

## CANDIDATE PROFILE

**Chief Executive Officer**  
Boca Grande Club  
Gasparilla Island, Florida

[www.bocagrandeclub.com](http://www.bocagrandeclub.com)



[Click here to watch a short video.](#)

### Organization and Facilities

The Boca Grande Club was developed in 1978 by four prominent Floridians looking to establish an exclusive beach and tennis club. This Club is very special, not just because it is private, but because it is located on the north end of Gasparilla Island at Boca Grande, a distinction that can't be overstated. Thirty-one years ago, the Boca Grande Homeowners Association (Master Association) purchased the Club from the developers.

Full Membership is offered to the 297 onsite homeowners. Social Membership is offered to those who live in the surrounding area, although that category is currently full. The Club also has a robust seasonal rental program with a lifetime limit of 30 rental days before a person is required to join the Club.

The Club facilities, spanning 65 acres of lush tropical grounds, include one of the most beautiful beaches in southwest Florida. The fabulous clubhouse, with its floor to ceiling windows, overlooks the beach and gulf waters and offers fine and casual dining on two different levels. The view takes in the entirety of Gasparilla Island, and includes incredible sunsets each evening.

The Tiki Bar and pool deck offer additional popular meeting, drinking and dining opportunities. The Club has eight har-tru tennis courts, a fully stocked Pro Shop and a very active tennis program managed by the Tennis Director and two tennis professionals. The Fitness Center is state of the art and offers two fitness instructors. In addition to the main pool and deck there are two additional pools. The Club also offers various services to the homeowners.

The Club is open 12 months with a nominal shutdown period for Food and Beverage. There are approximately 105 employees in all departments and divisions.

## Position Overview

The CEO is responsible for the entire operation of both the Boca Grande Club, Inc. (Club) and the Boca Grande Homeowners Association, Inc. (BGHA) and reports to the Boards of Directors of each. The CEO is the agent of record of both corporations as well as the fourteen condominium associations. The condominium associations are self governed but contract with the BGHA Association Property Management Department for the provision of certain services on an annual basis.

There are no operating committees. The CEO is the conduit between the members/owners/Boards of Directors and the staff through the management team and is also the “face of the Club” to the key stakeholder groups and to the larger community outside the gates.

Management staff include: General Manager, Accounting Manager, Director of Operations, Rental Program Manager, Association Property Manager, Clubhouse Manager, Executive Chef, Director of Tennis, Landscaping Manager, Maintenance Manager and the Liaison Manager. Some of these report to the General Manager, others to the CEO.

### Boca Grande Club/HOA Details

- Gross Volume Club: \$9.4M
- Gross Volume BGHA: \$1.5M
- New Member Fee: \$50,000
- New BGHA Homeowner Fee \$15,000
- Annual Dues Volume Club: \$3.06M
- Number of Doors: 297
- Number of Social Members: 400

## Key Responsibilities

This is a full charge CEO role which carries a great deal of responsibility. While remaining aware of day to day activities, the successful candidate will be counted on to provide the vision for the future and to help the Boards plan at least five to ten years out for the continued success of the Club. Specifically:

- Direct and administer all aspects of the operation.
- Oversee financial planning, cash management and investing.
- Oversee the production of the Club and BGHA Budgets and financial statements.
- Initiate and facilitate strategic planning from a facilities and programming basis.
- Oversee the maintenance of all facilities owned by the Club or BGHA.
- Coordinate with any construction/renovation of condominium buildings and understand how this may impact Club usage and/or the rental program.
- Ensure insurance and risk management programs are sufficient to protect the assets.
- Maintain relationships with key professional providers of legal, insurance and audit functions.
- Ensure adherence to all local, state and federal laws and statutes.
- Negotiate and execute all major contracts with the Club and BGHA.
- Prepare for and participate in Club and BGHA Board of Directors meetings.
- Ensure systems are in place for the proper maintenance of records.
- Ensure all applicable licensing, filing and reporting requirements are adhered to.
- Approve hiring of and performance reviews of all management staff.
- Clearly delineate roles and responsibilities for and between all management staff and adjust as needed.
- Set financial and operational goals for each department and manager.
- Actively solicit member feedback and assist in analyzing and acting on the information.

- Interview all prospective new homeowners.
- Review all membership applications.

## Attributes

- The ability to be a presence at the Club and interact with members regularly while also delegating authority to department heads for routine functions.
- The ability to lead a very loyal and long tenured senior staff.
- The ability to adjust the make up of the organization as needs and resources change.
- The ability to attract top talent when necessary and to be a mentor to the management team and staff.
- A passion for promoting a positive, respectful, rewarding and safe work environment to ensure the Club remains an “employer of choice” in the region.
- Confidence in abilities and “savvy” to recommend and enforce rules, make changes and think ahead.
- The ability and desire to maintain a “member first” service culture.
- Awareness of trends in technology, processes or facilities and the ability to institute those which would improve the member experience and/or efficiency of the operations.
- The ability to interact with the on site, independently managed real estate office and remain aware of their impact on the perception of the community and Club.
- The awareness of what impacts people moving into and out of the community and to identify major drivers of home values in the community.
- The ability to understand and oversee the BGHA and the condominium associations.
- The ability to monitor the rental program and remain aware of its impacts on member satisfaction.
- The ability to communicate and sell changes in programs, costs, policies or facilities.
- An outgoing, friendly and like-able personality with a high potential to identify with and embrace the culture of Gasparilla Island.

## Requirements

- A verifiable track record of eight to ten years as a General Manager or Chief Operating Officer of private, member-owned clubs or similar high end hospitality organizations.
- Experience with the operation of Community/Homeowners Associations and Condominium Associations.
- A demonstrated track record of financial management, knowledge and acumen.
- Exceptional communication and interpersonal skills.
- Experience with strategic planning and the ability to navigate challenges, anticipate and plan for future needs and capitalize on opportunities.
- Experience with construction projects: planning for, contracting, insuring, administration and oversight.
- A person of exceptional character – motivated, energetic, friendly and dedicated to the profession and your community.
- Involvement in Club Management Association of America (CMAA) or Community Associations Institute (CAI) which demonstrates continued learning and awareness of industry best practices.
- Certified Club Manager (CCM) or Community Association Manager (CAM) designations are not required but would demonstrate relevant expertise and experience.
- Impeccable and verifiable references. All candidates will be subject to a thorough background check.

## Competitive Compensation

- Competitive compensation/salary and an annual performance bonus
- Medical, Dental, Vision and Life Insurance

- Paid time off and work/life balance
- Participation in the Club's Simple IRA plan
- Professional dues, educational allowance expenses and other expenses per the annual budget
- Relocation assistance (if from outside the area)

To be considered for this outstanding opportunity all cover letters and resumes should be received as quickly as possible but no later than April 4, 2025. All information received will be kept in the strictness of confidence.

Professionals who meet or exceed the established criteria are encouraged to send a compelling cover letter addressed to GSI Executive Search outlining their qualifications, experience, interests, and why The Boca Grande Club will be beneficial for you, your family and your career along with their resume to:



**Thomas J. Noyes, CCM, CCE**  
Principal

 [tnoyes@gsiexecutivesearch.com](mailto:tnoyes@gsiexecutivesearch.com)

 941-525-3211



**Scott McNett**  
Managing Principal

 [scott@gsiexecutivesearch.com](mailto:scott@gsiexecutivesearch.com)

 314-854-1321

*GSI Executive Search has been serving the private club industry for nearly 30 years, providing a wide range of executive search and placement services. In addition to GM searches that have been performed recently, GSI consultants have done over 100 GM searches around the US in the last three years.*