



DIRECTOR OF GOLF

The Sanctuary Golf Club Sanibel Island, Florida

Located on the northern tip of Sanibel Island, The Sanctuary Golf Club, a certified Audubon Cooperative Sanctuary, is surrounded by a national wildlife refuge. This 32-year-old club is an exclusive member-owned private club. Founded in 1992, the Club and community encompass 500 acres with stunning views of Pine Island Sound. It is the only private club in the country that lies within a US Wildlife Preserve and is a five-star rated Platinum Club that has been awarded over 25 different accolades from around the world including: Platinum Club of America, Platinum Club of the World - Top 100, The Club of Excellence, Boardroom Distinguished Club Emerald Award, and 2024 AGM Platinum Golf Shop Distinction.

The Club provides its 445 Members (335 golf memberships and 110 social memberships), their families and guests with exceptional experiences and considers itself to be a family club with a kind and gracious membership, who are also members at some of the most prestigious clubs in the US and abroad. While the Club is open year-round, much of the activity is concentrated in the six months spanning November through April. The Sanctuary Golf Club has overall revenue of nearly \$10.0M with golf revenues of approximately \$1.5M. The Golf Equity Membership fee is \$150,000 and annual dues and fees are currently \$18,000.

Golf at The Sanctuary

Designed by the nationally acclaimed golf course architect, Arthur Hills, who described the course as “my island masterpiece” and the property as “elegant, exquisite, and rare”, the 18-hole golf course encompasses 100 acres, plus practice facilities. The course is surrounded by the J.N. “Ding” Darling national Wildlife Refuge, allowing golfers enhanced experiences of wildlife sightings, panoramic views of the Pine Island Sound and mangrove forests, and the beautiful scenery that only Mother Nature can provide. The course has four sets of tees and plays from 6,655 yards from the back tees to 5,115 from the most forward tees, and the greens, tees and fairways are grassed with Sea Isle Supreme Seashore Paspalum. The short game area allows for bunker, chipping and pitching shots from a variety of lies in both fairway and rough cut conditions. On an annual basis, approximately 20,000 rounds are played at the Club.

The goal of the golf program is to be the premier golf experience in Southwest Florida for its Members. The Sanctuary Golf Club takes pride in offering unmatched service, impeccably facilitated tournaments, and a state-of-the-art instructional program.

For more information about The Sanctuary Golf Club, please visit our website: www.sanctuarygc.net

Position Details

The Director of Golf must be a dynamic, highly visible, personable, engaging and accessible leader for the Members and the Golf Operations staff. The Director will “set the pace” as an example to all by exhibiting enthusiasm, confidence, experience and knowledge of the game and of the operations. They will be proactive, not reactive and have a very high degree of personal ethics and professional integrity. Potential candidates will be among the best in the industry and possess all the requisite skills, leadership qualities and personal traits suited for a premier golf club. A friendly, outgoing personality is a must, as is a strong working knowledge of private club golf operations. The goal of the Director is to provide Members with exceptional service on a consistent basis and ensure Member recognition in order to promote maximum satisfaction of the Membership. The ability to embrace the culture of The Sanctuary and to ensure the highest standards of Member service must be a top priority and will be a key to success in this role.

The Director of Golf reports to the Club’s General Manager and will successfully manage, direct, promote, and lead all golf activities, operations and administration. The Director will ensure the goals of both the department and the Club are being met through proactive leadership and full-scope management of the department. The Director will be mindful of Club tradition while also being innovative; always striving to improve the Members’ experience. The Director will be a team player, with the experience and ability to build a strong team, as well as partner with other departments.

Primary Responsibilities

- Ensure each Member’s experience is consistent with the highest industry standards and that of a top premier golf club in every area of the program including: Outside Operations, Golf Pro Shop, customer service and retail offerings, practice areas, and general course play.
- Design, promote and direct all golf activities, as well as promote inter-connectivity/cross-promotion and cross-programming among Golf and Wellness.
- Manage all financial aspects of the department including budget preparation and adherence to the budget throughout the year; maintain management reports in sufficient detail to properly track where revenue is generated along with rounds played; manage accounting, billing, invoicing and oversee regular accounting of all revenue and expenses.
- Manage the recruitment process, onboarding, training, coaching, and discipline of Golf Department staff; supervise, train, and direct staff.
- Mentor and teacher to Golf Department staff members through strong leadership, training, professional development and sharing knowledge necessary to successfully help grow their careers.
- Oversee merchandising, sales and inventory for the Golf Shop.
- Conduct golf clinics and training programs; play golf regularly with a cross-section of Membership and assist Members with improving their play.
- Supervise the planning, promotion and execution of Club-based and outside golf tournaments.
- Interpret and enforce facility and golf policies, rules and regulations without prejudice and ensure the Golf Pro Shop staff are familiar with these rules and policies.
- Function as management liaison with Golf Committee and attend all meetings.
- Meet regularly with the GM and Dir. of Green and Grounds (or Golf Course Superintendent) to review condition of the golf course; make recommendations on areas needing attention.

Education, Experience and Attribute Expectations

- Bachelor's degree from a four-year college or university
- Minimum of five years of experience as a Director of Golf, Head Professional or an Assistant Golf Professional at a recognized golf club or country club
- Class A Member in good standing with the PGA of America
- Has met PGA criteria for Head Professional
- A person of exceptional "character" – motivated, energetic and friendly, and ready to make a commitment of loyal service to the Club's Members and staff
- Approachable, with an engaging presence with both the Membership and staff
- Excellent and professional written and verbal communication skills
- High degree of personal ethics and professional integrity
- Current knowledge of "best practices" in the industry
- A strong team player who enjoys a hands-on approach, the ability to work with a variety of skill levels and personalities and fosters an atmosphere of cooperation and accomplishment
- Dynamic, highly visible and accessible leader for the Members and staff alike
- Demonstrates outstanding professionalism, helpfulness, friendliness and customer service skills
- Demonstrate consistent participation in industry associations/educational opportunities

Salary and Benefits

Salary is open and commensurate with qualifications and experience. The Club offers a competitive performance bonus, benefits package, and health club membership, along with typical PGA benefits.

For consideration, please email your cover letter, resume and salary requirement to Attn: Director of Golf Search Committee
mdelellis@sanctuarygc.net

Resumes will be accepted through May 30, 2025.