



LEADERSHIP OPPORTUNITY

General Manager / Chief Operating Officer

Irondequoit Country Club

Rochester, New York

Honoring Our Traditions. Inspiring Our Future.

Irondequoit Country Club (ICC) invites accomplished executive leaders to consider an exceptional opportunity to lead one of Rochester's premier private clubs.

Founded in 1916, Irondequoit Country Club is a premier, member-owned private club recognized for its championship 18-hole Donald Ross-designed golf course, outstanding racquet and court sports, fitness facility, exceptional dining and hospitality, and a welcoming culture that values family, tradition, and continuous improvement. Today, the Club is financially sound, strategically focused, and guided by an engaged Board of Governors committed to thoughtful governance, fiscal responsibility, and continuous improvement.

Building upon a strong foundation, Irondequoit Country Club seeks an exceptional leader—not simply a manager—to inspire people, strengthen organizational culture, lead operational excellence, develop high-performing teams, elevate the member experience, and execute the Club's long-term strategic vision.

The Opportunity

This is more than a management position—it is an opportunity to shape the future of one of Western New York's most respected private clubs.

The successful candidate will partner closely with the Board of Governors to provide visionary leadership while fostering a culture built on trust, accountability, collaboration, and respect. The next General Manager/COO will inspire employees, strengthen organizational performance, and ensure that every aspect of the member experience reflects the Club's commitment to excellence and hospitality.

Key Leadership Responsibilities

The General Manager/Chief Operating Officer will:

- Provide executive leadership for all Club operations and staff.
- Serve as the steward of Irondequoit Country Club's culture and organizational values.

- Partner with the Board to implement the Club's strategic vision and long-range objectives.
 - Lead financial planning, budgeting, forecasting, and capital planning.
 - Develop and mentor a high-performing leadership team while fostering accountability and collaboration.
 - Champion an exceptional member experience through outstanding service, communication, and operational consistency.
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The Ideal Candidate

Irondequoit Country Club seeks a ***leader—not simply a manager***.

The successful candidate will:

- Inspire confidence through visible, authentic, and approachable leadership.
- Develop people, build culture, and create high-performing teams.
- Think strategically while executing with discipline and accountability.
- Demonstrate exceptional financial and operational acumen.
- Build trusted relationships with members, employees, and the Board.
- Lead with integrity, humility, sound judgment, and emotional intelligence.

Experience leading a private club or similarly complex hospitality or service organization is strongly preferred.

Compensation & Benefits

Irondequoit Country Club offers a competitive executive compensation package.

Base Salary: \$175,000, commensurate with experience and qualifications.

Additional financial considerations include:

- Performance-based annual incentive opportunity
- Club-funded deferred compensation plan with vesting schedule
- Retirement benefits
- Comprehensive health benefits
- Professional development and continuing education
- CMAA/PGA dues

- Vehicle and mobile phone allowance
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About Rochester

Rochester offers an exceptional quality of life, combining vibrant arts and culture, outstanding educational opportunities, four-season recreation, and an affordable cost of living. The region provides an outstanding environment for professionals and families alike.

Confidential Application Process

Confidential applications, including a cover letter and résumé, should be submitted at:

GM@irondequoitcc.org

Bill Sally

President, Board of Governors