

## **DIRECTOR OF GOLF PROFILE: THE COUNTRY CLUB OF JACKSON JACKSON, MS**

### **DIRECTOR OF GOLF AT THE COUNTRY CLUB OF JACKSON**

The Country Club of Jackson, located in the state capital of Mississippi, and host of the Sanderson Farms PGA Tour event, is seeking an energetic, engaging PGA/LPGA golf professional to be their Director of Golf (DOG). This individual should have extensive leadership and excellent communication skills to oversee an active golf operation for a club with a great golf history that dates back to the early 1900s. The Director of Golf will play an integral role in both the continuity and expansion of the exceptional golf program.

Visibility, member engagement, and an authentic enjoyment of building and maintaining Member relationships will be important in this role where the individual is the “Face of Golf” for The Country Club of Jackson, essentially the quintessential “Ambassador” of golf for the Club. This leader will have the ability to relate to club leadership, committees, and the Board of Directors respectfully and diplomatically along with the IQ skills to thrive in a rich member feedback environment.

A passion and compassion for mentoring and team member development will be a trademark for this individual, with a sincere desire to help develop and elevate his professional staff’s careers.

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

### **ABOUT THE COUNTRY CLUB OF JACKSON**

In 1914, a small group of businessmen purchased 100 acres off Clinton Boulevard, five miles west of town, to organize The Country Club of Jackson. Over the past 100 years, the Club has grown through a series of renovations and expansions to become what it is today: a full-service, family-centered, destination country club. In 1958, the club purchased cropland near where County Line Road intersected Old Canton Road and constructed a new clubhouse which opened in 1963. Situated on approximately 500 acres of rolling terrain, The Country Club of Jackson is a family-focused, private, member-owned country club. Members enjoy the finest of amenities and services including an expansive clubhouse with both formal and casual dining rooms, a popular adults-only lounge, 27 holes of championship golf complete with a full array of practice facilities, 12 lighted tennis courts (8 soft courts, and 4 hard courts) and 8 pickleball courts, an aquatic center that includes a splash zone and custom-made water slide, croquet and a state-of-the-art fitness center and spa. The Club is home to the annual PGA Tour’s Sanderson Farms Championship each fall.

The city of Jackson, known as the “City with Soul” because of its “perseverance and triumphant spirit,” is steeped in southern culture and is a mecca for artists and musicians (from classical to inspirational, home-grown gospel, blues, jazz, rock ‘n roll, R&B and more). The city also has a vibrant food and cultural scene. The suburbs of Jackson offer a wonderful environment for family living and excellent education options.

### **MISSION STATEMENT:**

The Mission of The Country Club of Jackson is to provide the finest social environment, food, and recreational facilities possible for those individuals who share a common interest. Membership in the Club is by invitation only, without regard to sex, race, religious affiliation, or national origin.

### **THE COUNTRY CLUB OF JACKSON BY THE NUMBERS:**

- 1100 Members Approximately
- \$25,000 initiation fee (full member)
- \$7,596 annual dues
- \$140k Approximate Hard Goods Volume
- \$460k Approximate Soft Goods Volume

- \$700k Approximate Gross Payroll (Golf Shop Operations)
- \$200k Approximate Instruction Volume
- 24,000 approximate rounds of golf annually
- Annual PGA Sanderson Farms Championship
- 20 Employees in Golf Operations (FTE)
- 180 employees /225 seasonal employees
- 10 Board Members | 4-year term
- 55 Average age of members
- Club Accounting and POS systems are Club Essential
- Irrigation & Driving Range Project to Begin Feb 2025
- Green Renovation & Sandplating to Begin Feb 2026

