

## Candidate Profile

Director of Golf  
Island Country Club  
Marco Island, Florida  
[www.island-countryclub.org](http://www.island-countryclub.org)



### About Marco Island

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Marco Island is one of the 10,000 islands that hug the southwest coastline of Florida. It is the northern most of the islands and is the largest and only populated of the islands that stretch southeast from Marco Island to beyond Everglades National Park.

The island is approximately seven miles long and four miles wide. During the primary season (November 1 through April 30), approximately 48,000 residents call Marco Island home. In the off-season (May 1 through October 30), the island's population is approximately 18,000 year-round residents.

The island enjoys a sub-tropical weather environment with year-round temperatures hovering around 74 degrees (summer temperatures tend to be in the low 90s with higher humidity making it feel hotter). Marco Island is a tourist destination and is often cited by national travel magazines as a prime location for visits. The island has a large, retired population.

### Vision & Organization

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The Vision of Island Country Club is to become one of the most prestigious country clubs in Southwest Florida and they are well on their way to achieving that goal. As they have upgraded their facilities and physical assets, they have also focused on their human assets. Over the last three years, they have hired new operational department heads in virtually every segment of the club, and the new Director of Golf will complete that effort.

Island Country Club restricts Golf membership to 400 golfers and the golf joining fee is \$125,000 with a wait list exceeding 100 applicants. The Tennis membership is 96 with a joining fee of \$50,000 and a wait list of 6. The Social membership is 234 with a joining fee of \$40,000 and a wait list of 15. The Club is literally "sold out" yet the interest level to join this prestigious club remains unabated.

The golf course was completely renovated in 2017 (greens rebuilt with Turf Eagle grass, tee boxes rebuilt, fairways elevated on average 1.5 feet and new Celebration Turf planted, all bunkers renovated, new landscaping and some new ponds added. A new, stand alone, wellness center of 6,000 sq. ft. opened in April with state-of-the art training equipment.

### Position Summary & Key Responsibilities

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Island Country Club, a private, member-owned, and operated country club is excited to announce an exceptional career opportunity, the 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 located on beautiful Marco Island.

- The Director of Golf is responsible for successfully managing all aspects of the Island 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 Director of Retail 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 and the Island Country Club.
- 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 and FSGA golf rules and regulations.
- Assists in the development of short- and long-range plans for improvements to the Pro Shop, Training Center and course.
- Communicates any concerns regarding personnel, membership, course, or practice related facilities with the Chief Operating Officer.
- 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 Island 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, golf committee and other meetings as applicable.
- **Supervises:** Assistant Director of Golf, Assistant Golf Professionals, Cart Barn Manager, Locker Room attendants, Practice Facility Attendant, Starters, Golf Repair Professionals, and any other golf services related staff.
- **Reports to:** Chief Operating Officer

### Key Candidate Knowledge, Qualifications, Requirements

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- Bachelor's Degree from an accredited, four-year university or equivalent.
- Eight to ten years of experience as a golf professional, three to five years as Director of Golf at a private country club.
- PGA Class "A" Member in good standing with exemplary communication skills.
- Experience with computerized POS and Foretees tee time system and 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.

### Compensation

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Base salary commensurate with experience and certification level, bonus opportunity, health insurance and 401k.

A full background check will be conducted on candidates. Professionals who meet or exceed the established criteria are encouraged to create a professional and personal cover letter addressed to Mr. Rene Champagne, Search Chairman, along with your current resume, and send both documents to:

GSI Executive Search  
Ned Welc, CCM, CCE  
ned@gsiexecutivesearch.com  
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Please direct all questions to Ned Welc.