



ESTABLISHED 1872

SANTA BARBARA

YACHT CLUB

Job Offered: General Manager/Chief Operating Officer

Location: Santa Barbara, CA

Reports to: The Commodore

Santa Barbara Yacht Club is an equal opportunity employer.

Santa Barbara Yacht Club is searching for a General Manager/COO who is enthusiastic, proactive and passionate about the club business. The chosen candidate must possess excellent communication skills and strong leadership capability.

Located on the Pacific Coast in the heart of the American Riviera, the Santa Barbara Yacht Club has been a haven for boating aficionados for over a century. The second oldest yacht club on the west coast, SBYC takes pride in yachting traditions while welcoming today's interests in on-the-water activities such as racing, cruising, kite boarding, stand up paddle boarding and fishing. We are a world-class destination for racing events, as well as home to the scenic Channel Islands which are a popular site for cruising. Dining at the Yacht Club offers members and guests the best of Santa Barbara's Mediterranean bounty. Locally farmed food, fresh fish and county wines are all featured here at the club. With over 147 years of history, Santa Barbara Yacht Club is a cherished destination for members and visitors alike.

Job Description:

The General Manager/COO reports to the Commodore of the club. He/She is expected to provide quality leadership ensuring that the club operates to its full potential through proactive management of staff performance, facility utilization and financial objectives. He/She will be highly visible to the membership and the face of the club. Attention to detail and excellent communication skills are a must. The General Manager will manage all aspects of the club directly and through staff and will devote a majority of the time ensuring the success of the overall operation. He/She will have full responsibility for the annual budget, expenses, financial performance, staff performance and will help evaluate and implement policies and procedures as directed by the governing board.

Primary Functions:

- Manager of SBYC staff encouraging a collaborative culture and open leadership style
- Works with the Commodore and Board of Directors implementing and enforcing Policies and Procedures
- Attends Board of Directors meeting and various other club committee meetings
- Manages the care and maintenance of club facilities
- Works with food and beverage staff to plan and host club events
- Continuous development of staff performance in all service areas
- Works with staff and membership committee to develop and maintain member recruitment, orientation and retention strategies and programs
- Works with staff and finance committee to manage operating and capital budgets



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- Holds regular staff meetings, one-on-one coaching meetings and annual staff performance reviews
- Involvement with local harbor community activities

Direct Reports:

- Controller
- Communications/Membership Manager
- Event Coordinator
- Race Director
- Head of Maintenance
- Executive Chef
- Food & Beverage Manager

Candidate Qualifications:

The ideal candidate will be enthusiastic, highly visible and known for exceptional member satisfaction with minimum 5 years of successful, progressive management experience.

- Confident and passionate with excellent communication skills
- Outgoing, personable and a proven self-starter
- Able to understand the changing demographic with regards to marketing and communication
- Able to create a positive environment and continually improve employee morale
- Understands the financial and business acumen
- Strong understanding of Food & Beverage operations
- Able to be diplomatic and develop effective working relationships with members, vendors, employees and guests. Able to resolve guest, supervisor and employee conflicts
- Able to establish a weighted performance evaluation for management team and subordinates
- Able to work long hours
- Possess strong knowledge of employment law and human resource best practices
- A four-year degree is preferred. Aspiration of achieving or currently holding a CCM designation from the CMAA is a plus

Physical Demands and Work Environment:

- Required to stand and/or sit for long periods of time. Walking on uneven surface (beach), climb stairs, balance, stoop, kneel, crouch, bend, stretch, and twist or reach
- From time to time push, pull or lift up to 50 pounds
- Continuous repetitive motions
- Work in hot, humid and sometimes noisy environment

Salary & Benefits:



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In addition to providing a competitive compensation plan commensurate with qualifications and experience, we offer medical and dental insurance programs, paid vacation, sick and holiday benefits, club provided meal program and a 401k retirement plan with club match and typical CMAA and Golden State Chapter benefits.

How to Apply:

Please mail an up to date resume with cover letter and salary history to commodore@sbyc.org, in the subject line be sure to reference the Position Title.