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CANDIDATE PROFILE

Marina Director
Travis Club
Austin, TX

www.travisclubaustin.com

TRAVIS CLUB

Watch a short video here.

The Organization

Travis Club is a 1,500-acre private, family-centric luxury community nestled in the rolling hills and stately oaks along the scenic shores of Lake Travis. Every aspect of the master plan for Travis Club has been carefully considered to preserve the site's natural and scenic resources. The Club's vision extends beyond establishing the premier private club in the Hill Country, it aspires to set the standard for excellence throughout Texas.

The community will feature an 18-hole golf course designed by Beau Welling, 10,000 feet of pristine lake frontage, an extensive club campus with amenities for all ages and more than 30 miles of private hiking and biking trails. Through thoughtful programming and exceptional amenities, Travis Club will bring together family, community and adventure to create an unmatched lifestyle for its members. Future amenities at Travis Club will include a clubhouse campus near the practice facility featuring the Golf House, a multifunctional facility that will include a pro shop, bar and grille, outdoor dining terrace, locker rooms, hitting and simulator bays, a state-of-the-art fitness and wellness center and the clubhouse.

The Peninsula Club, beautifully situated along the shores of Lake Travis, will offer a wide range of family activities, including pools, tennis and pickleball, lakeside lounging and food and beverage service with stunning lake views. Members will also enjoy Duke's—a historic lake cabin featuring a unique tree bar nestled along the banks of Lake Travis.

Located on the southwest portion of the property, the marina will provide members with direct access to Lake Travis through a professionally operated boat club, as well as private slips for personal watercraft. A fully stocked gear shed will provide paddleboards, kayaks and other water sports equipment. The Marina House will further enhance the member experience with lakeside food and beverage service, creating a central gathering place before and after a day on the water.

The development team behind Travis Club includes several distinguished firms: Haas & Haynie, Castle Hill Partners and The Baupost Group. Hart Howerton leads architecture and landscape design, Beau Welling Design oversees golf course development and Avid Trails ensures that the community's

trail systems are sustainably and thoughtfully designed. Together, these accomplished teams are creating an exceptional private club and residential community along the shores of Lake Travis.

ABOUT TRAVIS CLUB

- **Annual Dues:** Begin September 1, 2026
- **Golf Dues:** ~$15,000 annually
- **Sports & Social:** ~$10,000 annually
- Dues to increase as more amenities become available
- **Initiation Fee:** $80,000 Sports & Social (mandatory minimum)
- **Golf Upgrade:** $180,000 initiation fee
- **Homesites:** $700K–$3.5M range
- **First Homes:** Late 2026/early 2027
- **Community Size:** Approximately 700 homes

Position Overview

Travis Club is seeking an experienced, hands-on and hospitality-focused Marina Director to lead the development, opening and ongoing operation of its new marina and boat club.

This is a unique opportunity to build a premier private-club marina experience from the ground up. The Marina Director will be responsible for establishing operational systems, safety standards, staffing plans, member programming and service expectations for the marina, boat club, private slips and water recreation offerings.

The successful candidate will possess strong marina and boating expertise while also understanding the elevated service expectations of a private club and luxury residential community. This individual must be comfortable operating in a startup environment, balancing strategic planning with hands-on daily responsibilities as the marina progresses from construction and pre-opening into full operation.

The Marina Director will serve as a highly visible ambassador of Travis Club, developing meaningful relationships with members, prospective members and guests while creating safe, memorable and personalized experiences on Lake Travis.

Responsibilities

MEMBER EXPERIENCE & PROGRAMMING

- Create a welcoming, personalized and highly responsive marina experience consistent with the service standards of Travis Club.
- Serve as a visible and approachable presence, building strong relationships with members, families, guests and prospective members.
- Develop creative boating, fishing and water recreation programming that appeals to members of all ages and experience levels.
- Coordinate boat club reservations, private slip services and recreational equipment access to ensure a seamless member experience.
- Introduce members to marina services, boating procedures and available programming through orientations, demonstrations and educational events.

- Create family-focused experiences, social gatherings and lake-based activities that support the Club's community-oriented culture.
- Respond promptly and professionally to member questions, concerns and special requests.
- Collaborate with the broader Club team to integrate marina programming with community events, membership initiatives and food and beverage experiences.

MARINA OPERATION & FACILITY LAUNCH

- Lead the pre-opening development and operational launch of the Travis Club marina and boat club.
- Collaborate with ownership, Club leadership, contractors and development partners throughout marina construction, installation and opening.
- Develop comprehensive standard operating procedures for marina activities, boat club usage, private slips, fueling, equipment rentals and emergency response.
- Establish systems for boat reservations, slip assignments, storage, maintenance records, billing and member communications.
- Oversee the daily operation of the marina, docks, boat club fleet, private slips, gear shed and water recreation equipment.
- Ensure the marina, vessels, docks and surrounding areas are consistently maintained to the highest standards of safety, cleanliness and presentation.
- Coordinate routine vessel maintenance, repairs, inspections, cleaning and preventative maintenance.
- Manage relationships with marine contractors, mechanics, fuel providers, equipment suppliers and other vendors.
- Monitor lake conditions, weather, water levels and other factors affecting marina accessibility and safe operations.
- Assist with the coordination of Marina House operations and the integration of lakeside food and beverage service.

