

## CANDIDATE PROFILE

General Manager  
Mission Bay Yacht Club  
San Diego, CA  
[www.mbyc.org](http://www.mbyc.org)



### Organization Overview

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Mission Bay Yacht Club has a strong tradition of Corinthian sailboat racing. This is encouraged by Club sponsored regattas throughout the year. You will find national champions and novices alike competing in MBYC regattas. Mission Bay Yacht Club's ideal location makes it a favorite venue for national and world championship sailing regattas. Recently, the US Sailing Association named MBYC the One-Design Yacht Club of the Year.

The Club was founded April 22, 1927. The early sailboats had to be flat bottomed to maneuver in the shallow water of the Bay. The Flapper, a 12-foot catboat, was the first class to race from the Club. A variety of boats, including some from San Diego Yacht Club, formed a handicap fleet and raced when the tide permitted. By 1931, the Skimmer was the hot boat in the area. Today, MBYC is home to 14 fleets including Finns, Lasers, and Snipes.

The Club offers a variety of benefits and programs for boating enthusiasts of all ages on San Diego's largest playground, Mission Bay. Members of Mission Bay Yacht Club have the opportunity to get involved in Club sponsored fleets that include several One-Design sailing fleets, a racing/cruising fleet, and a power fleet. In addition to fleet activities, the Club hosts various social events during the year. The year-round junior program provides sailing instruction, summer programs, and activities for the younger Club members. Mission Bay Yacht Club has a strong tradition of Corinthian sailboat racing, encouraged by Club sponsored regattas throughout the year.

Another huge draw for MBYC is the facility. It is a great place for families to enjoy. Situated on the sandy beaches of Mission Bay, families can feel safe letting their children run around and enjoy the private beach and BBQ areas. The Club recently finished a remodel of the Junior Sailing building and signed a 25-year lease for an extension on the property and on the horizon, MBYC will be starting on a main clubhouse remodel.

The facilities are impressive with around 400 boats dry stored and a sizeable marina to accommodate 18ft to 55ft boats. MBYC is very active socially, hosting Club parties once a month for its 900 members and encourages people to get involved and experience the social end of the Club while hosting adult learn to sail to introduce more of its members to sailing.

## Position Overview & Responsibilities

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The General Manager reports to the Commodore and Board of Directors of the Club. He or she is expected to provide quality leadership ensuring that the Club operates to its full potential through proactive management of staff performance, facility utilization, and financial goals and objectives. He or she will be highly visible to the membership and will be the face of the Club. Attention to detail and solid communication skills are a must. The General Manager will be responsible for the management of all aspects of the Club, directly and through staff, and will be diligent in ensuring the success of the overall operation. He or she will have full responsibility for the annual budget, expenses, financial performance, staff performance, and will help evaluate and implement policies and procedures as directed by the Board of Directors.

### Principal Responsibilities

- Collaborates with Board of Directors to define, implement, and enforce Club-wide policies and procedures.
- Assists the Commodore in development of monthly Board meeting agenda.
- Attends the Board of Directors meetings and other pertinent Club committee meetings.
- Oversees the care and maintenance of all Club facilities and assets.
- Responsible for overall management of the staff and encourages a collaborative, service-oriented mindset.
- In conjunction with the Food and Beverage staff, plans and hosts Club events.
- Oversees and directs the continuous development of staff performance throughout the Club.
- Partners with the Board and staff to develop and maintain member recruitment and retention strategies.
- Oversees and is responsible for the Club's Operating and Capital Budgets.
- Conducts regular staff meetings, individual coaching, and performance reviews.
- Keeps the Board advised on private club industry trends.

## Preferred Skills, Background and Personality Traits

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- A hospitality background of positive relationships and people engagement.
- A professional career "track record" with verifiable career progress.
- Proven leadership qualities with the demonstrated ability to direct, coordinate, and manage all facets of a full-service yacht club.
- Strong communication skills, both in writing and speaking, with the distinct ability to function effectively before a wide variety of groups and forums.
- A record of success in the selection, development, training, motivation of an accomplished, service-oriented staff.
- A positive, upbeat attitude combined with sense of humor and the ability to work effectively at all levels of organization.
- The ability to teach, motivate, and coach team members developing a positive working environment.

## Competitive Compensation and Benefits

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- A base salary range of \$120,000-130,000
- Professional dues and educational expenses
- 401k retirement plan
- Standard club executive benefits to include health insurance, car allowance, and cell phone allowance.

To be considered, please submit cover letter and resume prior to **September 11, 2023**.

A full background check will be conducted on candidates. Professionals who meet or exceed the established criteria are encouraged to contact:



**Terry Anglin, CCM, CCE, ECM**

SEARCH PRINCIPAL



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