, Tombigbee, Alabama, Chattahoochee and Mobile rivers

TENANT-OPERATED UNDER APA LEASES

APM Terminals
Container Terminal – 2 berths; 149 acres; 4 Super Post-Panamax cranes; 2 Post-Panamax cranes; ICTF access; capacity expanding to 2.5M TEUs

Agrex Grain Elevator
3 million bushel storage; bulk handling facility

Argos Cement Terminal
100,000 ST storage capacity; barge, rail, truck access

Pig Iron Dock
Import bulk facility for vessel unloading via floating cranes

Alabama Steel Terminals
Breakbulk; 173,280 sq. ft. multi-modal handling terminal

CG Railway Ramp
Rail ferry with 2 vessels, 135 railcar capacity each; 4-day Mexico–Mobile service; 2 additional rail ferry vessels in fabrication

Deepwater Access: 50-foot-deep channel with direct access to the Gulf of America.

Berths & Acreage: 41 berths across more than 4,000 acres.

Connectivity: Direct service from five Class I railroads, 15,000 miles of inland waterways, and interstate highway systems.

Storage Capacity: 4.8 million square feet of warehouse and open yard space.

SPECIALIZED TERMINALS

- Choctaw Point Container Terminal with Super Post-Panamax cranes.
- McDuffie Coal Terminal, one of the largest in North America.
- Breakbulk, Ro/Ro, forest products, grain, and heavy-lift facilities.

These assets give the Port of Mobile the ability to handle nearly every major cargo type — making it a gateway of choice for shippers across Alabama, the Southeast, and beyond.

CAPITAL INVESTMENTS

Ongoing and planned projects

The Alabama Port Authority continues to invest in strategic infrastructure projects that expand capacity, modernize facilities, and enhance connectivity for global commerce. These projects, supported through state, federal, and private partnerships, are designed to strengthen the Port of Mobile's role as one of the most competitive and efficient seaports in the nation. More than $375 million in capital projects are currently underway, with more than $2 billion in additional investment planned over the next 10 to 15 years.

Choctaw Point Container Terminal Phase 4 Expansion ($109 million)

Project underway with Phase 4a completed in October 2025 and Phase 4b to be completed in May 2028. Will increase container terminal capacity from 650,000 TEU to 1,000,000 TEU.

Pier B South Replacement ($105 million)

Replacement of legacy Pier B located on historic main docks. Project is currently under construction with a completion date estimated for December 2028.

Choctaw Point Container Terminal Phase 5 Expansion ($99 million)

The project is under construction and is expected to be completed by December 2028. The project will add a third berth to the Choctaw Point Container Terminal and include a truck transit area and relocation of the McDuffie Coal Terminal's Assembly and Fabrication Shop Buildings. When complete and coupled with improvements by the concessionaire, the capacity of the Terminal will be 2.5 million TEU.

McDuffie Coal Terminal Dual Rail Car Dumper Dust Suppression System ($13 million)

Construction for this project is expected to begin in February 2027. The project will provide a building enclosure for the existing dual rail car dumper and a coal dust suppression system.

Stacker Reclaimers #2 and #3 Replacement ($62.6 million)

Project underway with completion scheduled for March 2027 (Stacker Reclaimer #2) and December 2026 (Stacker Reclaimer #3). This project replaces two 50-year-old Stacker Reclaimer machines at the McDuffie Coal Terminal as part of the ongoing modernization of that facility.

Interconnector Bridge ($31 million)

Project underway with completion scheduled for August 2027. Truck bridge connecting Choctaw Point Container Terminal with Mobile Intermodal Container Transfer Facility (ICTF), creating an on-dock ICTF.

Montgomery Inland Rail Port ($100 million)

Project underway with completion scheduled for spring 2027. Construction of the intermodal facility and a 3-mile-long sidetrack in partnership with CSX. Facility will serve Central Alabama, including the Hyundai Assembly Plant.

