

# KOPPLIN KUEBLER & WALLACE

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## **CLUB MANAGER PROFILE: TEQUESTA COUNTRY CLUB TEQUESTA, FL**

### **CLUB MANAGER AT TEQUESTA COUNTRY CLUB**

The role at Tequesta Country Club, located in one of the most desirable areas of Florida, is a great opportunity for a hospitality professional with especially strong collaboration, communication, and organizational skills, a success record in F & B operations development and execution, and motivated to 'make an impact'! The Club has a strong family focus and a very highly regarded course and golf experience. It is looking for someone to oversee a similar elevation of clubhouse operations to a commensurate and consistent level of experience.

With a major renovation of the clubhouse likely on the horizon, the new Club Manager will be part of the key leadership team developing the project, socializing it with the membership, and planning for and executing the eventual plan. Enhancing the front-end experience to help ensure strong member support when ready for vote and approval will be one of the key priorities for the new clubhouse leader when presented in Spring 2025.

This is an exceptional opportunity to join a club with a waiting list and a projected strong and successful future!

[Click here to view a brief video about this opportunity.](#)

### **ABOUT TEQUESTA COUNTRY CLUB**

Tequesta Country Club is a private, member-owned golf club in the picturesque Village of Tequesta, Florida. The Club boasts a serene and scenic location that complements its rich legacy. Founded in 1957 by Charles Martyn, a visionary land developer, the Club's golf course was designed by renowned architect Dick Wilson. Its opening featured a celebrated exhibition match with golfing legends Arnold Palmer and Dow Finsterwald, the latter serving as the Club's first head professional. Finsterwald's tenure brought national recognition to the Club, as he earned multiple accolades, including the PGA Championship, while representing Tequesta on the PGA Tour. The Club's history is further enriched by figures like Ed Ficker, a long-standing head professional who contributed significantly to the traditions and reputation of the Club.

Tequesta Country Club continues to honor its historical roots while embracing modern advancements. Recently, the Club completed an extensive renovation led by esteemed golf course designer Tom Fazio II, also a member. The project restored the course's natural "old Florida" charm, incorporating sustainable practices and native vegetation while enhancing playability with redesigned holes and a state-of-the-art short game practice facility. These updates seamlessly blend the course's mid-20th-century character with contemporary standards, ensuring an exceptional golfing experience.

In addition to its championship golf course, Tequesta Country Club offers a welcoming and vibrant community atmosphere. Members enjoy access to an array of amenities and social opportunities that celebrate the spirit of the game and the natural beauty of its unique riverside setting. Looking ahead, the Club remains committed to preserving its storied legacy while fostering a dynamic environment for its members, their families, and guests.

### **TEQUESTA COUNTRY CLUB BY THE NUMBERS**

- Approximately \$6M annual dues revenue
- Approximately \$10M annual gross volume
- Approximately \$1.5M in Food and Beverage
- Club Essentials POS System and Accounting
- Approximate Members: 450 in all categories, with 285 in the Full Golf (highest) category

### **CLUB MANAGER – POSITION OVERVIEW**

The Board desires a Club Manager who functions proactively and highly engagingly, working very closely with team leaders and the Board. This “lead by example” CM will be expected to be integral to a well-regarded, high-functioning team with diverse backgrounds, experiences, and tenure. The primary goal of the newly hired CM will be to fully immerse himself/herself into the Club’s current F&B operations and lead the planning towards successful operations, including helping to plan and identify keys to success with the new clubhouse. The CM will continue to look to enhance and elevate the overall membership and staff experience in partnership with the senior leadership team. The CM will handle all operational matters and be an active thought partner on strategic and policy matters, overseeing budgeting and results for all clubhouse-related operations. He/she must also be naturally approachable and an active listener while providing transparency to direction and operations, with intuitive and sincere “gravitas.”

The new CM’s ability to understand and support/elevate TCC's unique neighborhood and family-oriented culture is critically important. Certainly, a key to his/her success is “putting members first” and recognizing the foundation of providing staff support, mentorship, clear direction, “walking the talk,” and “being present” in a natural, sincere, and diplomatic style.

Possessing a high level of “EQ” is a critical success factor. Seeing and “reading the room” as it relates to clubhouse operations is necessary, as is having a strong desire to develop relationships with members and fellow team members.

