

## **GENERAL MANAGER PROFILE: PEQUOT YACHT CLUB SOUTHPORT, CT**

### **THE GENERAL MANAGER OPPORTUNITY AT PEQUOT YACHT CLUB**

The Pequot Yacht Club has a long tradition of sailing, yachting, and racing excellence. Understanding the club's history and traditions is an important first step in successfully leading the Pequot Yacht Club. The club enjoys a reputation for "punching above its weight" in the competitive sailing world and looks to maintain its history of excellence in sailing while also looking to the future to provide an elevated shoreside member experience.

Pequot Yacht Club is seeking a General Manager who is an effective, visible, hands-on leader who understands, appreciates, and can help further the club's purpose of fostering camaraderie and promoting sailing excellence. The successful candidate should be widely respected for how he/she conducts business, as well as for the results achieved thus far in his/her career. A successful candidate will be capable of maintaining and improving our strong sailing and member programs and enhancing our hospitality offering while building, codifying, and upgrading core club systems, processes, and practices. Especially critical is to be a keen developer of staff while ensuring that necessary and appropriate accountabilities are in place for all staff members within the Pequot organization.

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

### **PEQUOT YACHT CLUB**

Pequot Yacht Club was founded in 1920 through the efforts of a small group of local yachtsmen in Southport CT. These Founding Fathers came together to form a yacht club for the specific purpose of 'the development of interest in sailing'. From the very beginning, Pequot has been a leader in competitive sailing, from local OneDesign regattas around Long Island Sound to bringing home the gold in world-renowned long-distance ocean races such as the Newport to Bermuda Race, The Vineyard Race, and the Transatlantic Race. Pequot counts some of the best sailors in the northeast as long-time members, including many champions--as well as two members of the National Sailing Hall of Fame among its past and present membership.

In addition to a strong OneDesign program and active cruising fleet, Pequot members have long believed that an active junior program is the key to sailing's future. In 1923, the Club sponsored the first junior regatta for crews under 18 on Long Island Sound, and the first formal Pequot junior program was started the following summer. Junior programming continues to play an important role for aspiring young sailors from the Club and the larger community (two-thirds of the nearly one hundred junior sailors annually come from outside of the membership), while Pequot currently plays host to four area high school junior sailing programs.

Pequot Yacht Club has long been a leader in the establishment of OneDesign sailing on Long Island Sound. Pequot was the first to introduce the heralded Atlantic Class in 1929, with club members ordering the first twenty boats built. Through the decades, Pequot has supported fleets of Lightnings, Thistles, Solings, Blue Jays, 420s and other small racing sailboats. In the early 1990s, recognizing the need to make sailing attractive to a membership pressed by time and family commitments, a search was begun to find a new OneDesign class for the adult sailing program at the Club. The search eventually led to the Ideal 18. The success of Pequot's Ideal 18 program was recognized in 1993 by US Sailing, which noted the program's contribution to One-Design racing on Long Island Sound and beyond. Other yacht clubs up and down the Sound soon embraced this innovation sparked by Pequot. Since then, Pequot has also become home to the largest J109 fleet in the country.

The club's current operations take place out of two 191-year-old former onion warehouses, known as the Junior and Senior Clubhouses, both of which are registered as historic structures and have been very well maintained. The Junior Clubhouse serves as the center for the junior sailing programs and includes administrative offices and a workshop. The Senior Clubhouse is home to the Galley and dining room for food service on the first floor, while the second floor is a flexible space dedicated to social gatherings, casual meetings, card games, workshops, lectures, and small parties. The Senior Clubhouse also offers access to upper and lower decks with truly stunning views of Southport Harbor and Long Island Sound. Presently, club members can enjoy year-round food and beverage service, featuring daily lunch offerings in the galley during the summer season, along with Wednesday night BBQs and Friday evening dinner service.

