



EXECUTIVESEARCH

CANDIDATE PROFILE

General Manager / COO

Piper's Landing Yacht & Country Club
Palm City, FL

www.piperslanding.com



[Watch a short video on this opportunity here.](#)

The Organization

Piper's Landing Yacht & Country Club is a premier private, member-owned community nestled on 600 acres in Palm City, Florida. With only 302 residences thoughtfully spread across the property, the Club offers an unparalleled combination of privacy, exclusivity, and natural beauty. Residents enjoy a vibrant lifestyle supported by a full complement of luxury amenities, creating an environment where a talented General Manager/COO can thrive.

At the heart of the Club is its championship, 18-hole golf course, designed to challenge and delight players of all skill levels with multiple sets of tees and immaculate conditioning. Complementing the golf experience is a 49-slip, deep-water marina, providing secure docking for yachts up to 75 feet and direct access to Florida's waterways, an amenity that truly sets Piper's Landing apart in the region.

The Club's racquet sports facilities include Har-Tru tennis courts and growing pickleball offerings, while its state-of-the-art fitness center and recreational programming create a well-rounded lifestyle for members. Social life is centered around an elegant yet inviting clubhouse, where members gather for fine dining, casual meals, themed events, and an active calendar of activities ranging from card games and yoga to cultural programs.

Piper's Landing offers a distinctive residential component with a mix of estate homes, golf cottages, and lakeside condominiums, all designed to maximize space, privacy, and the natural beauty of the preserve setting. This intimate scale fosters strong connections among members while maintaining a refined, resort-style atmosphere.

For a seasoned club executive, Piper's Landing represents an exciting professional opportunity: a financially stable, highly engaged community with first-class amenities, discerning membership, and the appeal of Florida's Treasure Coast lifestyle. It is the type of operation where an accomplished General Manager/COO can make a lasting impact on member experience, organizational culture, and long-term strategic success.

CLUB HIGHLIGHTS

- Exclusive, low-density community: 302 residences across 600 acres, offering privacy and prestige.
- Championship 18-hole golf course with multiple tees and a strong playing tradition.
- 49-slip deep-water marina accommodating yachts up to 75 feet, with secure and convenient access.
- Full lifestyle amenities include Har-Tru tennis, pickleball, state-of-the-art fitness, and active social programming.
- Elegant clubhouse featuring fine dining, casual options, and a robust calendar of member events.
- Diverse residential options (estate homes, golf cottages, and lakeside condos) are designed to maximize privacy and natural beauty.
- Financially stable, member-owned operation with an engaged, discerning membership base.
- Prime location in Palm City on Florida's Treasure Coast, offering year-round appeal.

PIPER'S LANDING YACHT & CC DETAILS:

- Gross Dollar Volume: \$11M
- Dues Volume: \$7.7M
- F&B Volume: \$1.7M
- Memberships: 302 (Bundled Community)
- Average Member Age: 65 and trending younger
- Initiation Fee: \$95,000
- Dues: \$35,000 (includes HOA Fees)
- Board Members: 9
- Committees: 17 Standing and 2 Ad Hoc
- Direct Reports: 9
- Full-Time Staff: 85 FTE Seasonal 96
- Rounds of Golf: 27,000

Direct reports to the General Manager include Head Golf Professional, Golf Course Superintendent, Director of Racquet Sports, Food and Beverage Director, Executive Chef, Club Maintenance Manager, Community Maintenance Manager, Chief of Security, and Controller.

There are 17 standing committees, including: Architectural Review, Audit, Finance, Golf, Greens, House, Legal, Lifestyle, Marina, Marketing, Membership, Nominating, Strategic Planning, Tennis, Pickleball, Beautification, and Facilities Planning. There are currently 2 Ad Hoc Committees: Gifts & Memorials and Golf Course Implementation.

Position Overview

Piper's Landing Yacht & Country Club is a warm, close-knit community where members place a high value on personal connections and visible leadership. The successful General Manager / COO will need to be present and approachable, genuinely engaged, and someone who builds relationships by listening to and hearing member input. At the same time, the ideal leader will bring the ability to collaborate, build consensus, set clear direction, and proactively preserve and enhance the Club's facilities, amenities, and community assets.

The General Manager/COO will oversee all aspects of Club and community operations from the front gate to the marina and everything in between. This includes not only traditional private-club amenities, but also the HOA infrastructure, such as roads, lighting, landscaping, lakes, ponds, and drainage systems. The GM / COO will lead and coordinate the work of all department heads while working closely with the Club's standing committees, ensuring alignment with the priorities established by the Board of Directors.

With its multigenerational membership and engaged resident base, Piper's Landing is at an important inflection point. The new GM/COO will have the opportunity to honor the traditions and contributions of its long-standing members while providing the modern leadership needed to strengthen financial performance, elevate the member experience, and guide the Club's continued evolution into a vibrant, inclusive community that appeals to both current and future generations.

