

**GENERAL MANAGER/CHIEF OPERATING OFFICER PROFILE:
MONTAMMY GOLF CLUB
ALPINE, NJ**

GENERAL MANAGER/CHIEF OPERATING OFFICER AT MONTAMMY GOLF CLUB

Montammy Golf Club (MGC) is seeking an accomplished hospitality professional to lead the Club as its next General Manager/COO. Located just minutes from Manhattan, this role offers an exceptional opportunity for a dynamic leader to bring fresh energy, innovation, and strategic vision to a club that already excels in performance. MGC prides itself on a legacy of stability within its team and membership. The Club seeks a collaborative "partner" who will work closely with the Board and Leadership team and demonstrate sharp business acumen.

MGC expects the new GM/COO to enhance the Club's culture with a keen focus on details that uphold exceptional service standards. This role calls for a leader who can introduce creative and innovative programs, amenities, and services to elevate the member experience. Montammy's culture is one of genuine care and camaraderie among members and staff, and the GM/COO must embody this ethos with an intuitive, approachable leadership style. The ideal candidate will be an active listener with a naturally engaging personality, adept at connecting with members and staff.

Highly organized and focused on food and beverage operations, the GM/COO will identify opportunities for growth in both banquet and à la carte dining. He/She will work closely with and mentor MGC's tenured staff, setting high standards, identifying service gaps, and establishing clear objectives to ensure the Club's continued success and commitment to excellence.

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

ABOUT MONTAMMY GOLF CLUB

Montammy Golf Club, nestled in the scenic rolling hills of Alpine, New Jersey, offers an exclusive private country club experience just seven miles north of the George Washington Bridge. Established in 1966, this full-service club features an 18-hole championship golf course, multiple Har-Tru and Hard-Top tennis courts, and a beautifully renovated clubhouse that serves as a welcoming gathering place for members and their guests.

The golf course, originally designed by renowned architect Frank Duane, is known for its picturesque, tree-lined fairways and has seen recent renovations led by designer Rees Jones, enhancing both playability and aesthetics. With five sets of tees ranging from 5,400 to 6,875 yards, the course suits players of all skill levels, offering large, undulating greens and well-placed hazards that provide both challenges and opportunities. Montammy has hosted prestigious tournaments, including New Jersey PGA and U.S. Open qualifiers, underscoring its reputation for high-quality play.

For tennis enthusiasts, the Club offers a robust program under USPTA Tennis Professional Guy Gebbia, featuring six Har-Tru Hydro-courts, two Hard-Top courts, and a newly introduced Montammy Mixed Tennis Invitational. The Club also recently added pickleball courts, expanding its racquet sports offerings. Members can access a fully stocked tennis pro shop and enjoy tournaments and mixed-doubles competitions, with lessons and training available for all ages.

The recently renovated 45,000-square-foot clubhouse combines elegance with comfort. Members can relax on stone terraces with beautiful views or enjoy cocktails in the modern Sports Bar. Dining options include the casual atmosphere of the Sports Bar and the refined Montammy Room, where members can enjoy exceptional cuisine crafted by the Club's top-rated culinary team. Seasonal events, like Wine Pairing Dinners and themed nights, add to the dynamic dining experience. For private gatherings, members can reserve spaces for events such as weddings and family reunions, with support from the Club concierge.

The Clubhouse also includes extensive locker room facilities with steam and sauna rooms, card rooms, and massage services, allowing members to unwind. The pool complex offers a main pool with multiple levels and swim lanes, a wading pool for young children, and a hot tub for adults. The surrounding patio provides ample space for lounging and dining, with a nearby children's playground for additional recreation. The fitness facility is equipped with a wide range of cardiovascular and strength training equipment, making it easy for members to maintain their fitness routines.

MONTAMMY GOLF CLUB BY THE NUMBERS

- Approximately 491 total memberships in all categories
- \$12.4M Approximate Gross Revenue
- \$3.1M Approximate F&B Sales (\$1.6M Member Dining, \$1.5 Private Events)
- The percentage of Ala Carte Revenue is 52% to Catering Revenue 48%
- Approximate Annual Rounds of Golf 19,000
- \$5.6M Approximate Gross Payroll
- There are approximately 21 FTE Employees, and an additional 114 seasonal employees (30 FT, 84 PT).
- The Board has 9 members, with 3-year terms.
- The Club uses ClubEssentials for its accounting and POS systems
- Average age of members is 53

MONTAMMY GOLF CLUB WEBSITE: www.montammy.com

GENERAL MANAGER/CHIEF OPERATING OFFICER – POSITION OVERVIEW

The General Manager/Chief Operating Officer (GM/COO) assumes operational leadership responsibilities of the Club and functions as a key thought partner and executive with the Club's Board of Governors and Committees. The GM/COO at Montammy has responsibility for all day-to-day operations and departments of the Club. He/She directs and administers all aspects of the operations---the amenities, project development, staff and all programs and activities, food/beverage operations, and activities and programs to ensure consistent, outstanding service delivery to the membership and their guests. At Montammy Golf Club, this position is one that requires exceptional diplomatic graciousness and charisma along with a high degree of visibility, a strong, personalized service perspective, and a servant's heart, a personification that is critical for all team members to emulate. Critical to the new GM/COO's success is the intuitive sense to be "present" and to sincerely engage with every generation of family member and their guests, being highly approachable and appropriately interactive.

