

**Assistant General Manager**  
Lakewood Country Club  
Dallas, TX

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



[Watch a short video here.](#)

## The Organization

Lakewood Country Club is a private equity Club located in the heart of Dallas, serving a younger, well-traveled and highly engaged Membership. The Club offers a full lifestyle experience that includes championship golf, fine dining, tennis, fitness, swimming pools, card rooms and a robust calendar of social, family and Member-driven events.

The Club is in the midst of a \$45 million Golf Course rebuild, led by Andrew Green—widely recognized as one of the premier renovation architects in the country. This project will elevate Lakewood’s national profile and bring increased attention to every aspect of the Member and Guest experience, particularly within the Clubhouse.

At the same time, Lakewood remains proudly unpretentious: a Club where Members feel at home, standards are high and relationships matter.

Lakewood Country Club is entering a defining chapter in its long and respected history. Founded in 1912, Lakewood has always been known as a first-class, family-oriented Club—one that values warmth, authenticity and excellence without pretension. Today, the Club is pairing that tradition with meaningful modernization as it prepares to unveil a fully rebuilt, top-tier Golf Course designed by renowned architect Andrew Green, with continued investment in facilities, technology and Member services.

### **LAKWOOD COUNTRY CLUB DETAILS**

- Gross Revenue: \$20 million annually
- Food & Beverage Revenue: \$6 million

- 85% à la carte dining
- 15% banquets and events
- Total Membership: Approximately 1,150 families
- Initiation Fee: \$135,000 (with a significant waitlist)
- Annual Dues (Full Stock): \$15,000

## Position Overview

This is a rare opportunity to join a stable, capable executive team and help guide the Clubhouse and Member experience through a period of heightened visibility, evolving expectations and long-term growth.

Lakewood is seeking an Assistant General Manager who is a confident, well-rounded operational leader—someone who understands golf culture deeply, but whose strength lies in running complex Clubhouse operations with consistency, warmth and discipline.

The Assistant General Manager is the senior operational leader responsible for the day-to-day Clubhouse experience, reporting directly to the General Manager and working in close partnership with the Chief Financial Officer.

This role is intentionally Clubhouse-focused and diversified. While strong golf fluency is essential—particularly as the Club prepares for the reopening of its Andrew Green-designed Course—this position is not a golf-only role. Lakewood is seeking a leader with demonstrated experience overseeing fine dining and food & beverage operations, staff culture and training, events and banquets, swimming pools, tennis support operations, locker rooms and overall Clubhouse service delivery.

In the absence of the General Manager, the Assistant General Manager manages daily Clubhouse operations and escalates strategic or sensitive matters as appropriate.

## Responsibilities

- Lead all Clubhouse operations with a focus on service consistency, Member satisfaction and staff engagement.
- Oversee food and beverage operations in a high-volume, Member-driven environment, partnering closely with a highly respected Executive Chef.
- Ensure seamless integration between the golf experience and the Clubhouse experience, particularly as the new Golf Course comes online.
- Build, mentor and empower department leaders across dining, events, aquatics and Member services.
- Establish clear operating rhythms, communication standards and accountability across Clubhouse teams.
- Partner with the GM and CFO on budgeting, forecasting, labor management and financial discipline.

- Maintain high visibility with Members and Committees, earning trust through responsiveness and follow-through.
- Support the Club's continued modernization through technology, systems and service design improvements.

## **MEASURES OF SUCCESS (FIRST 12 MONTHS)**

- Sustained improvement in overall Member satisfaction and service consistency.
- Strong execution of food and beverage operations, events and banquets.
- High staff engagement, retention and completion of training standards.
- Readiness of Clubhouse operations to support a heightened golf-guest experience following the Golf Course reopening.
- Effective collaboration with the GM, CFO and department heads during this transformational period.

## **EXECUTIVE TEAM ENVIRONMENT**

The Assistant General Manager will join an established and highly capable leadership team, working closely with the General Manager, Chief Financial Officer, Director of Golf, Director of Tennis, Food & Beverage Director, Executive Chef, Director of Safety & Security and Director of Facilities. Each executive was selected for their extensive expertise and specialization and the Club operates with a leadership philosophy that values:

- Empowered department heads
- Consensus-building and collaboration
- Clear accountability
- Respect for professional judgment

This is a team built for long-term success, not transition or turnaround.

## **Qualifications and Experience**

- Significant experience leading Clubhouse and food & beverage operations in a private club or high-end hospitality environment.
- Strong golf fluency and appreciation for golf culture, without being narrowly golf-focused.
- Proven ability to manage complex, multi-amenity operations.
- A leadership style rooted in trust, communication and team development.
- Comfort operating in a first-class environment that values warmth over formality.
- Financial acumen and experience partnering with senior leadership on budgets and performance.
- A calm, confident presence with Members, staff and committees.
- Bachelor's degree required
- Minimum of five years of senior leadership experience at a top-tier private club or

comparable luxury hospitality organization

## Competitive Compensation

- ▶ Competitive, market-driven salary range of \$200,000 – \$250,000, commensurate with experience
- ▶ Annual bonus opportunity
- ▶ 4 weeks of paid time off
- ▶ Health benefits
- ▶ 401(k) with 4% employer match
- ▶ Relocation assistance
- ▶ Continuing education and professional development support

## To be Considered

A full background check will be conducted on final candidates. Qualified professionals are invited to submit materials to:



**Scott McNett**  
Managing Principal

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

 314-854-1321



**Robert Jones, CCM, CCE, ECM**  
President

 [rjones@ethosclubandleisure.com](mailto:rjones@ethosclubandleisure.com)