OPERATIONAL EXPECTATIONS

- Maintaining a highly visible and hands-on leadership presence.
- Refining and implementing member-focused policies and procedures.
- Collaborating with resort departments including Human Resources, Engineering, Security, Finance, Food & Beverage, Catering and Banquets.
- Overseeing the organizational structure of the Club and continuously improving operational efficiency.
- Ensuring Omni brand standards and key initiatives are consistently achieved.
- Managing the care and maintenance of all Club facilities and physical assets.

SAFETY, COMPLIANCE & RISK MANAGEMENT

- Establish and maintain a comprehensive marina safety program.
- Ensure compliance with applicable federal, state and local boating, environmental, fire and occupational safety requirements.
- Develop emergency response procedures for boating incidents, severe weather, medical emergencies, fuel spills and other marina-related events.

- Maintain accurate records related to vessel inspections, maintenance, insurance, registrations, licenses and employee certifications.
- Ensure that all marina employees are properly trained in boating safety, emergency response, member assistance and equipment operation.
- Conduct regular safety inspections of vessels, docks, slips, fuel systems and recreational equipment.
- Provide member education regarding safe boating practices, Club policies and Lake Travis regulations.
- Promote a culture in which safety and exceptional service are viewed as complementary priorities.

ENTREPRENEURIAL & STRATEGIC LEADERSHIP

- Embrace the startup nature of Travis Club and build marina operations, systems and service standards from the ground up.
- Develop annual operating and capital budgets for the marina and manage performance against approved financial goals.
- Monitor labor, fuel, maintenance, equipment and vendor expenses while protecting the quality of the member experience.
- Establish meaningful operational and service metrics, including vessel utilization, member participation, maintenance costs and satisfaction.
- Recommend future fleet additions, equipment purchases, programming and facility enhancements based on membership growth and usage.
- Collaborate with Club leadership to support real estate and membership sales by showcasing the marina lifestyle to prospective members and property owners.
- Remain current on marina industry trends, boating technology, member programming and environmental best practices.
- Identify opportunities to enhance efficiency, safety, revenue and member engagement without compromising service quality.

TEAM BUILDING & CULTURE

- Recruit, train, schedule and lead a professional marina and dock operations team.
- Establish clear service standards, operating expectations and accountability measures.
- Create a team culture centered on safety, hospitality, professionalism, teamwork and attention to detail.
- Serve as a coach and mentor, providing employees with ongoing training and opportunities for professional growth.
- Ensure staff members are knowledgeable about the Club, marina services, vessels, water sports equipment and Lake Travis.
- Lead regular safety meetings, operational briefings and training exercises.
- Work collaboratively with golf, food and beverage, membership, security, facilities and other Club departments.
- Model a hands-on, flexible and solutions-oriented leadership style.

Qualifications

- A minimum of five years of progressive leadership experience in marina operations, yacht clubs, boat clubs, waterfront resorts or a comparable marine environment.
- Demonstrated experience managing marina operations, including docks, slips, boat fleets, maintenance programs and water recreation activities.
- Strong working knowledge of boating safety, vessel operation, preventative maintenance and emergency response.
- Experience opening, expanding or repositioning a marina, boat club or waterfront operation is strongly preferred.
- Previous experience within a private club, luxury resort or high-service hospitality environment is highly desirable.
- Proven ability to create exceptional experiences and develop strong relationships with members, guests and employees.
- Experience recruiting, training, scheduling and leading marina or dock operations employees.
- Ability to develop operational procedures, safety programs and service standards from the ground up.
- Strong financial acumen, including experience with budgeting, purchasing, inventory management, expense control and capital planning.
- Excellent communication, interpersonal and organizational skills.
- Ability to remain calm, professional and decisive during emergencies and rapidly changing lake or weather conditions.
- Entrepreneurial mindset with the flexibility and creativity required in a developing club environment.
- Willingness to work a flexible schedule that includes weekends, holidays, early mornings and evenings based on Club activity and seasonal demands.
- Physical ability to work outdoors, navigate docks, board vessels and assist with marina and boating activities in varying weather conditions.
- Knowledge of Lake Travis and the Central Texas boating community is preferred.

Education & Certifications

- Bachelor’s degree in Hospitality Management, Recreation Management, Marine Operations, Business Administration or a related field is preferred.
- United States Coast Guard captain’s license is strongly preferred.
- Certified Marina Director, Certified Marina Operator or comparable marina industry certification is preferred.
- Current CPR, First Aid and AED certifications are required or must be obtained upon employment.
- Boater education, water rescue, fuel handling, emergency response and occupational safety certifications are highly desirable.

Competitive Compensation

This is a rare opportunity to shape a generational private-club marina experience from the ground up. The compensation package will be highly competitive and commensurate with experience and will include performance-based incentives and a comprehensive benefits package.

To be Considered

Qualified and inspired individuals are encouraged to submit a cover letter and resume in PDF format. Please include **Travis Club – Marina Director** in the subject line of the email.

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