The ideal candidate is intuitive and carries a sense of "gravitas" about himself/herself and recognizes the need to be fully engaged and fully committed to the Club in the especially busy summer and shoulder season months. Additionally, he/she must be naturally discreet and appropriate, both inside and outside of the Club, but also recognize the importance of being involved in the community as a representative of Montammy Golf Club, which is helpful in driving events and membership.

The GM/COO is responsible for the creation, implementation, and consistent maintenance of all service standards and processes while providing vibrant, innovative, relevant, energized, and respectful leadership for key managers and staff.

Clearly, a primary objective is for the GM/COO to be the highly visible and interactive face of the Club and to ensure that goals, objectives, and accountabilities are defined, understood, evaluated, and enhanced on a continuous basis. The GM/COO will be responsible for ensuring top-level products and services are delivered while maintaining fiscal responsibility and adhering to agreed-upon budgets. Creating and implementing a stronger Performance Management System of goals, priorities, and accountability is desired.

The GM/COO must be a proactive part of the process of strategic planning, talent acquisition and retention, membership orientation, and membership activities/services programming, ensuring that each of these areas of focus considers current and future membership demographics. Additionally, he/she must recognize that all amenities at MGC need to be commensurate with the majority of members' expectations, and that his/her primary mission is to determine and ensure quality levels are provided.

A key requirement is to be able to work proactively with the Board and Club Committees, as appropriate, to keep them focused on key goals and objectives that benefit the long-term well-being of MGC, and to ensure that significant capital projects are successfully executed, keeping all important constituencies well informed throughout. The Club is looking for the GM/COO to be proactive in identifying, researching, recommending and supporting key strategic objectives and capital projects, recognizing that it is his/her responsibility to be an active thought partner with the Board.

As with most innovative, high-performance clubs, the need to continually improve existing member services and introduce new programs and activities to enhance member satisfaction and the overall value of membership at MGC is a critical success factor, and much of this has historically been driven by exceptionally well-done events and functions. The GM/COO must have a natural interest in being involved in the planning and execution of such events, working closely with a strong group of Senior Staff to ensure that the details of success and expectation are consistently covered. Having a clear passion for the role, Montammy Golf Club and its membership, the area, and the team's success is critical.

INITIAL PRIORITIES OF THE NEW GENERAL MANAGER/CHIEF OPERATING OFFICER

In their first year, the new GM/COO will focus primarily on the Clubhouse, with particular attention to the food and beverage operations. An initial assessment of the Club's current onboarding and training programs will be essential to identify and address areas for improvement.

A priority will be collaborating with all departments to foster open communication and dismantle any existing barriers. This will require dedicated effort, as seamless communication is vital to the Club's operations.

Establishing a strong, trust-based relationship with the Board and staff is essential. The GM/COO will prioritize transparency and open communication, ensuring they are "present" and approachable. Building trust involves engaging sincerely with as many members as possible, scheduling regular interactions, and following up on details. By being actively involved and "front-facing" in high-usage areas and during peak times, the GM/COO can uphold the Club's tradition of outstanding member experiences, while exploring ways to enhance them further.

Getting to know the team—understanding their strengths, aspirations, and fostering a supportive, collaborative environment—will be key. This involves championing a strong "esprit de corps" among departmental leaders and their teams, promoting mutual respect, and supporting the Club's mission.

Developing a close, communicative relationship with the Board and Committees is also essential. The GM/COO will work to build a strong foundation of diplomatic openness and will need to be "respectfully assertive," contributing their perspective to ensure that a comprehensive, big-picture approach is considered in all policy and directional decisions.

CANDIDATE QUALIFICATIONS

- A minimum of 7 - 10 years of verifiable, progressive leadership and management experience in an active, private member-owned club or luxury hospitality and service-focused environment. NOTE: While having a strong preference for those who have experience in the General Manager/Chief Operating Officer role, those current Assistant General Managers or similarly titled leaders at well-recognized clubs, with verifiable records of achievement, may be considered for this role.
- Has a familiarity with working in a large Metropolitan area either in or similar to New York/New Jersey, ideally in the Northeastern portion of the Country.
- Strong general management and leadership skills with verifiable strengths in team development, recruitment and training, financial planning, systems and analysis, diverse recreational amenity management, exceptional quality food and beverage programming, exceptional member/guest service programming, strategic planning, and project management is required.
- Exceptionally strong communication and facilitation skills, both in writing and verbally, along with the appropriate personal presence, desire, and ability to interact effectively before diverse constituencies of members, staff, vendors, and other people who are part of the success of MGC.
- A "strong network" of industry professionals in order to assist the Board and Committees with "visioning" the Club's future needs based on trends, demographics, etc.

- An exposure and responsibility to oversee and lead a high-quality operation in his/her previous positions--- amenities, service, history and traditions, and overall club ambience. It is critical that the GM/COO embodies the level of quality and consistency that is commensurate with expectations at MGC.
- Has a verifiable record of fiscal responsibility and is able to educate and support his/her key managers to be able to work within approved budget parameters.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- A bachelor's degree is preferred, with a focus on Hospitality Management.
- Industry certifications such as CCM, CCE, and CMC 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. *Salary Range: \$350,000-\$400,000.*

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 **Montammy Golf Club/Search Chairman, Joshua Weingast**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why MGC and the Alpine, NJ 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, January 10, 2025. Candidate selections for first and second interviews are expected in January 2025. The new candidate should assume the role in March 2025.

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

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter - Montammy"

(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 Alice Stevens: alice@kkandw.com

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