

KOPPLIN KUEBLER & WALLACE

THE MOST TRUSTED NAME IN EXECUTIVE SEARCH AND CONSULTING

DIRECTOR OF GOLF PROFILE: NORTHWOOD CLUB DALLAS, TX

THE DIRECTOR OF GOLF OPPORTUNITY at NORTHWOOD CLUB

Northwood Club, one of Texas' most prestigious private clubs is seeking to place a highly capable professional with strong leadership experience as the Director of Golf. Northwood Club is a family-oriented club that is home to one of the finest private golf courses in the state. A positive, innovative and energetic approach to Northwood's programming and duties is essential. In addition to the Director of Golf's leadership and team building skills, a focus on family and social activities for all levels of players is paramount. The candidate must be able to demonstrate proven written and verbal communication skills. Visibility, member engagement, and authentic enjoyment of building member relationships is critical, as is the ability to relate to committees in a professional, respectful and diplomatic manner. The new DOG must demonstrate impeccable leadership skills while energetically promoting team member growth and engagement, and consistently delivering an exceptional Member experience.

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

NORTHWOOD CLUB AND COMMUNITY

Northwood Club is a premier country club located in the heart of North Dallas, an affluent and vibrant area of Dallas, Texas. North Dallas has excellent school systems plus many universities, including Southern Methodist University, the University of Texas at Dallas, and Texas A&M's Dallas campus. It is also home to the headquarters of Texas Instruments and a continually growing list of other major businesses including the PGA of America.

Northwood Club was organized in 1946 by a group of successful Dallas businessmen and professionals. Its purpose was to serve the social interests and recreation requirements of the many families of Dallas without such facilities. For 70 years, Northwood Club's staff and facilities have provided a family-friendly atmosphere for members. Many events have become exclusive traditions that are engrained in the club's culture, from holiday festivities, themed events, golf and tennis tournaments, and family pool activities.

Northwood Club's golf course is among the top courses in the Dallas area and consistently ranks in the Top 25 Golf Courses in Texas by The Dallas Morning News. The club hosted the U.S. Open in 1952 and has since been the location for several Regional and Sectional USGA, local North Texas PGA, and AJGA tournaments. Originally designed by William H. Diddel when the club was built in 1946, the course underwent a renovation in 1990 by Jay Morrish and Tom Weiskopf and most recently in 2016 by renowned architect Tripp Davis. The recent renovation touched every hole to preserve the original Diddel design while acknowledging today's need to provide a longer and more challenging golf course. All greens and bunkers were rebuilt along with the installation of a state-of-the-art irrigation system that effectively services the entire golfing campus. The practice areas were also rebuilt to include the practice range, putting greens and chipping areas. A 4-hole short course was also constructed allowing for "family" participation and the opportunity to practice short game needs from 150 yards and closer. Upon re-opening in the Spring of 2017, the course has enjoyed significant accolades from Northwood members and their guests. Northwood recently accepted the Golf Inc. Renovation of the Year award for the work completed on this project.

The renovation also included many other projects including a completely new state of the art golf shop that recently completed its fiscal year with \$1.5 million in merchandise sales. A food and beverage building (Oak House) was completed between holes number 6 and 12; new security and front entrance remodeled; a new restaurant; completely remodeled west side of the clubhouse; a new golf maintenance facility and a host of other projects currently slated in a very robust short- and long-range capital budget.

In addition to the 18-hole golf course, athletic facilities include a recent complete renovation of the tennis center with a new clubhouse facility. Northwood enjoys what is widely considered one of Dallas' finest racquet facilities including 16 tennis courts of which four are indoor. There are active programs for men, women, couples, and juniors, with many teams competing with other local clubs. Eight professionals are available for instruction.

A large resort-style swimming pool complex with wading pool, changing facilities, lockers, a poolside restaurant and adult bar was redone in 2010 as part of the construction of the new fitness facility. The main clubhouse is approximately 65,000 square feet with banquet facilities seating up to 400 guests and can accommodate cocktail parties of up to 700, ala carte dining at lunch and dinner and several private-function rooms.

In June 2010, Northwood Club unveiled a new 16,000 square foot 2-story building that provides members with a state-of-the-art fitness center including group exercise classes, massage therapy, childcare services, and personalized training. During season, the pool and dining level of the fitness center features *The Terrace*, a poolside restaurant with indoor and outdoor seating. Also, on the lower level of the fitness center, just around the corner from The Terrace is *The Turn*, providing golfers with food and refreshment in addition to the recent addition of The Oak House on the golf course.

Northwood Club has a vision of its future that is committed to maintaining its timeless traditions. The club's time-honored membership process has proven effective in perpetuating and revitalizing the membership of Northwood Club for 70 years. The General Manager is the COO and responsible for the day-to-day operations in a manner consistent with the policies developed by the Board of Governors. The Director of Golf reports to the General Manager who reports to the Board. The Board is comprised of 13 members who serve staggered 3-year terms. Three members rotate off the Board each year and are replaced by three new members who are elected by the voting members at Northwood's annual meeting in January. Northwood's policies are developed by its various committees and are submitted to the Board for approval. Northwood is in an enviable financial position with a very strong balance sheet and a wait list. Membership is limited and selective.

NORTHWOOD CLUB VALUES

The Members of Northwood Club believe in and are committed to a family-oriented club that is friendly and progressive, open and responsive to the interests of its members and respectful of its customs and traditions. Northwood is known in the area for having a membership that promotes camaraderie and appreciates and support their staff.

NORTHWOOD CLUB MISSION

Northwood Club will continue to be a member-owned, equity club providing a sense of community and an environment where members and their families can spend memorable time together enjoying outstanding recreational, social and dining experiences.

