



EXECUTIVE SEARCH – DIRECTOR OF GOLF

LUBBOCK COUNTRY CLUB
3400 MESA ROAD LUBBOCK, TEXAS 79403
REPORTS TO: BOARD OF DIRECTORS
<https://www.lubbockcc.org>

For almost 100 years, Lubbock Country Club has been the premier private club for Lubbock and the South Plains. The Lubbock Country Club, established in 1921, lies in the historic Blackwater Draw, about three miles north of downtown Lubbock. It is an oasis of lush rolling fairways, mature trees, and beautiful ponds amid the cotton fields of the South Plains. Some of the earliest New World inhabitants hunted ancient bison in Blackwater Draw, including the Clovis culture, which flourished some 13,000 years ago.

Lubbock Country Club was originally built as a golf, hunting, and fishing club, the course is laid out in uniquely beautiful terrain for this part of Texas. It sits among the cotton fields of the South Plains, its tree-lined fairways routed across a lush, rolling landscape. Members will proudly argue that Lubbock CC is one of the best courses in the state. It boasts the oldest and finest championship golf course on the South Plains, dating from 1921. The club's 160 acres was home to 18 golf holes by 1934, when new grass greens replaced the original sand greens. The design of LCC's current golf course began in the mid-1950s by golf course architect Warren Cantrell and the classic, traditional overall look of the course has changed little since then. Redesign and renovation over the years was overseen by golf course architects George Williams (1995) and Craig Schreiner (2008).

LCC has hosted many important golf events, including an exhibition by Walter Hagen in 1931, the inaugural Women's West Texas Golf Association Tournament of 1935, a 1937 exhibition by Byron Nelson and Ben Hogan the 1946 Texas PGA, and the Women's Texas Amateur Tournament of 1951, Men's Southwest Conference 1992 and the Women's Big 12 Championship 2000.

For members, Lubbock Country Club is a second home. A member can work out in the morning, play golf or tennis in the indoor setting, and then enjoy lunch or dinner with family and friends. The club offers members the ultimate lifestyle. The team is dedicated to helping members enjoy the things that truly matter, friends and family.

LUBBOCK COUNTRY CLUB BY THE NUMBERS:

- 1020 total member families
- 750 Full Golf Members
- An Indoor Tennis Facility with four courts
- Three outdoor Tennis Courts
- Four Pickle Ball Courts
- Five Dining areas: Chilton, The Grill, Casual Dining, Formal Dining & EH Center at the turn
- Men's Locker Room Lounge and Women's Locker Room Lounge
- Annual Golf Rounds Per Year – 33,000
- Gross Revenues - @\$11M
- Average Membership Age – 53
- Governance – 9 Board Members, 4 Standing Committees
- Club Essentials
- The Club is open 6 days per week, 12 months a year
- 165 full time employees

POSITION SUMMARY:

Lubbock Country Club, a private, member-owned, and operated country club is excited to announce an exceptional career opportunity, Director of Golf, for a highly experienced and seasoned golf professional, who has the passion and commitment to provide a world class golf experience for our members and guests in a prestigious country club environment.

- The Director of Golf is responsible for successfully managing all aspects of the Country Club's golf experience.
- Hires, trains, supervises, and conducts performance evaluations for the Pro Shop, Cart Barn management, Locker Rooms, Practice Facility Attendants and Starter personnel.
- Prepares the monthly and annual budgets for golf operations and ensures that budgeted goals are met.
- Orders and maintains an inventory of golf related equipment. Works with the Merchandising Manager to not only ensure the selection and quality of merchandise ordered, but also ensures that proper accounting and inventory control measures are maintained. Maintains a clean and attractive appearance in the Pro Shop.
- Plans, promotes, and directs all golf activities, including events with social interaction following play, tournaments, and clinics. Provides golf lessons to members. Golfs with members of all skill levels to generate enthusiasm for the game.

- Maintains records relating to player and guest rounds and other statistics as needed. Ensures that the appropriate fees are charged for all golf-related activities, guests, and merchandise.
- Schedules staff hours to serve the needs of the membership while containing labor costs as reasonably as possible. Adheres to all federal, state, and local laws regarding health, safety, and employment.
- Works with the Golf Committee, Men's Golf Association (MGA) and Women's Golf Association (WGA) in an advisory capacity to assist in tournament planning, interpretation, and enforcement of USGA golf rules and regulations.
- Assists in the development of short- and long-range plans for improvements to the Pro Shop and course.
- Communicates any concerns regarding personnel, membership, course, or practice related facilities with the COO/GM.
- Plans professional development and training activities for subordinates. Represents the club in area professional events. Attends conferences, merchandise, educational and professional shows to encourage development and to further promote the Country Club's golf reputation.
- Interprets and enforces club rules and regulations as they pertain to golf operations.
- Works with the Course Superintendent to ensure communication with the golf membership of any playability issues.
- Attends all golf staff, management, and other meetings as applicable.
- Reports to the COO/GM
- Supervises: Assistant Golf Professionals, Cart Barn personnel, Manager of Merchandising, Golf Instructor and any other golf services related staff.

EDUCATION, EXPERIENCE, AND ADDITIONAL QUALIFICATIONS

- Bachelor's degree from an accredited, four-year university or equivalent.
- Eight to ten years of experience as a golf professional, preferably two to three years as a Director of Golf or 1st Assistant at a private country club.
- PGA Class "A" Member in good standing with exemplary communication skills.
- Experience with computerized POS and tee time system with working knowledge of Microsoft and Excel applications.
- Strong business acumen able to develop and monitor annual and monthly budgets.
- Experience managing an onsite teaching facility, teaching skills, clinics and practice range organization, tournament operation.

SALARY AND BENEFITS

- This is a full-time salaried position with a complete benefits package.
- Performance bonus
- Paid time off
- Health, Dental, and Vision Insurance per LCC Employee Benefits Package.
- Salary will be commensurate with qualifications and experience

Individuals who meet or exceed the established criteria detailed in this position profile and posting are encouraged to send both a cover letter and resume.

Note: The preferred method of contact is email. Please send your cover letter and resume in PDF format, attached via email with the subject line: Director of Golf , Lubbock Country Club to the email address below

If sending via regular mail, please mark – Director of Golf, Lubbock Country Club to the physical mailing address below. Thank you.

CONTACT INFORMATION, WHERE TO SEND ALL DOCUMENTS

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