#### **PEQUOT YACHT CLUB BY THE NUMBERS:**

- 317 Members in all categories – 272 Senior members, 23 Corinthian, 16 Non-Resident, 6 Privileged
- \$3.1M Total Revenue
- \$14,496 Initiation Fee
- Approximately \$4,384 Annual Dues, \$1,200 Annual Capital Assessment
- Approximately \$500,000 in Food and Beverage Revenue
- 9 FT/PT Employees year-round
- The Club is organized as a 501(c)(7) and is a not-for-profit corporation
- The average age of the members, at present, is 61
- 17 Slips, 87 Moorings (Pequot Yacht Club also services and maintains public moorings in Southport Harbor).

#### **YEAR-ROUND STAFF IN PLACE NOW**

Director, Waterfront & Facilities (F/T)

Waterfront Operations Staff (2)

Director, Member Services (P/T)

Director, Finance & Administration (P/T)

Galley Sous Chef (F/T)

Galley Cooks (2) (F/T)

Galley Front of House Manager (P/T)

**PEQUOT YACHT CLUB WEBSITE:** [www.pequotyc.com](http://www.pequotyc.com)

#### **GENERAL MANAGER JOB DESCRIPTION**

The General Manager (GM) is hired and retained by the Board of Governors and reports to the Commodore. The GM has clear ownership of the day-to-day operations of Pequot, while focused on the achievement and maintenance of an annual business plan for the Club, and all the necessary elements, activities and staff to support this focus. Specific emphasis on consistently enhancing member experience is primary to this role. He/She is responsible for managing the entire inventory of key assets (physical and staff) including both clubhouses, grounds, marina, club-owned fleets (sail and power), food and beverage service and management, and others, for ensuring consistently meeting clearly defined expectations of service execution and delivery, while maintaining our historic properties at the highest level.

The GM will provide leadership to contributing constituencies (Board, Committee Chairs, Members, and Staff) related to key programming, events and activities at the Club, recognizing the need to balance multiple interests and perspectives, along with active and capable pursuit of the Club's business and financial objectives. Administering operations at Pequot Yacht Club effectively while achieving annual goals is essential, along with maintaining high member satisfaction. The GM will be expected to bring a high level of experience and leadership to the club's food and beverage operation, enhancing its contribution to a very special membership experience.

#### **CANDIDATE RESPONSIBILITIES**

- Operational oversight of all Senior Clubhouse operations including Galley staff, Food & Beverage operations and both Club and private member-sponsored events.
- Provide oversight, guidance, and staff development to the currently well-led Waterfront department.
- Support and maintain the core mission of Pequot Yacht Club which is ‘the development of interest in sailing’ for adults and juniors, with an impact ranging from beginner sailors to champions at the very top of the sport.
- Coordinate and implement Board policies
- Assure a high level of member satisfaction, including soliciting member feedback and improving the sense of engagement and inclusiveness for all members
- Creating an elevated service culture for the members and their guests is essential, as well as achieving elevated consistent quality in food, beverage, and service operations.
- Provide ongoing evaluation of the physical plant and equipment, anticipate needs, and oversee completion of annual capital projects, while working closely with Pequot leadership on larger-scale capital improvements.
- Develop solid, trusting, and productive relationships with our Southport neighbors and the Fairfield community, with a particular focus on key community organizations such as the Harbor Management Commission and the Historic District Commission. Develop and monitor Pequot protocols to ensure compliance with local, state, and federal laws.
- Manage all Pequot staff in a professional manner. Provide guidance and support to staff to help them perform at an optimum level while enhancing their skills and capabilities.
- Manage to the annual budget. Review income and cost relative to goals and recommend corrective action. Implement controls to safeguard funds. Improve Club operational efficiency and effectiveness
- Be a source of continuity and professionalism in Club operations across changes in Flag and Board leadership.
- Be informed of yacht club industry “Best Practices” (i.e., governance, bylaws, member surveys, policies and procedures, etc.)

