

## **GENERAL MANAGER PROFILE: COUNTRY CLUB OF PEORIA PEORIA HEIGHTS, IL**

### **THE GENERAL MANAGER OPPORTUNITY AT COUNTRY CLUB OF PEORIA**

The Country Club of Peoria, located in Peoria Heights, Illinois, seeks an experienced General Manager with strong leadership skills and a passion for private club hospitality. The ideal candidate will be visible, engaging, and approachable, building strong relationships with members, staff, and the broader club community. This person will respect the Club's history, traditions, and Midwestern values while creating a welcoming culture with high standards for service, integrity, and accountability. The successful candidate will understand people, communicate clearly, and work through differing views while earning the trust of members, the Board, committees, and the management team.

The General Manager will bring proven experience leading a private club or similar hospitality operation, with a strong focus on food and beverage service. Attention to detail, a professional presence, and a commitment to excellent service are essential. The GM must also recruit, coach, develop, and retain a strong leadership team and build a supportive workplace. Department heads should have the authority to lead their areas, with clear expectations, measurable goals, and accountability without micromanaging. Clear, regular communication will keep staff informed and focused on the Club's priorities.

The next General Manager must have strong financial and business skills, including experience with budgets, financial analysis, cost control, and long-term capital planning. The GM will manage resources responsibly while improving the member experience, maintaining facilities, and investing in the Club's future. The successful candidate will also identify ways to use technology, improve daily operations, and develop programs and amenities that appeal to current and future members, while respecting the Club's traditions and long-term goals.

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

### **ABOUT COUNTRY CLUB OF PEORIA**

Established in 1897 with a mission "to encourage athletic exercises, recreation, and social enjoyment," the Country Club of Peoria continues to serve families and the business community through social, dining, and athletic activities, supported by excellent service, staff, and facilities.

Located in Peoria Heights, Illinois, halfway between Chicago and St. Louis, the Club is part of an Illinois River community that offers big-city amenities and small-town hospitality. The area has over 60 square miles of parks and woodland preserves, including Forest Park Nature Center, and 50 miles of biking and hiking trails, as well as varied shopping, dining, and outdoor activities. Peoria also hosts festivals, national and international sporting events, and a lively arts and cultural scene. With 350+ holes of golf across the tricounty area, the Club's highly regarded course stands out as a source of pride in Peoria's vibrant golfing community.

The Club began with nine holes and is home to the area's oldest golf course, designed by F.M. Birks in the early 20th century. Its 18-hole course, redesigned in 2007 by Michael Benkusky, offers members and guests challenging play in a scenic setting. The Club annually hosts the Maui Jim Invitational, featuring appearances from PGA Champions Tour players, and the Grandview Invitational, one of Central Illinois's oldest golf events, which draws players from across the United States. The course has also hosted the Illinois PGA Club Pro Championship, Men's and Women's State Amateur Finals, and the 1934 Western Open.

Members and guests also enjoy tennis with six hard-court and two lighted har-tru courts, pickleball, swimming, and state-of-the-art fitness equipment including, Elliptical machines, Treadmills, Free weights, and more.

Country Club of Peoria (CCP) offers many dining venues, including the Grandview Room, the Grill Room, the Terrace, and the Court Lounge. There are multiple private dining rooms available for parties and other special events. They include the Governor's Room, Formal Dining Room, North Card Room, Lakeside Room, Library, and the Living Room.

An active social calendar makes it easy to engage with friends, family, and other members of the CCP community.

#### **COUNTRY CLUB OF PEORIA BY THE NUMBERS**

- At present, there are 463 members across all categories.
- \$5,000 Initiation fee
- Regular Member - \$8,580 Annual dues; Annual Capital Dues \$1,260; Annual F&B Minimum \$1,975
- Approximately \$6.0M gross revenues in operations
- Approximately \$2.8M F&B volume (53% ala carte/47% catering)
- Approximately 66 Full-time Employees and Approximately 103 seasonal
- Approximately 11,500 rounds of golf are played annually
- Club accounting and POS system is Jonas
- CCP is a 501(c)(7), not-for-profit, tax-exempt corporation
- There are 13 Board Members with three-year terms
- Standing committees: Membership, Golf & Grounds, Finance, Executive, Long-Term Strategic Planning, Bylaws and Governance, and Athletic
- Average age of members is 58 years of age

**COUNTRY CLUB OF PEORIA WEBSITE:** [www.ccofpeoria.org](http://www.ccofpeoria.org)

#### **GENERAL MANAGER – POSITION OVERVIEW**

The General Manager (GM) serves as Chief Operating Officer of the Country Club of Peoria and carries out Board policies and the Club's bylaws. The GM develops operating policies and standard procedures, prepares annual operating and capital budgets, and manages operations to meet approved goals. Working with department heads and committee chairs, the GM helps develop proposed policies, programs, and events and keeps the Board informed of significant matters. The GM also promotes the Club and creates a welcoming atmosphere so members and guests can fully enjoy its facilities and programs.