Chickasaw Lead Track ($9 million)

Construction for this project is expected to begin in March 2027 with construction completion in May 2027. This project will provide a nearly 2-mile-long passing track at one of the northern rail gateways to the Port.

Virginia Street Lead Track ($4 million)

Construction for this project is expected to begin in August 2027. This project will provide rail improvements to facilitate operations on the south side of the Port.

Upper Mobile Bay Wetlands Creation ($30 million)

This project will create the first 100 acres (of 1,200 acres permitted) of a within-bay marsh created with dredge material from the Port's berths and is currently out for bid.

Mud Lakes Dike Raising ($11.5 million)

Project underway with completion scheduled for November 2027. Project will increase the capacity of the Port's Blakely Island Dredge Material Management Area to provide 20–30 years of dredge material storage for the upper terminals.






THE PEOPLE BEHIND THE PORT

The workforce that keeps the Port moving.

The Alabama Port Authority's workforce supports one of the most diverse port operations in the country. Across our terminals, rail operations, security, maintenance, administration, and support services, employees play a direct role in keeping cargo moving safely, efficiently, and reliably.

From loading coal and steel to coordinating rail movement, maintaining secure access, supporting customers, and keeping daily operations on track, every area of the Port depends on the people behind the work.



McDuffie Coal Terminal

Employee Count: ~240
Primary Work: Export bulk coal operations
Team Focus: Coal handling, vessel loading, equipment operations, maintenance, and terminal support



Terminal Railway Alabama State Docks (TASD)

Employee Count: ~143
Miles of Track: 75
Team Focus: Rail switching, train movement, track maintenance, dispatch coordination, and inland cargo connectivity



Pinto Island Marine Terminal

Employee Count: ~25
Primary Work: Import breakbulk steel slabs
Team Focus: Steel cargo handling, crane operations, vessel support, and terminal coordination



Port Police Department

Employee Count: ~41
Coverage: Port-wide security and emergency response
Team Focus: Access control, patrol, emergency response, traffic safety, incident support, and protection of Port employees, facilities, and cargo



Main Docks / General Cargo

Employee Count: ~50
Primary Work: Breakbulk, project cargo, and Ro/Ro operations
Team Focus: Specialized cargo handling, equipment support, and coordination between customers and stakeholders



International Trade Center (ITC)

Employee Count: ~75
Team Focus: Human Resources, Finance, Legal, IT, Communications, Engineering, Commercial, Executive Administration, and other support functions
Role: Supporting the people, systems, planning, and business operations that keep the Port moving

POWERED BY OUR PEOPLE

Our greatest strength is the people who keep the Port moving. With more than 550 employees across operations, engineering, administration, security, rail, maintenance, and support services, the Alabama Port Authority workforce is connected by one shared purpose: moving commerce safely, efficiently, and with pride.

Every employee plays a role in the success of the Port. Some operate equipment, move cargo, maintain track, secure facilities, and support vessels. Others manage systems, coordinate projects, serve employees and customers, and support the decisions that guide future growth.

Together, our employees carry forward the Port's legacy while helping build its future — through hard work, teamwork, accountability, and commitment to the people and industries we serve.

THE OPPORTUNITY

Lead the Port's next phase of growth.

The Alabama Port Authority is seeking a Director and Chief Executive Officer to lead its next phase of growth. Serving all 67 counties in Alabama, APA oversees the public berths and terminals at the Port of Mobile, the Terminal Railway Alabama State Docks (TASD), and inland river and rail port facilities across the state. From 2019 to 2025, marine cargo activity at APA's public and private terminals generated $486.5 billion in total economic value for Alabama, and it supports one in seven jobs statewide.

Reporting to APA's nine-member Board of Directors, the Director and CEO sets the strategic direction of the organization, oversees operations, safety, and commercial growth, and leads a workforce of more than 550 employees. Working closely with the Governor, the Alabama Legislature, and the state's congressional delegation, the next Director and CEO will ensure APA has the infrastructure, capacity, and capabilities to serve its mission as an economic driver for Alabama.