**THE COUNTRY CLUB OF JACKSON WEBSITE:** [www.ccjackson.com](http://www.ccjackson.com)

### **DIRECTOR OF GOLF – POSITION OVERVIEW**

The Director of Golf at The Country Club of Jackson is the “face of and ambassador of all things golf” at the Club. This seasoned professional is responsible for the Club’s entire golf operation including the responsibility to hire, train, retain, and inspire all staff in the golf department. This includes but is not limited to all outside attendants, pro shop personnel, and assistant golf professionals, including coaching and teaching professionals. The golf experience is the number one amenity at The Country Club of Jackson, and as such needs a Director of Golf who is highly visible and approachable, understanding and capable of effectively communicating expectations to all constituencies. The Director of Golf will be extremely communicative and interactive with the clubhouse operation, golf course maintenance, and the General Manager. The Director of Golf will directly report to the General Manager.

The goal of the team of professionals is to provide the highest standards of excellence for both Member and guest enjoyment, as well as plan and coordinate a golf program that is respected and enjoyed by the Membership. The Director of Golf manages the Golf Pro Shop and related services, including the merchandising responsibilities to meet the needs of the Members daily. The position requires maintaining excellent relationships with suppliers and keeping Members satisfied and well-informed while building relationships with every constituency within CCJ membership. The Director of Golf is someone who needs to have his or her finger on the pulse of all operations including golf.

The Director of Golf is expected to provide motivated and passionate leadership to his/her team, and fellow management team members, relative to key golf events and activities programming. Keeping the golf program “fresh,” “innovative” and “relevant” are critical expectations of the new Director of Golf. The need to ensure that all elements of the golf experience are “fun,” “relaxed” and “organized” is critical, as is the need for someone to ensure that all Members are enthused about the program and their involvement. The Director of Golf sets the tone and environment for the golf culture at the Club and must be the proactive ambassador of hospitality, committed to service excellence for both Members and guests.

Additionally, the Director of Golf will oversee the teaching & coaching programs at The Country Club of Jackson, and all coaches and instructors that deliver golf lessons and clinics tailored to various skill levels including all junior golf programs. The Director of Golf will be engaging with members, juniors, and guests alike while generating enthusiasm and supporting the growth and development of all aspects of the Club’s instructional programs through regular on-course interaction.

The Director of Golf is responsible for ensuring that these operations are consistently managed and run with an especially strong Member and guest focus. He/she is to be extremely interactive, leading this operation with enthusiasm and engagement commensurate with the strong golf-centric culture at the Club.

Duties extend to all “touch point” areas of outside operations, range and practice areas, shop services, merchandising of the golf shop, and tournament and activity play, among others, as well as being sincerely cooperative and interactive with the clubhouse operation and golf course maintenance, with whom he/she regularly interacts.

The Country Club of Jackson Golf Department is comprised of a Head Golf Professional, 2 Assistant Professionals, a Director of Instruction, an Assistant Instructor, a Merchandiser, a Shop Attendant, an Instruction Intern, an Outside Service Supervisor, and 10 Outside Service Staff.

#### **ADDITIONAL RESPONSIBILITIES OF THE NEW DIRECTOR OF GOLF**

- Responsible for efficient and friendly customer service throughout the pro shop.
- Direct golf shop operations by assisting in training staff, motivating staff, conducting weekly staff meetings, developing sales and golf instruction goals, and ensuring that policies are followed.
- Develop aggressive Golf revenue sales, marketing, and net revenue plans and direct successful implementation, following established budgeting and revenue guidelines.
- Oversee all aspects of outside golf operations and staff to ensure proper performance while following all daily procedures and policies (i.e. staging area, range, golf cart storage, etc.) including marshal, starters, and golf shop attendants.
- Consult with the Superintendent about golf course and practice range operations and maintenance issues that affect the playability of the golf course.
- Supervise and manage the tee sheet and staff governing the start of and pace of play & attend staff, management, golf committee, and other applicable meetings.
- Maintains records relating to player and guest rounds and other statistics.
- Develop relationships and satisfy the needs of Members by leading and/or serving on committees, giving golf lessons, playing golf with Club Members and guests, conduct clinics for men, women, and juniors.
- Direct staff to execute and promote all Tournaments and other special golf events/functions at the Club ensuring coordination of all operations including scheduling events, overseeing execution of golf events, promoting golf events, wrapping up tournaments, etc.
- Provides an Annual Golf Calendar of activities and events for Members.
- Interprets and enforces club policies, rules, and regulations.
- Maintains full responsibility for the Golf Shop inventory and the success of the merchandising program.
- Attends all staff, management, golf committee, and other applicable meetings and club functions as required.
- Schedules staff hours to assure that members are fully served and that labor costs are maintained.
- Attends national and sectional PGA conferences/meetings, and educational and professional shows to encourage development and enhance the quality and image of the club.
- Represents the club in area professional events including local, state, or national events with the approval of the General Manager.
- Sets a positive example and ensures all staff adhere to the vision and core values of The Country Club of Jackson.
- Maintains high levels of membership satisfaction with a positive, respectful, inclusive, interactive, and highly VISIBLE presence.

