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CANDIDATE PROFILE

Chief Financial Officer
Midland Country Club
Midland, Texas

www.midlandcc.com

A short video on this opportunity is coming soon.

The Organization

Midland Country Club (MCC) is a premier destination set on 580 acres in the heart of Midland, Texas. Established in 1927, the Club has a rich history and a tradition of excellence in providing exceptional experiences for members and guests.

Midland Country Club's crown jewel is its 7,483-yard championship golf course, ranked among the Top 50 in Texas by The Dallas Morning News. Designed by renowned architect Ralph Plummer, the course combines strategic bunkering, undulating fairways and expansive West Texas views. In 2015, under the guidance of Weibring-Wolfard Golf Design, MCC completed a comprehensive practice-facility renovation that included a new driving range, a nine-hole short course and a state-of-the-art Learning Center. The Club has hosted the Texas Amateur, NTPGA championships, a U.S. Open qualifier and a U.S. Mid-Amateur qualifier.

Beyond golf, MCC offers a broad collection of amenities, including racquet sports, a fitness center, swimming, seven distinct dining venues, private events and year-round social programming. The Club honors its traditions while continuing to evolve its facilities, services and experiences for today's members and families.

The Midland Country Club team is committed to the Club's mission: Midland Country Club is a traditional private country club offering a family-oriented experience, exceptional facilities, personal service and lifelong relationships.

Midland Country Club Details

- 880 total member families, including approximately 660 Full Golf Members
- 580-acre property with more than 220 acres devoted to the golf experience
- 20,000 annual golf rounds
- 12 tennis courts, including six lighted courts, and eight lighted pickleball courts
- Seven dining outlets serving family, adult and special-interest experiences

- Seasonal swimming pool and a seven-day-per-week fitness center
- Approximately $17.6 million in gross revenue and $4.2 million in food-and-beverage revenue
- Approximately 120 full-time employees, with additional seasonal staffing
- Average membership age: 52
- Governance: 11 Board members, one ex-officio member and five standing committees
- POS/accounting platform: ClubEssential
- Club operations: six days per week, 12 months per year

Position Overview

The Chief Financial Officer (CFO) is a key member of Midland Country Club's executive leadership team and the Club's senior financial strategist. Reporting to the General Manager/COO, the CFO will lead all financial and administrative functions while providing clear, timely and forward-looking counsel to the GM/COO, Board of Directors, Finance Committee and department leaders.

The CFO will safeguard the Club's assets, strengthen financial discipline and translate complex information into practical insight. This leader will oversee accounting, budgeting, forecasting, financial reporting, treasury, internal controls, audit and tax coordination, capital planning, risk management and financial systems. The successful candidate will understand that strong finance leadership in a private club is not simply about producing accurate statements; it is about helping operational leaders make sound decisions that protect the Club's traditions, support its strategic priorities and enhance the member experience.

This is a hands-on executive role requiring equal comfort in the details and at the strategic table. The CFO will be a visible, collaborative business partner who builds trust through accuracy, transparency, responsiveness and sound judgment. The ideal candidate will bring disciplined processes and meaningful analysis without creating unnecessary bureaucracy for a dynamic, service-centered operation.

Responsibilities

- Serve as a strategic adviser to the General Manager/COO, Board of Directors, Finance Committee and executive leadership team on the Club's financial position, business performance, risks and opportunities.
- Lead the annual operating and capital budgeting processes, establishing clear calendars, assumptions, department-level accountability and meaningful Board presentation materials.
- Develop rolling forecasts and long-range financial models that anticipate changes in membership, dues, labor, food and beverage, golf, racquets, facilities and capital requirements.
- Produce accurate, timely and understandable monthly financial statements, dashboards, variance analyses and forecasts for management, committees and the Board.
- Translate financial results into actionable operational insight; partner with department leaders to understand variances, improve performance and maintain accountability.
- Maintain the integrity of the general ledger and oversee accounts payable, accounts receivable, member billing, cash receipts, payroll accounting, fixed assets and month-end and year-end close.
- Establish and monitor a strong internal-control environment that safeguards cash, inventory, member information and Club assets while supporting efficient service delivery.

- Manage cash flow, banking relationships, investments, debt obligations and liquidity planning in accordance with Board-approved policies.
- Coordinate the annual independent audit, tax filings and other external reporting; maintain productive relationships with auditors, tax advisers, banks, insurance professionals and key vendors.
- Ensure compliance with applicable financial, tax, employment and regulatory requirements, including appropriate record retention and documentation.
- Lead financial planning and reporting for capital projects, including project budgets, cash-flow schedules, funding scenarios, commitments, change orders and ongoing Board updates.
- Support evaluation of dues, fees, pricing, service charges, labor models and departmental economics while respecting the Club's member-service objectives.
- Oversee payroll processes and related controls in close partnership with People & Culture; ensure accurate, timely and confidential administration.
- Lead the Club's insurance and enterprise risk-management activities, including coverage review, claims coordination, policy renewals and risk mitigation.
- Maintain documented financial policies and procedures; continually improve workflows, segregation of duties and approval practices.
- Oversee the Club's financial technology ecosystem and data integrity, including ClubEssential and related accounting, payroll, point-of-sale, reporting and banking platforms.
- Identify opportunities to automate routine work, improve reporting and strengthen decision support without compromising controls or service.
- Recruit, develop and lead a capable accounting and finance team; establish clear expectations, cross-training, professional development and succession coverage.
- Prepare for and participate in Finance Committee and Board meetings, presenting information with clarity, confidence and appropriate context.
- Remain current on private-club financial trends, benchmarking and best practices; perform other duties that support the success of MCC.

