

CANDIDATE PROFILE

General Manager
Aspen Valley Golf Club
Flagstaff, Arizona

www.aspenvalleygolf.com



The Organization

Nestled among the towering ponderosa pines of Flagstaff, Aspen Valley Golf Club is a private, member-owned golf club built around a simple philosophy: deliver an exceptional golf experience and foster meaningful connections among members.

Founded in 1993, Aspen Valley features an 18-hole championship golf course set within the Rio de Flag corridor beneath the backdrop of Mount Elden and the San Francisco Peaks. At nearly 7,000 feet in elevation, the Club enjoys a temperate mountain climate, lush summer conditions and Bentgrass greens that are among the finest in Arizona. Members appreciate the Club's walkable golf course, approachable atmosphere and authentic sense of community.

The Club is fully subscribed with 400 memberships, approximately half of whom reside in Flagstaff year-round and half of whom return seasonally to enjoy the area's mountain lifestyle. Aspen Valley's culture is deeply rooted in the traditions of golf, emphasizing quality, stewardship, camaraderie and a commitment to doing the fundamentals exceptionally well.

Today, Aspen Valley is experiencing unprecedented momentum. Membership demand has increased significantly, with initiation fees growing more than fivefold during the past five years. Operationally, 2026 is on pace to be the strongest year in Club history, supported by record revenues, strong profitability and a healthy balance sheet.

The Club is also embarking on a meaningful period of reinvestment. A multi-year capital improvement program is underway, beginning with the replacement of the front nine irrigation system and related course enhancements. Future projects under consideration include additional golf course improvements, upgraded on-course amenities and thoughtful investment in clubhouse facilities.

For the right leader, Aspen Valley represents a rare combination of a strong culture, engaged membership, financial stability and a clear commitment to the future.

Position Overview

Aspen Valley seeks a highly visible, relationship-oriented General Manager to serve as the Club's chief operating officer and strategic leader.

Reporting to the Board of Directors, the General Manager is responsible for the overall operation of the Club, the development of its staff, the stewardship of its financial and physical assets and the execution of the Club's strategic objectives.

The successful candidate will be a hands-on leader who enjoys being present throughout the operation and building meaningful relationships with members, employees and Board leadership. Aspen Valley values leaders who lead by example, embrace accountability, communicate effectively and are energized by hard work.

This is not a turnaround assignment. Rather, it is an opportunity to build upon a successful foundation, oversee significant capital investments, develop an exceptional team culture and help guide one of Arizona's most respected private golf clubs through its next chapter.

Responsibilities

- Lead all aspects of Club operations, including golf, food and beverage, facilities, administration and member services.
- Partner with the Board of Directors in the development and execution of strategic and long-range plans.
- Recruit, develop, motivate and retain a high-performing team.
- Oversee annual operating and capital budgets and maintain the Club's strong financial position.
- Execute approved capital projects and infrastructure investments.
- Support Board committees and provide professional guidance on operational and strategic matters.
- Foster exceptional member satisfaction through visible and engaged leadership.
- Ensure compliance with applicable laws, regulations, policies and governing documents.

Requirements

- Demonstrated leadership experience in a private club, hospitality, golf or related environment.
- Strong business, financial and operational management skills.
- Experience leading teams and developing future leaders.
- The ability to work effectively with volunteer boards and committees.
- Exceptional communication and interpersonal skills.
- Experience with capital improvement projects and long-range planning.
- A reputation for integrity, professionalism and sound judgment.
- A visible, approachable and hard-working leadership style.
- A Bachelor's degree is preferred. CMAA membership and professional certification, or progress toward certification, are highly desirable.

Compensation & Benefits

Aspen Valley offers a competitive compensation package, including:

- Base salary of \$150,000 to \$160,000
- Annual performance bonus opportunity
- Medical, dental and life insurance
- 401(k) participation with Club match
- Paid vacation
- Professional dues and continuing education support
- Relocation assistance

WHY ASPEN VALLEY?

Exceptional clubs are defined by more than their facilities. They are defined by their people, their culture and their vision for the future.

Aspen Valley offers a fully subscribed membership, strong financial performance, meaningful capital investment, an engaged Board of Directors and a membership committed to preserving the traditions and character of the Club while investing thoughtfully in its future.

For an accomplished club executive seeking a leadership role with genuine impact, Aspen Valley represents an outstanding opportunity to steward a thriving club and help shape its next generation of success.

To Be Considered

Professionals who meet or exceed the established criteria are encouraged to contact GSI Executive Search: Terry Anglin, CCM, CCE, ECM, at terry@gsiexecutivesearch.com.



Terry Anglin, CCM, CCE, ECM
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