

DIRECTOR OF GOLF PROFILE: BALD PEAK COLONY CLUB MOULTONBOROUGH, NH

DIRECTOR OF GOLF AT BALD PEAK COLONY CLUB

Bald Peak Colony Club (BPCC), a premier private country club in Moultonborough, New Hampshire, is in search of a Director of Golf (DOG) to lead and direct the golf operation. The golf course is a New England gem, designed by Donald Ross and opened in 1921. The new DOG will be succeeding a retiring golf professional of over thirty-three years, making this an exceptional opportunity to be the DOG of a club with a great history in golf and a membership that understands the game and the profession. This individual must demonstrate impeccable leadership skills while energetically promoting team member growth and engagement, and consistently delivering an exceptional member experience. The ideal candidate will have a high golf IQ but must also enjoy interacting with members and guests of all playing levels. Team-focused and someone that naturally wants to get to know the membership and staff on a personal level is greatly desired. Visibility, member engagement, and a desire to build and maintain member relationships will be important in this role, along with the ability to relate to club leadership, fellow department heads, committees, and the Board of Governors respectfully and diplomatically. A passion for mentoring and team member development ranks high on the search committee's list of qualities desired in their next professional. An innovative, collaborative, high-energy individual with excellent communication skills who can set standards and elevate the member experience are also desired qualities for the successful candidate.

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

ABOUT BALD PEAK COLONY CLUB

Bald Peak, the only lakeside private country club in New Hampshire, offers over 1,000 acres of unspoiled natural beauty with breathtaking views. In this idyllic setting, members enjoy golf on the extremely well-regarded Donald Ross course (Top ranked golf course in New Hampshire, [click here](#)), which is one of the finest private golf experiences in the New England area. In addition, the club sports clay court tennis, pickleball, paddle tennis, wellness programming, water sports, beach activities, and an endless array of social, dining, and junior events. While the superb facilities and natural beauty are incomparable, the lifelong friendships fostered through fun-filled summers are the true treasures of Bald Peak. Members come to the lake for complete relaxation and to enjoy the peaceful natural surroundings with their families. Bald Peak provides an added dimension to life at the lake by offering exceptional dining, a chance for young children and teens to gather and meet friends, and an endless variety of social and sporting events for adults. Whether you prefer traditional golf tournaments, bridge, a casual game of tennis, arts and crafts, swimming, kayaking, or hiking, there are activities for all at Bald Peak. Members travel from far and wide. Some members live on campus, while a majority of the members commute to the Club daily, by boat or by car, from neighboring lakeside towns. For members and sponsored guests, overnight accommodations are available in the clubhouse and cottages. When members drive through the Bald Peak entrance gates, they are instantly immersed in the beauty of the surrounding landscape and eagerly await the joyful times ahead.

Of special note Bald Peak is on the National Registry of Historic Places and is a certified Audubon Sanctuary.

CLUB HISTORY

Thomas Gustave Plant built his dream estate on the picturesque slopes of the Ossipee Mountains, near Bald Peak. As he looked down at Lake Winnepesaukee, he envisioned an idyllic country club where his friends could gather. With compulsive attention to detail, Mr. Plant planned a golf course, clubhouse, boathouse, and guest cottages that matched the grandeur of the setting.

The Bald Peak Country Club was incorporated in 1920 (Changed to Bald Peak Colony Club in the early 1930s). Two years after breaking the first ground, Plant's dream was realized. In the early years, many of Plant's friends gathered at Bald Peak. Today, Plant's nearby home, named Castle in The Clouds, is no longer part of the Club property, but the house and grounds are preserved and maintained, for all to enjoy, by The Castle Preservation Society. Bald Peak's original buildings are still beautifully perched on the hilltop overlooking Winnepesaukee. The over 1000-acre property provides unmatched privacy with stately pine forests, a pristine lakefront, and picturesque rolling hills. Over the years, the original ridge cottages have been converted to private homes and additional private residences have been added along the lake shore and hillsides.

BALD PEAK COLONY CLUB BY THE NUMBERS

- 448 Members from all categories with 55 families on the waitlist
- Initiation Fee \$90,000
- Dues \$14,130 | Annual Capital Dues \$2,750
- 14,000 rounds of golf
- 18 holes
- Approximate Hard Goods Sales \$100,000
- Approximate Soft Goods Sales \$500,000
- Golf Payroll Approximately \$550,000
- Instruction Volume \$25,000
- 15 FTE Golf Operations | 150 Total Employees | Employee Housing: 85 rooms
- Average Age of members: 61
- 12 Board Members with 3-year terms – 2-term limit
- Golf Course Architect: Donald Ross
- Course is open from approximately May 1st through the end of October
- Closed for golf course maintenance on Tuesday mornings
- POS & Accounting System is Clubessentials

BALD PEAK COLONY CLUB WEBSITE: www.baldpeak.org

DIRECTOR OF GOLF – POSITION OVERVIEW

The Director of Golf at Bald Peak is the “golf ambassador” of the Club. They must embody the highest levels of integrity, professionalism, and diplomacy, and be a highly active, engaged, and visible presence with both members and staff. They will be a “go-to” individual who takes ownership and control of the golf experience. The ideal candidate will be a visionary for BPCC’s golf operations and beyond. The new DOG will be asked to evaluate staffing levels, professional standards, and all golf operations policies and procedures for consistency with today’s “best of the best” clubs. He/She will bring energy, innovation, and creativity while respecting the existing traditions and major golf events. While building relationships with every constituency within the Bald Peak membership, the DOG is someone who needs to be “everything golf” at BPCC and be deeply invested in what is going on in all departments.

