

KOPPLIN KUEBLER & WALLACE

THE MOST TRUSTED NAME IN EXECUTIVE SEARCH AND CONSULTING

GENERAL MANAGER PROFILE: THE SEAWANE CLUB HEWLETT HARBOR, NY

GENERAL MANAGER OPPORTUNITY AT THE SEAWANE CLUB

The Seawane Club is looking for a highly affable, results driven General Manager who will act as the “face” of the Club and will be an energetic, entrepreneurial, and innovative thought partner representing the owners’ and members’ best interests.

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

[Club & Resort Article about Seawane](#)

THE SEAWANE CLUB

In November of 2019, The Seawane Club was purchased by two friends with longtime roots at the club. They recognized the incredible opportunity to build on Seawane’s history and redefine the country club experience in the 21st century. By focusing on what the modern member needs and reorienting operations with the highest hospitality standards, Seawane is poised to continue to be the premiere club on the south shore of Long Island.

Seawane’s goal is to deliver excellence with every interaction among their members and guests. The Club is built on the pillars of friends, family, functions, fitness, food, fun and “fore,” and is why members call it their “home away from home.”

The Seawane Club was created on the Hewlett Estate of John N. Auerbach in 1927. Using his three-story Victorian home as the clubhouse, he named the club after large quantities of Indian copper beads (“Seawane”) found on the vast grounds.

Members enjoy a full suite of amenities to include: outstanding cuisine, golf, tennis, fitness, swimming and an exciting calendar of social activities.

The Club earned praise from *Golf Digest*, *GOLF Magazine*, *Golfweek*, *Met Golfer*, *The New York Times*, *Newsday*, *New York Magazine*, ESPN and *Gotham* while winning the prestigious Metropolitan Golf Writers Association “Golf Club of the Year” award.

THE SEAWANE CLUB BY THE NUMBERS

- Number of Employees: 100 team members in season, and 45 team members in the off-season
- Annual Rounds: 15,000
- Devereux Emmet golf course
- 10 tennis courts
- Swimming pool
- Fitness facilities with trainers
- Barbershop.

UPCOMING or ACTIVE CAPITAL IMPROVEMENTS

- Pool and pool restaurant renovation
- Driving range upgrades
- Bunker renovations
- Bridal suite
- Kids club
- Women’s locker room

Please visit the website: www.seawane.com

GENERAL MANAGER (GM) JOB DESCRIPTION

The General Manager (GM) is responsible for supporting the mission and vision of The Seawane Club (TSC). This executive has operational management authority over the daily operations of the Club, as well as establishing short- and long-term organizational goals, objectives, plans, and policies subject to approval of the Owners of The Seawane Club. The GM reports directly to the Owners.

He/she is responsible for the financial and operational stability of the club and other external activities and is expected to provide quality leadership to his/her team ensuring members enjoy the finest level of service. The GM is responsible for the success of all aspects of the Club goals and is expected to devote his/her full time and attention to operations, planning, and staff management.

The GM is expected to be a highly visible “face” for the Club and will work to provide a sense of community with both members and staff. He/she will display excellent communication skills. The GM serves as liaison between all management staff and the Ownership Group. He/she is responsible for discussing issues facing the Club with the Ownership Group and is expected to provide thoughtful advice and recommendations.

DIRECT REPORTS

- Banquet Sales
- Controller
- Executive Chef
- Facilities Manager
- Food & Beverage Manager
- Golf Course Superintendent
- Head Golf Professional
- Membership Marketing

KEY ATTRIBUTES AND AREAS OF FOCUS

LEADERSHIP

- Act as the “face” of the Club
- Supply a natural leadership style that promotes staff & membership engagement
- Act as thought partner with Ownership Group
- Build strong relationships with managers

MEMBERSHIP MARKETING

- Develop and implement the marketing plan
- Grow membership through an aggressive marketing campaign
- Attract younger members & families while respecting the Club history

MEMBER ENGAGEMENT

- Supply an exciting calendar of creative club events
- Develop a sense of community
- Know the members, their families, & their desires
- Create a new member orientation/socialization program
- Help members & their guests enjoy the facilities & programs of their Club
- Assure satisfactory communications between club members & employees
- Increase club utilization & member engagement
- Deliver on member requests in a timely manner

FINANCIAL MANAGEMENT

- Work with the Owners to set and achieve yearly financial goals
- Fully utilize Club software (Clubessential)
- Deliver operational efficiencies
- Develop specific reports and metrics to monitor financial progress & success
- Manage Club cash flow
- Enhance outside banquet and outing revenues and profits

FOOD & BEVERAGE

- Continue to provide excellent F&B service, quality, & menus
- Direct & focus culinary team
- Provide members with premier service in dining
- Ensure the highest standards
- Continue to grow the revenues from outside events

CANDIDATE QUALIFICATIONS

The ideal candidate will either be a successful, highly visible club/hospitality General Manager known for exceptional member experiences or be viewed as an up and coming management “superstar” with a minimum of 2 years of highly successful management in a top tier environment.

- Frank & honest communicator
- The ideal candidate will be highly visible & available to Members
- Candidate must be a charismatic, compassionate professional who truly enjoys the hospitality/club, high touch environment
- Outgoing & personable with excellent interpersonal skills
- Creative thinker, an innovator and problem solver
- Possess especially strong communication skills both verbal and written
- Energetic & enthusiastic
- Strategic thinker
- Team builder with experience recruiting, retaining, training, guiding, & mentoring staff
- Motivational leadership style
- Experience acting as a thought partner
- Strong leadership & strategic planning experience
- Metrics & data driven
- Experienced in creative programming
- Track record of innovative & creative programming
- Demonstrated skills in financial matters
- Detail oriented
- Exceptionally strong food & beverage skills are essential
- Strong understanding of superb dining, food & beverage experiences for Club members & guests
- Experienced in growing outside event business
- Proven experience providing “best in class” service levels for members & guests
- Capital improvement project & renovation oversight experience

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- A Bachelor’s Degree from a four-year university or college is highly desirable, preferably in Hospitality Management.
- In lieu of the degree, substantial private club or hospitality experience will be considered.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. The club, along with the typical CMAA benefits, offers an excellent bonus and benefit package.

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.

Preparing a thoughtful cover letter, clearly articulating your alignment and “fit” with the above noted expectations is required. Your letter should be **addressed to the Owners of The Seawane Club** and clearly articulate why you want to be considered for to lead this organization at this stage of your career and why The Seawane Club and the Hewlett Harbor, NY area will be beneficial to you, your family, your career, and the Club if selected.

Expressions of interest in this manner should be conveyed to our Firm no later than January 6, 2020. Candidate selections will occur in early January and first interviews are expected to occur in mid-January, final selections will likely be made by late-January with the successfully selected candidate starting in March.

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

“Last Name, First Name Resume”

“Last Name, First Name Cover Letter The Seawane Club”

(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 Holly Weiss: holly@kkandw.com

Search Executives:

Thomas B. Wallace III, CCM, CCE, ECM, Partner
412-670-2021 (M)
tom@kkandw.com

Armen Suny, Search Executive
303-570-2741 (M)
armen@kkandw.com

Michelle A. Riklan, ACRW, CPRW, CEIC, CJSS, Search Executive
908-415-4825 (M)
michelle@kkandw.com