KEY ACCOUNTABILITIES

01 Strategy & Financial Stewardship

Set and execute APA's strategic direction and master plan. Lead financial stewardship, prioritize capital investments, and ensure accountability for financing and delivery of dredging, terminal expansion, intermodal growth, and industrial development projects.

02 Operations & Safety

Maintain accountability for terminal and rail operations, safety, security, and emergency preparedness and recovery. Coordinate with the Mobile Bar Pilots, U.S. Coast Guard, U.S. Customs & Border Protection, U.S. Army Corps of Engineers, and other partners to support safe, reliable service.

03 People & Leadership

Lead more than 550 civil service, executive, and represented employees. Communicate priorities clearly, stay connected to the workforce, and follow through on commitments. Appoint and develop executive staff, strengthen succession and performance management, and oversee labor relations and agreements with seven nationally affiliated unions.

04 Commercial Growth

Grow revenue and strengthen customer relationships through contracts, leases, and partnerships. Work with economic development officials to attract new business and industry, connecting APA's capabilities to opportunities that generate jobs and investment across Alabama.

05 Governance & External Relationships

Work with the Board of Directors to advance the Port's priorities and provide clear accountability for results. Represent the Authority with local, state, and federal leaders, pursue funding opportunities, and sustain productive relationships with public agencies, business partners, and the communities the Port serves.

QUALIFICATIONS

Experience, judgment, and leadership to move the Port forward.

MINIMUM QUALIFICATIONS

- Bachelor's degree from an accredited college or university in business administration, finance, public administration, engineering, transportation, logistics, maritime studies, or a related field. An equivalent combination of education, training, and progressively responsible executive-level experience may be considered.
- A minimum of seven (7) years of progressively responsible executive or senior management experience with demonstrated responsibility for organizational leadership, strategic planning, financial management, and operational oversight.
- Demonstrated experience in financial planning, budget administration, capital investment, revenue development, and long-range financial management.
- Proven ability to lead multidisciplinary teams, establish organizational priorities, develop and implement strategic initiatives, and achieve measurable organizational results.
- Demonstrated ability to establish and maintain effective relationships with governing boards, government officials, regulatory agencies, business partners, customers, employees, and community stakeholders.
- Excellent communication, negotiation, interpersonal, and presentation skills, including experience presenting complex business and operational matters to executive leadership or governing bodies.
- Demonstrated integrity, sound judgment, accountability, and commitment to ethical leadership.

PREFERRED QUALIFICATIONS

- Executive or senior management experience in the maritime, port, shipping, transportation, logistics, terminal operations, or international trade industries.
- Experience managing a port, terminal, transportation facility, industrial operation, or other complex infrastructure-based enterprise.
- Knowledge of port operations, maritime commerce, cargo development, vessel operations, port security, and applicable regulatory requirements.
- Experience with major capital improvement programs, infrastructure development, construction management, and asset management.
- Experience developing business opportunities, attracting new customers, negotiating commercial agreements, and expanding organizational revenues.
- Experience working with federal, state, and local government agencies, regulatory bodies, and public-sector funding programs.
- Experience working with a board of directors, commission, or other governing authority.

> **Candidates with demonstrated executive leadership and management experience in other industries are encouraged to apply. Direct maritime or port industry experience is preferred but is not required.**

COMPENSATION & BENEFITS

Competitive base salary and car allowance. Employee and dependent health insurance, retirement, life insurance, death benefit, and employee assistance program. Relocation assistance will be considered for the ideal candidate.

TO APPLY

Submit a cover letter and resume to Heather Neese, Vice President of Human Resources.

Heather.Neese@ALPorts.com **(251) 441-7154**

The Alabama Port Authority (APA) is an Equal Opportunity Employer and affirms its commitment to treat all applicants for employment and employees equally without regard to race, religion, color, national origin, gender, age, disability, genetic information, veterans' status, marital status, sexual orientation, or any other class prohibited by local, state, or federal law.