The DOG must be an exceptional leader, motivator, and mentor to their team who recognizes and respects the contributions of volunteer members and staff of all levels. They will be a person known for their intellect, vision, planning, and knowledge of the game and business including strong business acumen, as well as personally setting the standard for behavior, assertive hospitality, and daily performance. They will directly lead areas of the golf operation and work closely with the Superintendent of Golf Course and Grounds and other department heads while reporting to the General Manager/COO. The DOG is expected to be a strategic leader of the golf experience at Bald Peak while being able to laugh a little and be someone others enjoy spending time with.

The new DOG will be expected to inject focus and innovation into the golf program and create an enhanced culture of professionalism and service at BPCC.

Instituting programs that get the professional staff actively involved in working with and playing with members regularly, thus enhancing their connectivity and skills as professionals must be prioritized in the DOG's focus and overall mentoring role. Developing a junior program is something the club leadership sees as a wonderful opportunity.

While the Club is looking for the "consummate golf professional" in all aspects of competencies and experiences, the successful next DOG will be a "generalist," excelling as a player, coach, instructor, merchandiser, innovator, tournament host, and marketer, but above all, a great communicator!

He/She directly supervises all inside and outside Professional Staff, and recruits, hires, trains, and supervises all Professional Staff to ensure that a high level of service is consistently received by the membership. Special emphasis is placed on member relations and the ability to interact with members genuinely, properly, and regularly, and truly enjoy doing this daily.

INITIAL PRIORITIES OF THE NEW DIRECTOR OF GOLF

- Secure high levels of membership satisfaction with a positive, respectful, interactive, & highly visible presence.
- Develop and build a golf operations team with a strong focus on mentorship and growth of the individual team members.
- Be consistently innovative. Ensure the same level of engagement from the team, especially when absent, setting performance management standards/expectations and executing at a high level.
- Continually enhance an active Coaching and Teaching program for all skill levels including developments to the Junior Golf program to provide extended value to the golf membership through various offerings. This is of particular importance.
- Keep a close working relationship with the Superintendent of Golf Course & Grounds, focusing on member-guest experiences, playing conditions, pin locations, pace of play, rules and hazards issues, and partnering on tournaments to ensure course setup and playability, including communicating expectations are properly planned for.
- Fully engage with the Club's Management Software system to analyze sales trends, golf rounds, and member demographic utilization of golf operations.
- Full responsibility for the club-owned Golf Shop inventory, where the professional thinks of him/herself as a business partner with the club, and the success of the merchandising program to elevate the member experience.
- Full ownership of all golf events including marketing, tee prizes, billing, and partnering with food and beverage leadership to create successful execution.
- Assure all standard operating procedures for sales and cost controls are in place and consistently followed.
- Set labor standards to the desired business volumes and within the budgeted parameters.
- Ownership of the Golf Operations budget which includes all tournaments and golf-related events.
- Work closely with the CFO to maintain financial procedures in accordance with the established guidelines of the CFO and GM.
- Supervise, coach, and counsel staff per the Bald Peak Colony Club employee manual and code of conduct.
- Recruit, conduct interviews, hire, and train needed staff. Work with Human Resources Manager to ensure proper hiring and termination procedures are followed.
- Conduct annual reviews with the assistance of the Human Resources Manager and under the approval of the General Manager for all golf department personnel.

CANDIDATE QUALIFICATIONS

- A strong accomplished PGA professional that is a leader with "gravitas" and a proven track record of providing premier services in a dynamic, exclusive membership environment.
- Experienced in Coaching and Teaching –directing an entire club's instructional program is an advantage – working with all levels of playing abilities and diverse skill levels to grow the game.
- A highly visible and interactive individual committed to engaging members at every opportunity to develop high levels of member satisfaction.

- A team builder who has a history of attracting, developing, motivating, and retaining a high-performance team of professionals to propel the operation forward.
- A verifiable record of working closely and successfully in a private club with an active Board and committees, while providing visionary leadership and partnership to the General Manager.
- Financially astute with fiscal operations and budget development.
- Ability to elevate and sustain a culture of quality service.
- A strong golf community network and knowledge of best practices of top-performing and high member satisfaction operations across the country.
- Exceptionally strong communication skills with members and staff, creating an open exchange environment where genuine input is welcome to move the golf operations forward positively and passionately.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Preferred Bachelor's Degree in Business Administration or Golf Management, but not required.
- In lieu of the degree, substantial golf professional and private club experience will be considered.
- A PGA/LPGA member in good standing with a minimum of 5 years of Head Professional or Director of Golf experience in a like or similar type of facility is required.
- NOTE: Those current 1st or Lead Assistant Professionals, or Head Golf Professionals under a Director of Golf at well-recognized clubs with a strong history of excellent mentorship of the professionals that have worked there along with verifiable records of achievement will be considered for this role.

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 **Bald Peak Colony Club search committee/attention: Christopher S. Wyles, CCM, CCE, CMCA; General Manager/COO**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why BPCC and the Moultonborough, NH area will benefit you, your family, your career, and the Club if selected.

You must apply for this role as soon as possible but no later than Friday, July 25, 2025. Candidate selections will occur early August, with the first Interviews expected later in that month, and the second interviews a short time later. The successful candidate should assume his/her role near November 1, 2025.

IMPORTANT: Save your resume and letter in the following manner: (Word or PDF format)

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter – Bald Peak"

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: bethany@kkandw.com

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