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GENERAL MANAGER PROFILE: BELMONT COUNTRY CLUB ASHBURN, VA

GENERAL MANAGER AT BELMONT COUNTRY CLUB

Belmont Country Club is looking for an experienced hospitality leader to lead a vibrant club's team and serve a diverse, large membership. A portion of Belmont's clubhouse was constructed over 200+ years ago and has a very southern elegant charm. The new General Manager will be an experienced hospitality veteran who enjoys overseeing a large operation that is spread out throughout a beautiful community developed in the countryside not far from our nation's capital. Belmont is a full-service country club with all the amenities one would expect including an 18-hole Arnold Palmer-designed golf course. This individual should come from a hospitality, hotel/restaurant, or club background with hands-on experience in the for-profit world and be strategic by nature. Excellent upward mobility options for successful candidates who become the General Manager and succeed in delivering on the Invited Vision for all clubs they own.

[Click here to view a brief video about this opportunity.](#)

ABOUT BELMONT COUNTRY CLUB AND COMMUNITY

Nestled in the rolling hills of Loudoun County, Virginia, Belmont Country Club is rich in history dating back to 1799. The club is anchored by a spectacular 18-hole golf course designed by the king, Arnold Palmer, nominated in its inaugural year as Best New Private Golf Course by Golf Digest. Measuring 7,212 yards from the back tees, the natural elevation changes, tree-lined fairways, and vast amount of wetland hazards challenge all levels of golfers. As a result, Belmont was rated the third most challenging golf course in Virginia by the USGA. As a testament to the club's commitment to continuous refinement, they recently completed a comprehensive bunker renovation in 2023, further elevating the course's playability and visual appeal.

Belmont's Manor House was once part of the vast landholdings of Lord Fairfax and is located at the heart of the community. The Manor Home, listed on the National Register of Historic Places, was built in the 1790s by Ludwell Lee, son of Richard Henry Lee, a signer of the Declaration of Independence. The name Belmont means "beautiful mountain" in French. Overlooking the 1,000-acre plantation, the manor house is the crown jewel of this magnificent place. It is situated on the highest point of the property, and when you look out at the stunning views, you can almost see life as it was in the 1800s.

Beyond the golf course, Belmont Country Club provides a full range of amenities and activities, including seven tennis courts (three hard and four Har-Tru), three swimming pools (competition, free-form, and children's), and a variety of aquatics programs, including the Belmont Sharks swim team. The club also hosts luxurious dining experiences and upscale social and charity events, making it a vibrant community hub for members of all ages and interests. Slated for 2025 capital projects are cart path renovation and new dining patio furniture.

Invited (formerly known as ClubCorp) is a leading owner and operator of private clubs in the United States. With a portfolio that includes golf and country clubs, city clubs, and stadium clubs, Invited provides a wide range of premium amenities and services to its members. The organization focuses on creating exceptional experiences in golf, dining, fitness, and social activities, fostering community and connection among its members. Invited is known for its commitment to innovation, continuously enhancing its clubs to meet the evolving needs and preferences of its diverse membership base.

BELMONT COUNTRY CLUB BY THE NUMBERS

- Approximately 2720 members
- Initiation Fee: \$25,000
- Annual Dues Approximately: \$8,880
- Annual Rounds of Golf Approximately 30,000 rounds -will reduce going forward
- Annual Gross Volume Approximately: \$14M
- Annual Dues Volume Approximately \$7.8M
- F&B Volume Approximately: \$3.2M There are approximately 62 FTE and approximately 78 PT & seasonal employees
- Gross Payroll Approximately: \$4.3M
- Committees: Ladies & Men's Golf Association, Tennis Committee
- The Club uses Micros for POS

BELMONT COUNTRY CLUB WEB SITE: www.belmontcountryclub.com

GENERAL MANAGER POSITION OVERVIEW

The General Manager is a strategic business leader responsible for managing the Club's daily operations. They will maintain a high standard of excellence while promoting a People First Culture. The GM is responsible for all day-to-day operations at Belmont Country Club. Which include:

- Manages restaurant financial objectives by forecasting requirements, preparing annual budgets, scheduling expenditures, analyzing variances, and initiating corrective action plans.
- Maintains a safe, secure, and healthy environment by establishing, following, and enforcing sanitation standards and procedures, while complying with legal regulations.
- Trains and monitors employees while evaluating their performance and productivity.
- Actively markets club memberships and provides exceptional Member services.
- Recruits, selects, and develops talent while maintaining a positive and inclusive work environment.

The GM plays a pivotal role in overseeing the overall operations, management, and growth of the club. This dynamic leadership position requires a capable, energized motivated highly front-facing professional with a proven track record in hospitality management, member engagement, and financial stewardship. He/she directs and administers all aspects of the amenities, project development, staff, programs and activities, golf and grounds, racquet sports, pool, food/beverage, activities, and programs, to ensure consistently outstanding service delivery to the membership and their guests. The General Manager will be responsible for ensuring an exceptional member experience while driving operational excellence and financial success. The GM will be looked upon as the "face" of Belmont Country Club and is a primary force to ensure that Belmont Country Club consistently executes at an exceptionally high-level culture of positive, personalized service. This "lead by example" GM will be coming into a role and Club that is not broken and following a long-tenured manager but will continue to look to enhance and elevate the overall membership and staff experience, and to be an "employer of choice" within a highly competitive hospitality community.

