



EXECUTIVESEARCH
EXECUTIVE SEARCH SERVICES FOR THE PRIVATE CLUB AND HOSPITALITY INDUSTRY

Candidate Profile

General Manager/COO

Savannah Yacht Club

Savannah, GA 31410

<https://www.savannahyachtclub.org/>



Organization

The Savannah Yacht Club is a family-oriented Club dedicated to member delight through exceptional services and quality facilities."

32° 01.1' N, 081° 01.13' W

Dating back to 1875 when the Regatta Association of Georgia gave way to the Savannah Yacht Club, the Club has been the home to many generations of the city's families and their guests over the years. The Club enjoys the reputation of providing outstanding recreational and social amenities in a casual yet elegant setting. Resting on the Thunderbolt River/Intracoastal Waterway and bordered by Tom Thumb Creek, the Club's facilities include a main clubhouse, dock house and sailing center, marina facilities, a large tennis complex with 11 courts and two swimming pools. The clubhouse offers several venues for member dining and banquets. The Club is very family focused and offers a variety of activities that appeal to all ages.

Offering a variety of recreational activities including sailing, boating, tennis, swimming and several dining options, our high member participation and enjoyment of the Savannah Yacht Club can be attributed to sound management and mindful planning by the Board of Stewards. Operational flexibility and an annual review of the policies, practices and planned projects will assure the Membership of the Club many years of continued success.

The Club currently has 1,005 members with a waiting list of future members. The Club is debt free and has recently completed an extensive Strategic Plan Process. Annual operating budget is \$6.8 million. The Club is open year-round, with a two-week shutdown in January for maintenance. SYC sits on 26 acres of beautiful waterfront property with over 8,000 linear feet of dock space. The Club does about \$2,000,000 in annual Food & Beverage sales



About the Position

The General Manager will be the visible and accessible "collaborative" leader to the members and staff alike. The General Manager will have the capacity to consistently guide all Club operations while keeping in mind the wishes and desires of the Board of Stewards and the membership. The General Manager will act as the coordinator and facilitator between the Board of Steward's and all Department Heads and Committees. With respect to the reporting structure of the Club, it is understood that the department heads and managers have historically had very positive working relationships with the Committee Chairs, but report to the Club General Manager. The respective Committees contribute to the vision, guidance, and recommended direction for these positions in conjunction with the General Manager who is expected to provide administrative support as to Club policies and procedures related to all employees and to facilitate effective communications and execution/implementation among all departments.

The General Manager reports to the Club Commodore representing the Flag Officers and Board of Stewards

The GM serves as liaison to all the Club's Standing Committees and Committee Chairpersons:

- House Committee
- Dock Committee
- Sailing Committee
- Tennis & Pickleball Committee
- Powerboat Committee
- Communications/IT Committee
- Pool Committee
- Buildings & Grounds Committee
- Youth Committee
- Membership Committee
- Entertainment Committee

Direct Reports include:

- Controller
- Assistant General Mgr.
- Marketing/Communications Coordinator
- Bar Manager
- Dock Master/Security
- Tennis Professional
- Maintenance & Grounds Manager
- Housekeeping
- Sailing Director (seasonal)

Responsibilities And Requirements

The General Manager will be the consummate professional; well versed in all facets of Club administration. He or she will maintain the following skills and attributes.

- An outgoing and friendly personality with demonstrated passion for the Club, its members, and its staff.
- Must enjoy and provide high visibility, presence, and engagement.
- Leadership skills with the ability to motivate a veteran and successful staff with a commitment to quality and excellence. Must be continually cognizant of providing staff with a work-life balance employment opportunity.
- Highly energetic...a self-starter with a “hands-on” approach to management.
- Excellent communication skills at all levels.
- A strong sense of service with proven staff development and training skills. Not afraid to be “hands-on” as needed.
- Attention to detail with a sense of urgency.
- The ability to function in a committee-oriented environment; to respond to the ideas and energies of the Club’s Standing Committees. The ability to deal with a variety of personalities.
- Operate in a manner as to see the “big picture” but also to have a critical eye for detail.
- Operate as an effective and visible leader, exhibiting maturity, a positive image and disposition and superior communication and “people” skills.
- Operate in a manner as to attract, train, mentor and retain a talented and cohesive staff; able to effectively manage a diverse staff of accomplished and dedicated professionals who have faithfully served the Club for many years.

Duties include but are not limited to:

- The oversight of the work of all Department Heads and Managers and in turn the work of their respective staffs. In coordination with Department Heads, the recruitment, hiring, training, supervision, and timely evaluation of all the Club’s staff. Compensation and benefits are to be administered consistently and must fall within the guidelines as mandated by the annual budget and Club policy. The General Manager will directly and through Department Heads emphasize a “member first” service culture that ensures member patronage and maximizes the use of the Club’s facilities. The General Manager is expected to “set the pace” for all employees and to actively promote a positive and safe work environment where teamwork and cooperation are emphasized.
- Responsibility for the financial guidance and reporting for all Club operations in accordance with acceptable accounting procedures. Such duties will involve the formulation of the Club’s annual operating and capital budgets to be coordinated with the Finance Committee, the Controller and Department Heads. The General Manager will operate the Club in accordance with the approved budgets and with the Controller report the club’s financial condition to the Board of Stewards monthly.
- The active promotion of the Club to all members and their families. The General Manager is expected to interact with members daily; actively soliciting member opinions and input as to the Club’s facilities and services. Visibility and accessibility are paramount. The General Manager will respond to member complaints in a timely fashion and report significant issues to the Commodore.

- The positive representation of the Club in the Greater Savannah Community; assisting as needed in the orientation of new members.
- Must spearhead and lead the execution of the Club's Master planning process.
- Other duties as requested by the Commodore and/or SYC Board of Stewards.
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- The positive representation of the club in the Greater Savannah Community; assisting as needed in the orientation of new members.
- To identify and see to the implementation of continuing IT program and system improvements to increase efficiencies and data availability.
- Other duties as requested by the Commodore and/or SYC Board of Stewards

Candidate Qualifications

- A minimum of seven years as a General Manager or Assistant General Manager in a comparable club is preferred. Candidates will have a working knowledge of all facets of private club operations with strong emphasis on:
 - Staff leadership, development, and team building
 - Financial management
 - Food and beverage management
 - Vision and strategic planning
 - Member service, retention, and growth
- The ability to attract, build, train, mentor and lead a talented and cohesive staff to effectively manage a diverse staff of accomplished and dedicated professionals. Food and beverage training and service skills are critical with the ability to realize tangible results.
- A Hospitality or Business Management or related degree preferred.
- The CCM designation preferred.
- Experiences at a member-owned club preferred.

Impeccable and verifiable references. All candidates will be subject to a thorough background review and testing.

Competitive Compensation and Benefits

- A base salary and performance bonus potential
- A home on the SYC property is available if desired
- Professional dues and education expenses with the emphasis on continuing education
- 401k and Long-Term Disability
- Standard club executive benefits to include health, dental, vision, and life insurance.
- Relocation assistance

A full background check and potential drug testing will be conducted on candidates. Professionals who meet or exceed the established criteria are encouraged to contact:

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440.796.7922