#### **CANDIDATE QUALIFICATIONS**

- A minimum of 5 - 7 years of progressive leadership/management experience in (preferably) a private member-owned (yacht) club, or leading hospitality operations outside of the club industry in a similar hospitality operation.
- Strong personal qualities of integrity, confidence, credibility, energy, commitment, and humor along with exemplary ethics.
- Someone who respects the history and traditions of the Club, while also being an innovator and a champion of new ideas and initiatives, looking to consistent improvement of member experiences and operational efficiency. The preferable candidate will have or be interested in a connection to the water and sailing.
- Demonstrated ability to create an elevated service culture for the members and their guests is essential.
- Demonstrated ability to create elevated consistent quality in food, beverage, and service operations.
- Promote a culture of striving for excellence and motivating staff to seek to deliver consistently.
- Technologically proficient and recognizing best practices use of technology to improve service delivery to members, as well as to more effectively lead operations. Skills with Northstar and Excel software are important.
- A true, confident, diplomatic, and competent club industry professional who recognizes the importance of accountability, and who has a strong history of success in working with member boards and committees.
- Outstanding communication skills are necessary for this role and to be successful at Pequot Yacht Club. As the primary communicator of much of the information at the Club, proven outstanding verbal and written skills are critical, as is a keen ability to listen, engage, build trust, and be highly approachable.
- Must be visionary and mission-oriented; anticipating how the Club continues to evolve is important, as is being actively networked in the industry. He/She should be able to project and steer the club in the right direction for the benefit of the membership.
- A “hands-on” leader who recognizes the balance between leading, doing, and delegating.
- A visible, sincerely engaged, and hard-working leader who brings ideas to the table and can express those ideas thoughtfully and easily to team members, the Board, and Committees.
- Being strategic in focus and able to gain support and execute approved plans and directions, sometimes exhorting the Board to make actionable decisions, albeit with a strong and natural ability to analyze and communicate the reasons behind recommendations.

- Being naturally outgoing, conversant, respectful, and diplomatic, but able to diplomatically say “no” when appropriate.
- Recognizing the need to maintain an “employer of choice” approach to attracting, retaining, mentoring, and developing staff. Innately understanding, empathetic, reliable, and relatable to members and staff.
- Possessive of a strong financial acumen for club trends and metrics, and able to fully comprehend and explain P/Ls, balance sheets, cash flow, and operating, capital, and project management budgets.
- The ability to adapt and positively contribute to changing and evolving circumstances.
- Yacht club or marina experience preferred
- Appreciation for Northeast location preferred

## EDUCATION

- A bachelor’s degree from a four-year university or college is highly desirable, preferably in Hospitality Management, Business, or Finance.
- In lieu of the degree, substantial private club or hospitality experience will be considered.
- Certified Club Manager (CCM) designation preferred but not mandatory.

## 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 benefit package, along with the typical CMAA benefits. Salary Range: \$150,000 – \$200,000.

## 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 Pequot Yacht Club search committee/Mr. Ken Murphy, Vice Commodore,** and clearly articulate your alignment with this role and why you want to be considered for this position at this stage of your career, and why PYC and the Southport area will be beneficial to 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, April 25, 2025. Candidate selections will occur in early May with the first Interviews expected in May 2025 and the second interviews a short time later. The new candidate should assume his/her as soon as reasonable notice is given to a current employer following selection.***

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

“Last Name, First Name Resume” &

“Last Name, First Name Cover Letter – Pequot Yacht Club”

(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 Holly Weiss: [holly@kkandw.com](mailto:holly@kkandw.com)

**Lead Search Executives:**

Sam Lindsley, Search Executive  
216-509-2250 (Cell) - Medina, OH  
sam@kkandw.com

Thomas B. Wallace III, CCM, ECM, Partner  
412-670-2021 (Cell) - Cleveland, OH  
tom@kkandw.com