The new GM will work closely with the executive team to identify and execute opportunities to enhance consistency of process and experience and will set clear accountabilities for the leadership team, many of whom have been part of the Belmont Country Club "family" for many years. Having a strong and verifiable history of performance management and accountability systems, innovative technology installation and other processes to leverage high tech to improve 'high touch' with members is important. All of this is done in a highly respectful, fair, diplomatic, and nurturing manner.

Significant to the new GM's success is the ability to understand the unique nature, likely through current or previous first-hand experience, of residential community clubs and the significant usage and relationships that develop in club communities. Certainly, a key to his/her success is putting members first, and recognizing that the foundation of staff support, mentorship, clear direction, and being present and approachable in his/her natural and engaging style.

Possessing a strong decision-making style and representing a naturally strong hospitality or ‘servant’s heart’ is critical to this strong relationship-driven environment.

The ability to manage expectations at a high level of dynamic leadership and reasoning is critically important, but a fair amount of that is accomplished simply by being present, approachable, accessible, diplomatic, and having the necessary “gravitas” to be viewed with confidence by all constituencies. A high EQ is as important as any experience and more tangible competency in the success of a new GM.

Paying attention to the details of maintenance, SOPs, overall member experience, staff culture and other key areas of success is critical. Outstanding communication skills, especially the demonstrated ability to listen and respectfully respond are essential to success at Belmont Country Club.

KEY CHARACTERISTICS OF THE NEW GENERAL MANAGER

- Adaptable to change – can solve problems through an open-minded and all-inclusive approach
- Comfortable in a fast-paced or high-pressure environment
- Effective conflict resolution and problem-solving skills
- Being a naturally “positive, energized, aspirational” leader who understands the dynamics of a family-oriented club, and who can and has effectively led evolving, diverse age demographics of members to harmonious and supportive enjoyment of their club.
- Collaborate with the SVP and Executive Team to provide regular updates, reports, and recommendations on club performance, financial health, and strategic initiatives.
- Possess a deep knowledge of active club operations, with especially strong F & B skills as well as strong financial acumen, and an appreciation of modern performance management systems and technology.
- Attracting, retaining, and developing staff at every level is an important focus of the club.
- Is strategic and visionary as well as mission-oriented and anticipates how the Club will continue to evolve and be at the forefront of trends in clubs. Provide visionary leadership and strategic direction to all club departments, including golf, dining, facilities, membership, events, club rooms, and administration.
- Develop and implement innovative membership retention and acquisition strategies, enhancing the club's appeal to a diverse and discerning membership base.
- Naturally outgoing, out front leadership style, conversant, respectful, and diplomatic, but able to say no when appropriate without alienating members or staff while doing so. Being respectfully confident and connected to the membership and team is critical, as is working closely with Southworth corporate executives to consistently evaluate operations and outcomes.
- Having experience and skills in creating innovative events and driving top-line growth, as well as anticipating how the Club continues to evolve is important, as is being actively ‘networked’ in the industry to the point of being at the forefront of trends in clubs, communities, and economic cycles.
- Maintain and enhance the club's physical assets, including the golf course, facilities, and grounds, to meet the highest aesthetic and operational standards.

CANDIDATE QUALIFICATIONS

- 5 + years in Club Management or related field
- Exceptional leadership skills - Self-motivated, strategic thinker, positive attitude
- Proficient with POS, Microsoft Office products, and social media
- Knowledge of golf operations, food and beverage, event planning, and hospitality industry trends.
- Professional certifications in club management or related fields are a plus. Strong business acumen, with the ability to analyze financial data, develop budgets, and drive revenue growth.
- Exceptional interpersonal and communication skills, with the ability to engage effectively with diverse stakeholders.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- A bachelor’s degree is preferred with a focus on Hospitality Management or Business Admin.
- In lieu of the degree, substantial private club or hospitality experience will be considered.

- Industry certifications such as CCM, CCE, PGA, or Food Management Professional are encouraged but not required.

EMPLOYMENT ELIGIBILITY VERIFICATION

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefits package including association membership.

INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter in that order using the link below. You should have your documents fully prepared to be attached when prompted for them during the online application process. Please be sure your image is not present on your resume or cover letter; that should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to the **Belmont Country Club, to the attention of Maurice Darbyshire, SVP Invited**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why BCC and the Ashburn, VA area will benefit you, your family, your career, and the Club if selected.

It is suggested that you apply for this role as soon as possible as the position is currently open and it is desired to fill it this fall. Candidate selections will occur in September, or early October 2024 with first Interviews expected in that time frame and second interviews a short time later. The new candidate should assume his/her role sometime in November of 2024.

IMPORTANT: Save your resume and letter in the following manner:

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - Belmont”

(These documents should be in Word or PDF format)

Note: Once you complete the application process for this search, you are not able to go back in and add additional documents.

[Click here](#) to upload your resume and cover letter.

If you have any questions, please email Bethany Taylor at bethany@kkandw.com

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