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GENERAL MANAGER/COO: LAS POSAS COUNTRY CLUB CAMARILLO, CA

GENERAL MANAGER/COO AT LAS POSAS COUNTRY CLUB

Las Posas Country Club is looking for a General Manager/COO that will be a strong, charismatic, and energetic leader and the “face” of the Club.

MISSION

Nestled amidst the fragrant citrus groves and the Mediterranean-like climate of the Las Posas Valley lies the Las Posas Country Club – one of Ventura County, California’s premiere destinations for golf, tennis, and special events. We focus on providing quality services, family-friendly activities, and a relaxing environment where friendships and memories are made. Whether you’re visiting to play, dine, unwind, or plan your next meeting or event, you’ll feel our warm welcome and casual elegance in every passing moment.

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

LAS POSAS COUNTRY CLUB

Members and guests alike enjoy their “Home Away from Home” at Las Posas Country Club. Set amidst fragrant lemon, orange, and avocado groves, pleasant ocean breezes comfort the soul as members enjoy a round of golf, game of tennis or celebrate special events.

Las Posas Country Club brought life to what were once barren hills. Established in 1958 as a private equity club, Las Posas Country Club (LPCC) is owned exclusively by its equity golf members. This unique 18-hole golf course was designed by the late, renowned golf course architect Lawrence Hughes. In 2008, Cary Bickler, who apprenticed under Lawrence Hughes, renovated the front nine tees and bunkers. Bickler continued his work in 2010 and renovated the back nine tees and bunkers. Bickler has completed over 100 golf course projects including La Jolla Country Club in La Jolla, CA and Sunrise Country Club in Las Vegas, NV.

Proud to be the place where PGA Professional Corey Pavin honed his skills and where the famous 1963 Challenge Golf match was played by Arnold Palmer, Gary Player, Bob Charles, and Bruce Crampton, Las Posas Country Club continues to flourish with every new generation of golfers, tennis enthusiasts and social club members. Las Posas Country Club is proud to regularly honor “legends” of the Club – members who have been with the club for 50+ years! The members have watched families grow over the years, witnessing memberships being passed and maintained from one generation to the next.

Las Posas Country Club is more than just a golf course as they also provide valuable activities that contribute to one’s quality of life through multiple facets. With wonderful tennis, fitness, and swim facilities, the club presents their members with various activities to keep their minds and bodies fine-tuned.

Camarillo, California is located along the 101 Ventura Freeway in Ventura County, halfway between Los Angeles and Santa Barbara. Offering the perfect blend of rural and suburban experiences, locals are fortunate to have easy access to fresh produce grown in the agricultural fields surrounding the area. Orange, avocado, and lemon trees line the road up to Las Posas Country Club. LPCC is surrounded by countless beautiful fields set against a backdrop of the Topa Topa Mountains in the distance.

Whether members are getting married, joining friends for lunch, or playing a round of golf or game of tennis, the Mediterranean-like climate of Camarillo provides the ideal backdrop for creating lasting memories at Las Posas Country Club.

LAS POSAS COUNTRY CLUB BY THE NUMBERS

- \$6.0 M Gross Volume
- \$2.9 M Annual Dues Volume
- \$2.4 M Food & Beverage Volume
- \$2.6 M Gross Payroll
- 665 Members: 250 Golf Members – 115 Tennis Members – 300 Social Members
- \$700 K Clubhouse Renovation was completed in Spring 2019

Las Posas Country Club Website: www.lasposascc.com

JOB DESCRIPTION

The General Manager/COO reports to the Club President at Las Posas Country Club. The GM/COO is expected to provide quality leadership for the Club ensuring that members enjoy the finest level of service. He/She is expected to be a highly visible “face” of the Club and display excellent communication skills with both members and the team. He/She is responsible for the success of all aspects of the Club goals and is expected to devote his/her full time and attention to operations, planning, membership marketing and staff performance and coordination. The GM/COO has full responsibility for all day-to-day areas of the operations, including the oversight of the Club’s annual budget, revenue goals, expenses, and financial performance.

KEY ACCOUNTABILITIES

- Leadership of Team
- Membership marketing and retention
- Face of the Club
- Thought Leader for the Board of Directors
- Financial controls and metric driven evaluation of all areas
- Communication with Team
- Foster a culture of excellence for members
- Improve Service (Golf and Tennis/Swimming/Fitness Operations, Food and Beverage)
- Community Involvement

DIRECT REPORTS

- Membership Sales and Outside Marketing Director
- Golf Course Superintendent
- Controller
- Executive Chef
- Director of Catering & Member Dining (aka Dining & Events Director)
- Head Tennis Professional
- Fitness Professional
- Golf Operations Manager
- Facilities Maintenance Manager

CANDIDATE QUALIFICATIONS

The ideal candidate will either be a successful, highly visible General Manager at a club known for exceptional member experiences or be viewed as a club management “superstar” with a minimum of 5 years of highly successful, progressive management experience in a top tier private club.

- Strong, passionate leader with excellent communication skills both verbal and written
- Energetic & knowledgeable
- Highly visible and engaged with both members and staff, excellent interpersonal skills
- Candidate should be an entrepreneurial minded, proven self-starter
- Strong sense of personal responsibility and accountability
- Proven experience providing excellent service for members and guests
- Understanding of and experience in membership demographics, marketing and retention
- Strong management and problem-solving skills
- Ability to create defined performance metrics for department heads
- Experience creating a positive work space and boosting employee morale
- Team builder and mentor, an open, collaborative leadership style
- Possess excellent financial acumen and budgeting skills
- Demonstrated skills in food and beverage operations
- Experience leading the strategic planning process
- Demonstrated success in funding and overseeing renovation and refurbishment plans
- Experience running successful youth and family programs
- Candidate should be active and well respected in their CMAA chapter

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

A four-year college degree is preferred and an advanced degree or certification is favored, such as a CCM and CCE certification.

SALARY & BENEFITS

Salary is open and commensurate with qualifications and experience. The club, along with the typical CMAA benefits, offers an excellent bonus and benefit package.

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.

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

“Last Name, First Name Resume”

“Last Name, First Name Cover Letter Las Posas Country 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.

If you have any questions, please email Nan Fisher: nan@kkandw.com

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

Lead Search Executive

Armen Suny, Search Executive

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