



SANTA LUCIA PRESERVE

Accepting Resumes for the Position of: General Manager (GM)



Conservation. Community. Culture.

These three guiding themes make up the foundation of The Preserve.

Conservation

The Preserve was founded with a conservation ethic that each member commits to uphold. While immersing themselves in the unique experience that this land provides, members abide by covenants that ensure it remains a vibrant, wild home for all the creatures that live here. The Preserve is about the land and about living on the land. Of our 20,000 acres, the most sensitive resources on 18,000 acres were set aside to be protected in perpetuity by the Santa Lucia Conservancy.

Community

The members make the most of what the land has to offer by creating a relaxed and inviting community. The Preserve's Ranch Club and Golf Club bring members together in ways that reflect the welcoming values of the California Rancho tradition. Each club's amenities and vibrant social calendars create the opportunity for members to connect with one another, celebrate the seasons, stay fit, enjoy the outdoors, play golf and have fun. The families within the community embrace The Preserve's mission, vision and values as a guidepost for future generations.

Culture

Our culture represents a tradition of informal hospitality through inclusiveness, friendliness, a sense of fun and dedication to sharing The Preserve with family and friends. Club and community events celebrate our unique surroundings, our rich history and vibrant future. The Preserve offers the best of both worlds – the opportunity to escape while still being conveniently located near the popular destinations of Carmel-by-the-Sea, Monterey and Big Sur. This is a laid-back, private community of 300 homes set on 20,000 acres of protected landscape. The staff is welcomed like family and there is a strong bonding and caring culture.

For more information, see <http://www.santaluciapreserve.com>

Position Description:

The General Manager ("G.M.") is responsible for consistently providing the highest quality of unique experiences for the Members and their guests, for ensuring adherence to the Vision, Values and Mission of The Preserve and for all aspects of club operations in a fiscally responsible manner. The G.M. reports to C.E.O. and will work closely with the Boards, be guided by the bylaws and polices, and demonstrate best practices and leadership to ensure the enjoyment, welfare and reputation of the Clubs and the Community.

The G.M. upholds the strategy, goals and objectives of The Preserve Board (governing board) and coordinates with other advisory Boards; develops, implements, and administers the policies as designated by the Boards. The G.M. ensures that the goals and objectives of the Clubs and the Community are defined, communicated, understood and implemented on a continuous basis to meet the expectations of the Membership.

The G.M. directs and administers all aspects of the operations of the Clubs; food and beverage, hospitality, events, fitness activities and facilities, equestrian, housekeeping, maintenance, grounds, infrastructure and amenities.

The G.M. prepares the annual operating and capital budgets for each department in conjunction with the C.F.O., and after Board approval, achieves the financial goals throughout the year, through proper forecasting, cost controls and labor management.

The G.M. provides leadership, manages, develops and trains the teams of each department to ensure exceptional service, as well as motivated and engaged employees. He/She is responsible for creating, implementing and maintaining accountability for the standard operating procedures for each department/function.

The G.M. demonstrates a forward looking outlook, recognizes and proactively anticipates trends and impacts to the Clubs. He/She will ensure that Clubs and the Community are protected with sound decisions and actions and is required to maintain the highest level of professional conduct and standards.

Responsibilities are carried out as directed by the Chief Executive Officer with general supervision and in accordance with Santa Lucia Preserve Company policies, procedures, and standards and in compliance with current laws and regulations established by Federal, State and local regulatory bodies. Employment at The Santa Lucia Preserve is at-will, E.O.E.

Compensation:

Competitive salary based on education and experience.

Benefit package to include Life, LTD, Health, Dental and Vision coverage.

401k match & fully vested upon eligibility.

Yearly bonus incentive.

Educational budget and CMAA dues.

Qualifications:

- Experience in the role of General Manager or 5+ years as AGM
- A four-year college degree in a related field of study and the CCM
- Strong experience at a high-end high-service private club
- Strong Leadership
- Exhibit an authentic and friendly demeanor at all times
- Have a commitment to excellence and the "go the extra mile" mentality
- Be a team player and show willingness to collaborate towards the vision and goals
- Must be effective and graceful in conflict resolution
- Have an eye for the big picture as well as details
- Have an entrepreneurial spirit

Please email cover letter & resume to:

Suzanne Poyer, Director of Human Resources @ spoyer@santaluciapreserve.com