NORTHWOOD CLUB BY THE NUMBERS:

- 525 Members resident; 200 Social; 70 Junior; 50 Senior; 25 miscellaneous
- \$18M Gross volume
- \$7M Annual dues volume
- \$4.1M F&B volume

- \$135,000 Initiation fee
- \$9,660 Annual dues
- 265 Employees (FTE) in season; 190 in off season
- 28,000 rounds of golf
- 13 Board members and one Presidential Advisor

NORTHWOOD CLUB WEB SITE: www.northwoodclub.org

DIRECTOR OF GOLF JOB DESCRIPTION

The Director of Golf (DOG) at Northwood is truly the “golf ambassador” of the Club. He or she must embody the highest levels of integrity, professionalism and diplomacy, and be a highly active, engaged, and visible presence with both members and staff. He or she will be a “go-to” individual who takes ownership of the operation and be a highly visible and engaged senior manager. The ideal candidate is a true visionary for Northwood Club’s golf operations and beyond. While building relationships with every constituency within the Northwood Club membership, the DOG is someone who needs to have his or her finger on the pulse of all operations.

The DOG must be an exceptional leader and manager who recognizes and respects the contributions of volunteer members and staff of all levels. The DOG must be capable of both guiding and holding members and staff accountable to achieving and maintaining high standards. He or she will directly manage all areas of the golf operation and work closely with the Golf Course Superintendent and other department heads, while reporting to the General Manager/COO. The position will promote an exceptional golf experience and provide creative services and programs for all members and guests. The DOG is expected to be a strategic leader of the golf experience at Northwood and therefore a person of intellect, vision, planning, and business acumen.

INITIAL PRIORITIES OF THE NEW DIRECTOR OF GOLF AND KEY CHARACTERISTICS

- A strong accomplished PGA professional with a proven track record of providing premier services in a dynamic exclusive membership environment
- A minimum of 3-5 years of verifiable, progressive leadership and golf management experience. NOTE: Those current Assistant Professionals at well-recognized clubs, with verifiable records of achievement, will be strongly considered for this role.
- A proven track record in player and program development working with all levels of playing abilities and diverse skill levels to grow the game
- A strong team leader focused on two-way communication with all team members
- A highly visible and interactive individual committed to engaging members at every opportunity to develop high levels of member satisfaction
- A team builder who has a history of attracting, developing, motivating, and retaining a high-performance team of professionals to propel the operation forward
- Experience in similar club environments where traditions and respect, both personally and with the Club, are intrinsically rooted

To reiterate, fostering a culture of solidarity and teamwork throughout the team and the club at large is very important to the staff and membership. Significant to this expectation is the ability to lead a team of friendly, engaging, competent, and passionate staff who are sincere about serving the club’s members.

CANDIDATE QUALIFICATIONS

- A verifiable record of working closely and successfully in a private club, with an active Board and committees, while providing visionary leadership and partnership with the General Manager/COO

- A verifiably unblemished career track that demonstrates a record of tenure and commitment to previous employers, where career moves were for enhancement of skills and experiences as opposed to unplanned career changes
- Ability to sustain a culture of quality service
- Knowledgeable in best practices in top performing and high member satisfaction operations across the country
- A high level of golf playing ability or playing enjoyment
- Strong golf community network
- Verifiable ability to attract, hire, develop, and lead a high performing team of professionals while setting and maintaining standards of performance appropriate to perpetuating the mission and values of NC
- Exceptionally strong communication skills with members and staff, creating an open exchange environment to move the golf operations forward in a consistently positive, passionate manner

KNOWLEDGE, SKILLS & OTHER ABILITIES:

- PGA Class A Certification
- Working knowledge of Microsoft Office with specific emphasis on Word, Excel and Outlook programs
- Prior knowledge and experience with Club Management Software with focus on POS and Tee Times
- Prior experience with Golf Genius or similar program beneficial

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Preferred Bachelor's Degree in Business Administration or Golf Management but not required
- A PGA Class "A" Certification status is highly desirable but not required

The club is strongly interested in the best candidates, regardless of where they currently live, but those with ties to this geographic area, or the strong ability to grasp the overall "culture and style" of it is critically important. The key attributes, as outlined above, include the proven ability to continue to elevate services, programming and execution of a well-defined "mission."

The role of the DOG at Northwood Club should be attractive to those qualified candidates seeking a stable, long-term commitment in a community with outstanding schools and quality of life. For the right individual with passion, enthusiasm, and consistently enhanced skill sets, Northwood can be a "pinnacle of one's career" role! Dallas is an exceptional and progressive city, and one with an outstanding family environment, excellent schools, and quality lifestyle.

SALARY & BENEFITS

Salary is open and commensurate with qualifications and experience. The club, along with the typical PGA benefits, offers an excellent 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.

Preparing a thoughtful letter of interest and alignment with the above noted expectations and requirements is necessary. Your letter should be **addressed to Jon Davis, General Manager/COO**, and clearly articulate why you want to be considered for this position at this stage of your career and why Northwood and the Dallas area will be beneficial to both you and the Club if selected.

Expressions of interest in this manner should be conveyed to our Firm no later than Monday, January 18, 2021. Interviews will occur in early February with the successfully selected candidate starting no later than March, 2021.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter”

(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 at: holly@kkandw.com

Lead Search Executive:

Thomas B. Wallace III, CCM, CCE, ECM
Partner, KOPPLIN KUEBLER & WALLACE
412-670-2021 (Cell) – Strongsville, OH
tom@kkandw.com