TENNESSEE CENTRAL
ECONOMIC AUTHORITY

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TennesseeCentral.org

EXECUTIVE DIRECTOR POSITION - TENNESSEE CENTRAL ECONOMIC AUTHORITY

Once known as the Four Lakes Regional Industrial Development Authority, the Tennessee Central Economic Authority (TCEA) seeks a dynamic and polished business professional to lead the Economic Development Team. In this role, the successful candidate will be responsible for leadership, supervising and managing staff, planning and executing the organization's innovative strategies, supporting the five county region in Middle Tennessee, overseeing the management of TCEA owned properties, including the PowerCom Industrial Center, and assisting in the implementation and evaluation of development incentive programs. The TCEA Board is pursuing a highly motivated and experienced Economic Development Director with established leadership capabilities and extensive knowledge and expertise in economic development, municipal planning, property management, and finance. This position is essential for shaping the future of the Tennessee Central Economic Authority. Reporting to the TCEA Board of Directors.

Salary range: $100k - $140k plus benefits

Benefits Based on the State of Tennessee

Applicants' resumes welcomed through Monday, November 30th, 2026
Interviews are by appointment only
No telephone calls, please

Email: Careers@TennesseeCentral.org

NOTE: TEA prohibits discrimination based on race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, and marital or family status

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Reporting to the TEA Board of Directors, the role will focus on four key areas:
(1) Manage the incubator program, assisting new businesses and continuing the PowerCom Industrial Center and river port development
(2) Promoting wider real estate and land use development initiatives, such as development incentives and policies, while providing support and resources to existing TCEA tenants and Macon, Smith, Sumner, Trousdale, and Wilson Counties
(3) Collaborating with the TCEA Board and Leadership Staff to engage developers, property owners, and other stakeholders in identifying and promoting strategic real estate development or industrial opportunities in the five counties of TEA or the surrounding region
(4) Support dynamic programs while strategically assisting the industry in fostering the five county region of Middle Tennessee that we serve

The individual must possess strong political acumen and the ability to collaborate effectively with various City, County and State officials, employees, community organizations, regional and state economic development entities, and the public.

The Director acts as an ambassador and collaborator with private and public sector partners to promote optimal development outcomes for citizens, business owners, and private investors, aligned with community priorities.

PREFERRED EXPERIENCE, KNOWLEDGE, SKILLS, AND ABILITIES

- Comprehensive knowledge and experience in economic development, including business attraction and retention, marketing, development finance and permitting, and incentives
- Comprehensive knowledge of developing and maintaining budgets
- Thorough knowledge of local government organization and operation
- Comprehensive knowledge in managing rental property and property management
- Skill in handling public hearings and meetings with groups representing diverse opinions, potentially leading to confrontations and emotional discussions
- Skill in organizing and presenting highly technical information, development projects, budgetary philosophies, and policies
- Ability to establish and maintain successful working relationships with departments, staff, government officials, and the public
- Ability to demonstrate leadership skills that exhibit integrity, trustworthiness, respect, and team collaboration
- Ability to mentor staff and encourage their development skills

QUALIFICATIONS

- Desired bachelor's degree or equivalent experience, knowledge, and skills that will enable you to perform job tasks proficiently
- Five to seven years of experience - applied experience in city planning, economic development, community development, planning and management, commercial real estate, retail, restaurant, and/or small business administration preferred
    - Applied graduate coursework may be considered towards relevant experience
- Strong project management and interpersonal communication skills
- Proficiency in Microsoft Excel and Microsoft Office, CoPilot (or similar tools)
- Working knowledge of database and graphic design applications is desired but not required
- Detailed knowledge of commercial real estate and experience using demographic data sources, including the US Census, ESRI Business Analyst, CoStar, real estate brokerage reports, etc., is preferred
- Understanding of the operations and successful development of small businesses, including retail, restaurant, and service business models
- Excellent written and verbal communication skills and comfort interacting with diverse groups, including developers, business entrepreneurs, property owners, residents, and government officials
- High attention to detail
- Ability to manage and advance multiple projects simultaneously
- Must be able to work independently and as part of a team
- Experience thriving in a fast-paced, results-oriented environment