Responsibilities

- Provide proactive, high-quality leadership and a positive image for Piper's Landing Yacht and Country Club. Ensure that members receive premier service and treatment in all undertakings.
- Coordinate with the department heads to optimize the member experience across all events.
- Work with chairs of key member committees to ensure activities are coordinated across the entire Club.
- The development, training, and execution of all standards and operating policies will be the foundation of a true service culture. The Club believes that great service is in paying attention to the small details.
- Set the standard for effective management, maintaining a high level of ethics, prudence, creativity, and productivity, and demonstrating a concern for the supervision and development of the staff.
- Establish and maintain effective working relationships with all staff.
- Recruit and hire staff, including seasonal staff, to support the ongoing operations of PLYCC.
- Coordinate with the Board and direct reports on matters of compensation, recruitment, benefits, and performance, including disciplinary and other significant personnel issues.
- Collaborate with the Controller, Treasurer, and committees to prepare the annual operating, capital, and dues budgets and forecasts.
- Keep the Board of Directors and appropriate committee chairs informed of all significant matters and problems.
- Manage and report on all operations and key projects to the Board of Directors, and coordinate with committee chairs to develop and manage budgets for individual programs and events.
- Maintain high-functioning management information systems and work with staff to deliver robust reporting of relevant performance metrics.
- Negotiate and recommend contracts for Board approval, seeking competitive bids for larger projects.
- Provide a hands-on, visible, and approachable presence and leadership throughout all Club departments.
- Foster the development of new and entrepreneurial concepts and activities for revenue generation and member enjoyment.
- Interface with local governmental, public service, and regulatory agencies.
- Direct the Club's marketing and membership programs, promoting new products and the expansion of revenue-generating concepts and events.
- The active promotion and positive representation of the Club to the greater community.
- Initiate directly and through department managers, the emphasis on a member-first service culture that honors tradition, member patronage, and maximizes the use of the Club's facilities.
- Coordinate and serve as ex officio of appropriate Club committees.

Attributes

- A service-driven professional with a proven ability to attract, develop, train, and retain staff, fostering a culture of continuous improvement and exceptional hospitality.
- Actively promotes the Club to members and their families, engaging with them daily to solicit feedback and enhance facilities and services.
- Works seamlessly across departments, promoting teamwork and synergy in all Club operations.
- Uses strong judgment to assess challenges from multiple angles, making thoughtful, well-informed decisions.
- Sets clear goals, adapts as needed, and consistently delivers high-quality outcomes, demonstrating resilience in overcoming obstacles.
- Fosters a positive, collaborative team culture, supporting colleagues and addressing conflicts constructively.
- An articulate and intelligent communicator with excellent written and verbal skills, adept at conveying policies, procedures, and expectations to staff, members, and guests.
- Provides outstanding service with prompt, thoughtful follow-through, proactively identifying and responding to member needs with professionalism and care.
- Continuously seeks innovative ways to enhance the member experience and elevate the future of the Club and Community.
- A leader with a warm personality, a good sense of humor, and the ability to create an enjoyable and engaging atmosphere.
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Requirements

- A Bachelor's degree in Hotel/Restaurant Management, Business, or a related field is preferred. Extensive club or hospitality experience may be considered in place of a degree.
- Minimum of 5 to 7 years of experience as a General Manager/COO or in a similar leadership role at a member-owned private club residential community or hospitality similar setting. An exceptional Assistant General Manager, "rising star" with the proper training and mentorship, would be considered.
- Experience with a Homeowner's Association is required, and the successful candidate will need to obtain their CAM license from the State of Florida, if not current or already obtained. A demonstrated ability to manage the complexities of a residential community club environment is essential.

- Candidates with a background in golf courses and infrastructure projects are a strong plus.
- A Certified Club Manager (CCM) designation is highly desirable, with a Certified Chief Executive (CCE) or progress toward certification considered a plus.
- Strong financial acumen with experience in budgeting, financial reporting, and fiscal management.
- Strong knowledge of Food & Beverage, Banquet & Catering, and Club events.
- Excellent leadership, communication, and interpersonal skills, fostering collaboration and engagement among staff and members.
- Strong organizational and multitasking abilities, with a track record of implementing performance measurement routines and continuous improvement initiatives across key member touchpoints.
- Familiarity with golf operations and a keen understanding of industry trends.
- A career marked by stability, professional growth, and notable accomplishments in club management.
- A person of exceptional character—motivated, energetic, friendly, and deeply committed to the profession.
- Advanced proficiency in Microsoft Word, Excel, Outlook, PowerPoint, email, internet, and other relevant software programs. Proficiency in Jonas Club Management Software is preferred but not required.
- Impeccable professional references are required; all candidates will be subject to a comprehensive background check.

Competitive Compensation

- Competitive compensation/salary, an excellent performance bonus, and a benefits package commensurate with qualifications and experience
- Medical Insurance, Dental, Vision, and Life Insurance
- Short- and Long-Term Disability and Paid Vacation
- Participation in the Club's 401(k) plan
- Professional dues, educational allowance expenses, and other standard perks
- Relocation assistance (if from outside the area)

To be Considered

To be considered for this outstanding opportunity, all cover letters and resumes should be received by October 30, 2025. All information received will be kept in the strictest confidence.

Professionals who meet or exceed the established criteria are encouraged to send a compelling cover letter addressed to the Search Committee, outlining their qualifications, experience, interests, and why the Piper's Landing Golf & Country Club and the Treasure Coast of Florida will be beneficial for you, your family, and your career, along with their resume, to:



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