#### **CANDIDATE QUALIFICATIONS**

- A golf professional who recognizes what a premier member and guest golf experience means and can continually evaluate, enhance, and direct others to achieve that vision and deliver service in a positive, energized, and intuitive manner.
- A team builder who has a history of attracting, developing, and retaining a high-performance golf staff, and ensuring that they consistently meet well-defined service standards.
- A natural leader who brings out the very best in those around him/her by setting clear goals and expectations and providing consistent feedback and support.
- A minimum of 5 years of experience in a similar, private, well-respected, member-owned club with a verifiably great reputation in golf operations. Experience as a Head Professional/Director of Golf is very desirable.
- A consummate professional who is knowledgeable in “best practices” in top-performing and high member satisfaction golf operations around the country.
- A confident, diplomatic, and competent professional who is a ‘doer’ and take-charge person, who also recognizes the importance of accountability.

- A proven leader with excellent communication skills both written and verbal, a diverse skills and competencies base, encompassing a multitude of critical areas necessary for success, including but not limited to staff development, organizational skills, management and coaching, merchandising expertise, vendor relationships, caddy programs, strong written and verbal communication skills, interpersonal skills, drive, integrity, and respectful diplomacy.
- A professional who is financially astute with meaningful experience in fiscal operations, budget development, golf operations, and merchandising issues. He/she is aware of critical benchmarking and financial metrics that lead to proactive responses to trending curves.
- A personable individual with a sense of humor and style that is commensurately appropriate to the culture and expectations of a relaxed but respectful membership group and team of associates.
- A professional with a high level of golf-playing ability and true enjoyment of the game.
- A leader with a strong golf community network nationally with top clubs and professionals.

#### **EDUCATIONAL AND CERTIFICATION QUALIFICATIONS**

- Preferred Bachelor's Degree in Business Administration or Golf Management, but not required.
- In lieu of the degree, substantial golf professional and private club experience will be considered.
- A PGA/LPGA certification with a minimum of 5 years of Head Professional or Director of Golf experience in a like or similar type of facility is required.

#### **SALARY AND BENEFITS**

Salary is open and commensurate with qualifications and experience. The Club offers an excellent benefits package including association membership. Additionally, there will be significant financial incentives available for the golf shop's success.

#### **INSTRUCTIONS ON HOW TO APPLY**

Please upload your resume and cover letter, in that order, using the link below. You should have your documents fully prepared to be attached when prompted for them during the online application process. Please be sure your image is not present on your resume or cover letter; that should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to **The Country Club of Jackson search committee**/Bryan Aumiller, GM/COO. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why TCCJ and the Jackson, MS 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 Friday, January 24, 2025. Candidate selections will occur a week later, with the first Interviews expected in late February 2025 and the second interviews a short time later. The new candidate should assume his/her role in early April of 2025.**

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

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter – CC of Jackson"

(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 Bethany Taylor: bethany@kkandw.com

#### **Search Executive:**

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