Attention to maintenance details, SOPs, the overall member experience, staff culture, and staff training is critical. Outstanding communication skills are also essential, especially the demonstrated ability to listen and respectfully respond diplomatically.

Some key initial priorities and important style and approach methods include:

- In the first 90 days, take time to learn as much as possible about TCC before making anything but clearly necessary changes. Understanding culture, member expectations, fellow team members, history, etc., is essential to effectuate priorities for enhancement. Meet and listen to the members, Board, and committees.
- Collaborate closely with the Food & Beverage team to establish a strong foundation for success within the department. Ensuring consistent delivery of service standards is a top priority, along with fostering a strong partnership with the culinary team. This collaboration is crucial in meeting the expectations of the majority of members and is a key factor in achieving success. The operation has been trending in a positive direction, and the new CM is expected to enhance that development further.
- Being the “face” of these operations with a hands-on approach and an understanding that “on-the-floor” member and staff engagement is critical. Dig into “gaps” in the system as identified through staff and member input and help to “make TCC fun again!”
- Develop strong relationships with other senior leaders and help mid-manager leaders continuously develop themselves and their respective staffs. The goal is to create a culture of continuous evolution toward excellence in execution and delivery. Being a natural mentor is important, as is being a key initiator of integrating critical coordination functions among operating departments.
- Seek new and innovative ways to meet and respond to the needs and demands of the membership's ever-changing and diverse age group (trending much younger over the past several years). Embodying strategic thinking, excellence, passion, advanced forethought, and follow-through on identified goals is critical.
- It is critical to be naturally outgoing, conversant, respectful, and diplomatic but also able to say “no” when appropriate without alienating members or staff. Respectfully confident and “connected” to the membership and team are also critical, as is having a personal style of listening, considering, and reflecting before reacting to inputs (high “EQ”).
- Keep the Board informed of all significant or potentially significant operating matters, problem areas, achievements, and other important matters, focusing on offering recommendations and/or solutions when necessary.
- Understand the work of the Long-Range Planning Committee and offer input into the proposed project after first understanding the culture, member expectations, staff needs, and resources.

## **CANDIDATE QUALIFICATIONS**

- A minimum of 5 - 7 years of progressive leadership/management experience in a private club (preferred) or similar membership-based operation. The Club will consider well-mentored F&B Directors for this role so long as they can allow verification of current and past success and possess verifiably strong F & B skills, as well as a good understanding of club metrics, financial reports, and budgeting methodology.
- A verifiable record of strong relationships and intuitive mentoring and development of staff.
- Technologically proficient with a thorough understanding of best practices in using technology to improve 'high touch' service delivery to members and to manage and lead operations more effectively.

## **EDUCATIONAL AND CERTIFICATION QUALIFICATIONS**

- A bachelor's degree with a focus on hospitality management is preferred.
- Substantial private club or hospitality experience will be considered in lieu of the degree.
- Industry certifications such as a CCM are encouraged but not required.

## **EMPLOYMENT ELIGIBILITY VERIFICATION**

In compliance with federal law, all hired employees must verify their identity and eligibility to work in the United States and complete the required employment eligibility verification form upon hire.

## **SALARY AND BENEFITS**

Salary is open and commensurate with qualifications and experience. The Club offers an excellent bonus and benefits package, including association membership.

## **INSTRUCTIONS ON HOW TO APPLY**

Please upload your resume and cover letter in the order listed using the link below. When prompted for them during the online application process, you should have your documents fully prepared to attach. Please be sure your image is not on your resume or cover letter; it should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to **Tequesta Country Club/Mr. Don Brennan, Search Committee Chairman – Club Manager**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why Tequesta Country Club and the Jupiter, FL area will benefit you, your family, your career, and the Club if selected.

**You must apply for this role as soon as possible, but no later than March 7, 2025. Candidate selections will occur later that month. The first Interviews are expected before the end of March, and the second interviews are the following week. The new CM should plan to assume his/her role as soon as reasonable notice with the current employer is completed.**

**IMPORTANT:** Save your resume and letter in the following manner:

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter – Tequesta CC"

(These documents should be in Word or PDF format)

Note: Once you complete the application process for this search, you are not able to go back in and add additional documents.

[Click here](#) to upload your resume and cover letter.

If you have any questions, please email Patty Sprankle: [patty@kkandw.com](mailto:patty@kkandw.com)

### **Lead Search Executive:**

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