Leadership Priorities

- **Listen and learn.** Develop a thorough understanding of MCC's culture, governance, operations, financial practices, membership and strategic priorities.
- **Strengthen reporting.** Deliver concise, timely and decision-useful financial information with consistent analysis of key variances, trends and forecasts.
- **Create a forward view.** Build rolling forecasts and a long-range financial framework that connects operations, capital needs and the Club's strategic plan.
- **Elevate department accountability.** Give leaders accessible tools, training and partnership so they understand their budgets and own their results.
- **Assess controls and workflows.** Confirm that safeguards are appropriate, responsibilities are clear and routine processes are both efficient and well documented.
- **Advance capital planning.** Establish disciplined project reporting and funding visibility for current and future facility investments.
- **Develop the team and systems.** Strengthen finance-team capability, cross-training, technology utilization and continuity of critical functions.

Skills, Background & Personality

- A strategic financial leader who can see the full business picture while maintaining command of accounting fundamentals and critical details.
- A trusted adviser who communicates candidly, respects governance and presents financial information without jargon or unnecessary complexity.
- A collaborative business partner who enjoys working with operational leaders and understands the economics of high-touch hospitality.
- A disciplined steward who protects the Club's assets and reputation through integrity, confidentiality and consistently applied controls.
- A practical problem-solver who improves processes and systems while remaining responsive to members, employees and department needs.
- A poised presenter who can guide productive discussions with the Board, Finance Committee and executive team.
- A hands-on leader who sets high standards, develops others and willingly engages in the work when circumstances require it.
- A steady, organized executive who meets deadlines, anticipates issues and remains calm when priorities shift.

Experience & Qualifications

- A minimum of seven to ten years of progressive financial leadership experience, including responsibility for a complex accounting and finance function.
- Experience in a private club, luxury hospitality, resort, hotel, multi-outlet food-and-beverage, recreation or similarly service-intensive environment is strongly preferred.
- A Bachelor's degree and MBA preferred in Accounting, Finance or a related discipline is required; an advanced degree is desirable.
- CPA, CMA or CHAE designation is strongly preferred.
- Demonstrated command of GAAP, financial reporting, budgeting, forecasting, cash management, internal controls, audit coordination, tax compliance and capital planning.
- Experience presenting to a Board, ownership group, Finance Committee or similarly sophisticated governance body.
- Proven ability to build financial models, interpret operational data and turn analysis into clear recommendations.
- Experience leading accounting professionals and developing effective partnerships with nonfinancial department leaders.
- Strong technology capability, including advanced Excel skills and experience with integrated accounting, payroll, point-of-sale and business-intelligence systems; ClubEssential, Northstar, Jonas, Dash, UKG and BudgetPak experience is valuable.
- Exceptional written, verbal and presentation skills, with the ability to communicate financial concepts clearly to varied audiences.
- Impeccable integrity, discretion and professional judgment, with a consistent commitment to accuracy and confidentiality.

- Ability to manage multiple deadlines, maintain composure under pressure and respond appropriately to the operating schedule of the Club.

Measures of Success

- Financial statements, forecasts and Board materials are accurate, timely, concise and trusted.
- Department leaders understand their financial performance and take informed ownership of budgets and variances.
- Cash flow, reserves, debt and capital commitments are clearly understood and proactively managed.
- The annual budget and long-range planning processes connect financial capacity with strategic priorities.
- Internal controls, policies and documentation protect Club assets without creating unnecessary operational friction.
- Audit, tax, banking, insurance and regulatory matters are managed smoothly and without surprises.
- The finance team is capable, responsive, cross-trained and viewed as a valued partner throughout the Club.

Compensation and Benefits

- A full-time salaried leadership position
- Competitive base salary commensurate with qualifications and experience
- Performance incentive opportunity
- Comprehensive health, dental and vision benefits in accordance with the MCC employee benefits package
- Paid time off and additional Club benefits

To Be Considered

Individuals who meet or exceed the established criteria are encouraged to submit a cover letter and resume. The cover letter should address the candidate's interest in Midland Country Club and highlight experience providing strategic financial leadership in a complex, service-focused organization.

The preferred method of contact is email. Please send materials in PDF format with the subject line: Chief Financial Officer, Midland Country Club.

Tara Osborne

Principal

tara@gsiexecutivesearch.com

512-965-5643

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