CORE KNOWLEDGE, SKILLS & ABILITIES:

- **Change Management:** Understands the need for change and helps plan for and accommodate it as creatively and positively as possible
- **Planning:** This process determines goals and priorities and assesses the actions, time, and resources needed to achieve those goals
- **Strategic Management:** Plans, monitors, analyzes, and manages the department's and organization's needs to reach established goals and objectives within the context of the job function

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This institution is an equal opportunity provider and employer

Tennessee Central Economic Authority was previously known as Four Lake Regional Industrial Development Authority

Creation: As a result of the impact of TVA's discontinuation of the Hartsville nuclear power plant construction project, the Four Lake Regional Industrial Development Authority was created by public act of the State Legislature on April 15, 1986. Enabling legislation states that the Authority was "created and established for the purpose of developing the resources of the region embracing the counties of Macon, Smith, Sumner, Trousdale and Wilson.... More specifically, the Authority "is directed to focus its activity toward economic development and improving employment opportunities in the region...". In 1988 the Authority contracted staff.

History: In consideration of the established purpose of the Authority and its limited TVA and State grant funding, Four Lake began operating a business incubator program in 1989 utilizing vacant warehouses at the Hartsville TVA site. The buildings were offered to business start-ups/expansions at below average rental rates under a Lease/Sub-Lease arrangement between TVA (receiving 80% of lease revenues) and the Four Lake Authority (retaining 20% of lease revenues).

On June 27, 2002, the Authority purchased 554 acres located within the TVA/Hartsville Distribution Center (discontinued nuclear site) from TVA for $1.7 million. Through a USDA/Rural Development Loan, infrastructure improvements were initiated immediately, including a 750,000 gallon water storage tank, as well as new water/sewer/natural gas lines installed to the mid-point of the newly purchased property. Beginning in 2003, with funding from annual TVA In-Lieu-of-Tax grants, projects commenced to develop the site into a viable business/industrial center in hopes of employing workers from the entire five-county region. For marketing purposes, the property was branded "PowerCom Industrial Center" with identifying logo and illuminated directional signs from State Hwy 25 into the site. In addition, ECD Special Appropriation Grants and TVA/Special Opportunities County Grants have funded other improvements/upgrades including: a 54,000 square foot Spec. Building (March, 2008); tenant specific electrical upgrades; roadways within the site named and marked; all buildings identified with specialty designed 911 address signs; utility upgrades/ installation for the CCA project; rehab (paint, new dock doors, trim, structural repairs, etc.) of eight warehouse buildings, one office trailer, and a 700' dock in the forward section (Village One) of the site; surveying and marking outer boundaries of the PowerCom site with 200 angle iron

posts & 10 eight foot "Four Lake" iron markers; additional fencing and security gate dividing Village One and Village Two; upgrade of the site's electrical systems to establish dual-feed throughout the site with backup from a rehabbed electrical sub-station located on the adjacent TVA property; water-line extensions to the lower section of the site (Village Two), as well as the installation of taps & meters for current tenants; substantial clearing of the site; and recurring maintenance - bush hogging, roof and road repairs, etc.

Corrections Corporation of America (CCA) purchased 108 acres of the PowerCom Industrial Center on April 22, 2008. Construction was halted indefinitely on the planned 2,040 medium-security bed facility that, when operational, would create much-needed employment - a minimum of 350 persons.

