



GENERAL MANAGER PROFILE: DEL PASO COUNTRY CLUB SACRAMENTO, CA

GENERAL MANAGER AT DEL PASO COUNTRY CLUB

Del Paso Country Club is looking for an energetic, personable General Manager who will be a forward thinking, visionary leader for the Club. The future General Manager will have proven skills in providing exceptional member experiences, team development, mentoring, budgeting and building consensus.

DEL PASO COUNTRY CLUB

Del Paso Country Club is a private, member-owned club providing a premier golf experience in addition to high-quality recreation and social experience for its members. A true golf sanctuary, Del Paso's championship park style design provides an enjoyable and challenging golf experience for all skill levels. The Club's pristine rye grass fairways, beautifully manicured bunkers, and nationally renowned putting surfaces provide a unique experience for each round. Members can refine their game at the finest practice facilities in the region.

Whether dining in the Grill after a round of golf or attending a Member event, the exclusive convenience of private club dining provides Del Paso Member's with the best of farm-to-fork cuisine. Del Paso's belief in uniqueness has become part of the club's ethos. Without that, all of the changes that have occurred over ten decades would not have succeeded. The Club and its members, continue to be a dynamic part of Sacramento's rich history and promising future.

Del Paso Country Club offers a full range of year-long recreation and social activities. Having fun and keeping the spirit alive, members have long enjoyed the camaraderie at social events at Del Paso Country Club. From wine dinners to fireworks, the Club offers a full calendar of Member Events. The Fitness & Swim Center is catered towards exclusivity, convenience, and the betterment of Members' health and wellness. The Club offers a private workout environment with access to a complete line of fitness equipment.

TOURNAMENTS

- 2015 U.S. Senior Open
- 1982 U.S. Women's Open
- 1976 U.S. Women's Amateur
- 1964 U.S. Senior Women's Amateur
- 1957 U.S. Women's Amateur

DEL PASO COUNTRY CLUB BY THE NUMBERS

- \$25,000 Initiation Fee
- \$8.2M Gross Volume
- \$2.3M Food & Beverage Volume
- \$3M Gross Payroll
- Membership: 390 Proprietary, 47 Junior, 78 Senior, & 132 Other Associate
- Average Age of Members: 63

JOB DESCRIPTION

The General Manager (GM) reports to the Board of Directors at Del Paso Country Club. The GM is expected to provide strong, quality leadership for the Club, ensuring that members enjoy the finest level of service. He/She is expected to be a Thought Leader for the Club and display excellent communication skills with both members and staff. He/She is responsible for the success of all aspects of the Club goals and is expected to devote his/her full time and attention to operations, planning, and staff management. The GM has full responsibility for all day-to-day areas of the operation, including oversight of the Club's financial reports and budgets.

DIRECT REPORTS

- Executive Chef
- Clubhouse Manager
- Controller
- Course Superintendent
- Head Golf Professional
- Fitness Director
- Locker Room Manager

KEY ATTRIBUTES AND AREAS OF FOCUS

- Financial management skills and oversight of annual operating and capital budgets
- Sincere and consistent member and staff engagement as the face of the club
- Develop plans and training to improve member services, programming and satisfaction
- Set standards of performance for department heads and ensure that they are consistently maintained
- Understand the Club's marketplace and culture and work to position the Club as the leading club in the market

CANDIDATE QUALIFICATIONS

The ideal candidate will either be a successful, visionary General Manager at a club known for exceptional member experiences or be an Assistant General Manager or Clubhouse Manager viewed as a club management "superstar" with a minimum of 5 years of highly successful management in a top tier club.

- Ideal candidate will be a highly personable leader with excellent interpersonal skills
- Candidate must be a charismatic, compassionate professional who truly enjoys the hospitality/club environment
- A proactive leader
- Possess especially strong communication skills both verbal and written
- Highly visible and engages with both members and staff
- Record of working closely and successfully with Board of Directors and Committees
- Forward thinking visionary
- Possess honesty and integrity
- Ability to address and diffuse issues quickly
- Ideal candidate will be a strong leader with a clear vision
- Team builder with a "hands on" approach and "open door" policy
- Detail oriented

- Experience in training, guiding, and maintaining staff
- Proven experience providing “best in class” service levels for members and guests
- Proven experience providing an excellent social experience and atmosphere
- Understanding of and experience in membership demographics, marketing, and retention
- Experience in successfully recruiting new members, especially young families
- Proven experience running a successful new member orientation
- Demonstrated skills in food and beverage operations are essential
- High Golf IQ is essential
- Strong understanding of golf and golf course maintenance operations
- Master Plan development and execution experience
- Experience updating, renovating, and remodeling Clubhouse and Facilities
- Experience working closely and smoothly with Department Heads and implementing departmental performance metrics
- Possess excellent financial and budgeting skills

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

A bachelor’s degree in business administration, hospitality management, or a related field of study is preferred.

SALARY & BENEFITS

Salary is open and commensurate with qualifications and experience. The club, along with the typical CMAA benefits, offers an excellent bonus and benefit package.

Interested and qualified candidates should email their statement of qualifications and resume to GMsearchDPCC@gmail.com. Respecting the fact that candidates who are currently employed might be hesitant about applying, please be assured that the interest in this position of all candidates will be treated confidentially.