The GM oversees all management and administrative functions and aligns annual operating and capital budgets with goals agreed upon with the Board. As the Club's lead representative for major capital, asset, and lease improvements, the GM ensures projects are carefully planned and carried out, with regular updates to the Board, committees, and members as appropriate.

Through the management team, the GM oversees budgeting, hiring, training, orientation, and staff supervision. The GM also uses effective marketing to encourage members to use the Club and ensures that service and programs consistently meet or exceed member and guest expectations. Their satisfaction and enjoyment are central to CCP's success.

The GM must be a visible, respectful presence who communicates well and makes members and guests feel welcome and well cared for. The GM must also clearly explain service expectations to staff from diverse backgrounds and ensure those standards are met.

The GM helps keep members involved through appealing programs, activities, and attentive service. CCP's members are social and active, and the GM must understand their interests while managing the Club responsibly.

#### **Responsibilities of the General Manager within the First Year:**

The new General Manager should spend the first year listening, learning, and building strong relationships with members, employees, department heads, and the Board. During the first 90 days, the focus should be on understanding the Club's culture, traditions, strengths, and areas for improvement before making major changes.

The GM should be visible and approachable, communicate openly, respond promptly, and follow through on commitments. The GM must also preserve what members value most: the golf experience, sense of community, family atmosphere, and personal service.

As the GM learns the operation, the focus should turn to improving the member experience, especially consistent service, front-of-house training, and accountability in food and beverage. Building on the strengths of the culinary and dining programs, the GM should improve teamwork between front- and back-of-house staff and review the team structure, staffing levels, morale, and opportunities to develop leaders. Clear expectations, good communication, and shared accountability will help retain valued employees and deliver excellent service across all departments.

Throughout the first year, the GM must manage finances responsibly and work with the Board to set a clear direction for the Club. Priorities include understanding CCP's financial position, maintaining sound budgets, continuing debt reduction, and balancing daily needs with planned capital spending. A review of facilities, infrastructure, and deferred maintenance should lead to an improvement plan ranked by urgency and long-term needs. With the Board and committees, the GM should set measurable goals for membership stability and growth, member participation, service standards, and financial progress. First-year success will be measured by the trust earned from members, employees, and the Board; clear improvements in operations; a stronger leadership team; and a practical plan for the Club's future that respects its traditions.

### **CANDIDATE QUALIFICATIONS**

- A minimum of 4–7 years of increasing leadership or management responsibility, preferably as a GM in a private, member-owned country club with golf, family programs, and a range of services, or in a similar hospitality operation outside the club industry.
- Rising stars in the club industry with a proven record of strong mentoring, as well as managers from high-quality hospitality operations with excellent relationship skills, will also be considered.

### **EDUCATIONAL AND CERTIFICATION QUALIFICATIONS**

- A bachelor's degree is preferred with a focus on Hospitality Management.
- In lieu of the degree, substantial private club or hospitality experience will be considered.
- Industry certifications such as CCM, CCE, or PGA 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: \$200,000 - \$225,000.

### **INSTRUCTIONS ON HOW TO APPLY**

Please upload your resume and cover letter in the order listed using the link below. When prompted for them during the online application process, you should have your documents fully prepared to attach. Please be sure your image is not on your resume or cover letter; it should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to **Mr. Greg Miller, President**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why CCP and the Peoria Heights 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, November 13, 2026. Candidate selections will occur in late November, with the first interviews expected in early December 2026 and the second interviews a short time later. The successful candidate should assume his/her role in January 2027.**

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

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter – CC Peoria"

(These documents should be in Word or PDF format)

Note: Once you complete the application process, 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 Zak Kuebler: [zak@kkandw.com](mailto:zak@kkandw.com)

**Lead Search Executive:**

Michael Smith, CCM, CCE, ECM

Search & Consulting Executive

O: (833) KKW-HIRE, ext. 719

M: (585) 794-6150

[michael@kkandw.com](mailto:michael@kkandw.com)