Beginning July 1, 2011, Four Lake was placed in "wind-down" status and restructuring efforts began to satisfy specific concerns of Legislators. Guidelines were created to limit the funds to economic development & job-creating projects that require Board approval. An amendment to Four Lake's Enabling Legislation became effective July 1, 2012 that replaced the 21-member Board and Executive Committee with a single-governing, seven-member Board of Directors. The new Board is comprised of the Five County Mayors/Executive, one member appointed by the Senate, and one member appointed by the House. Legislators approved Four Lake's Sunset extension and funding for an additional four years. Highlights of the fiscal year include: A TVA/Economic Development lead project, ARC Automotive (aka Project Scarecrow) was vigorously recruited for many months by the Four Lake Authority which resulted in an announcement on May 27, 2014, that PowerCom Industrial Center/Trousdale County had been selected as their expansion site for 66 new manufacturing jobs. The CCA project was reactivated in early 2014 with a $140 million budget and a date of operation scheduled for January 3, 2016. In March, 2014, V&C Manufacturing/Christy's purchased the 54,000sf Spec Building and contiguous five acres. Installation of fiber optics through the PowerCom Industrial Center was completed with the assistance of a State of Tennessee ECD grant, including connecting the Four Lake office with security cameras and remote access to the security gate. TEC and the Corps of Engineers granted a permit for dredging the harbor at the Cumberland River barge access in the PowerCom Industrial Center and a Port Feasibility Study was initiated. Four Lake was awarded $37,350 in economic development grant funds. Current: The 2014-2015 fiscal year has seen momentous activity. CCA had a groundbreaking on October 3, 2014 for the Turner-Trousdale Correctional Center. ARC broke

ground on site development of fifty acres leased in PowerCom Industrial Center. The Four Lake Authority facilitated a FastTrack Infrastructure grant with the State of Tennessee and Trousdale County for $290,000.00 to extend water and sewer to the ARC Automotive site. Four Lake Authority was awarded an InvestPrep grant from TVA to develop a 20 acre site within PowerCom Industrial Center for an industrial building. A $50,000.00 grant was received from the State of Tennessee's Dept. of ECD for a flood plain study and dock site improvements. In March 2015, the Tennessee Department of Transportation committed a State Industrial Access grant for $1.6M in PowerCom to improve and build a direct road to the ARC and CCA facilities with Four Lake committing $400,000.00 for engineering and construction funding. Plus, the staff launched a new web site and marketing program for the Tennessee Central Economic Alliance (www.tennesseecentral.org). Lastly, the Four Lake staff was added to the State of Tennessee Deferred Compensation Plan II-401 (k). As of June 30, 2015, Four Lake was leasing 22 buildings totaling 218,700 square feet to twenty-two businesses employing approximately 532 persons. The increase is a reflection of temporary tenants during construction of the CCA facility.

Resource: TCEA 2016-24 Annual EA

IN ADDITION TO OWNING AND DEVELOPING AN INDUSTRIAL PARK, WHAT DOES TEA DO?

Tennessee Central Economic Authority facilitates and networks projects for industrial business relocations, expansions, site selection or entrepreneurial startups. A company searching our Five County region (Macon, Smith, Sumner, Trousdale & Wilson County) can have a unique and significant partnership to understand and acquire resources available for your company.

We work with the State of Tennessee and the Tennessee Valley Authority for incentives and network you with the Tennessee College of Applied Technology, as well as other workforce organizations, for specialized training and job placements.

TCEA's Industrial Development Programs & Services Help
- New & Existing Manufacturers Create Jobs
- Existing Manufacturers Expand
- Entrepreneurs Start & Grow Businesses

- Companies Find Sites & Workforce Talent Resources
- Market Investment/Development Opportunities
- Market the TN Central Service Region
- Improve Our Region's Quality of Life
- Connect Businesses with Opportunities
- Coordinate Local & State Incentive Packages
- Coordinate Workforce Talent Training for Retention & Growth
- Share Funding & Grant Opportunities

Resource: TCEA 2025 website tennesseecentral.org

PRESS RELEASE INTRO

The TEA Board is pursuing a highly motivated and experienced Economic Development Director with established leadership capabilities and extensive knowledge and expertise in economic development, municipal planning, property management, and finance. This position is essential for shaping the future of the Tennessee Central Economic Authority.