

**GENERAL MANAGER PROFILE:
DETROIT YACHT CLUB
DETROIT, MI**

THE GENERAL MANAGER OPPORTUNITY AT DETROIT YACHT CLUB

An exceptional opportunity exists for a proven private club or hospitality executive to lead one of the most historic yacht clubs in the country. Detroit Yacht Club is a member-focused institution with a strong foundation, improving momentum, and significant opportunity for continued growth and operational excellence.

The incoming GM will play a central role in advancing the Club's strategic direction by elevating execution, strengthening accountability, improving the member experience, and growing the membership while preserving Detroit Yacht Club's unique traditions. This is an opportunity for a visible, engaged, and highly capable leader to build on recent progress and help position the Club for sustained success.

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

HISTORY OF DETROIT YACHT CLUB

Detroit Yacht Club is one of the oldest and most prominent yacht clubs in the United States, founded in Detroit in 1868 and long recognized as a center of boating, sailing, social activity, and civic tradition. The Club is uniquely situated on a manmade island adjacent to Detroit's historic Belle Isle, a 982-acre island park in the Detroit River located between the United States and Canada, offering a setting unlike virtually any other private club. At the heart of the Club is its iconic 93,000-square-foot Mediterranean Revival clubhouse, designed by renowned Detroit architect George D. Mason and completed in 1923. Members enjoy exceptional facilities, including indoor and outdoor swimming pools, with the historic natatorium having hosted Olympic-caliber athletes.

Over its history, the Club has grown from a small group of boating enthusiasts into a landmark private club serving generations of members and families. Known for its historic architecture, waterfront setting, harbor operations, racing and cruising traditions, and strong social culture, the DYC remains closely tied to the maritime heritage of Detroit and the Great Lakes while continuing to evolve as a vibrant member-focused institution.

Additionally, the Club provides a range of dining, social, and event spaces, that support member dining, private gatherings, weddings, Club events, and family-oriented programming. These spaces, combined with the harbor, views, and historic atmosphere, help make DYC both a vibrant member destination and a memorable venue for special occasions.

DETROIT YACHT CLUB BY THE NUMBERS

- Approximately \$7.2M Gross volume
- 467 Full, 61 Intermediate, 202 Senior and Other Members
- Approximately \$3M Food and Beverage
- Approximately \$2.6M Annual Dues Revenue, \$5,040 Boating, \$4,560
- \$3,000 Boating Initiation Fee, \$1500 Non-Boating
- 350 Slips
- 12 Board Members
- 2 Year Terms for Board Members
- 26 FTE Employees, 64 In-season
- POS System – Jonas

DETROIT YACHT CLUB WEBSITE: www.dyc.com

GENERAL MANAGER POSITION OVERVIEW

The GM will direct all day-to-day operations of Detroit Yacht Club and will be expected to serve as a highly visible, hands-on leader who is approachable, member-focused, present in daily operations, engaged with employees, responsive to member feedback, and comfortable making difficult decisions. Members want a leader who walks the property, notices details, communicates regularly, and builds relationships instead of managing from an office.

Reporting to the Board, the GM leads the organization in continuing its recent momentum while elevating execution, strengthening accountability, improving the member experience, and preserving the traditions that make Detroit Yacht Club unique. The position requires a leader who can hold department heads accountable, establish measurable performance standards, consistently enforce Club rules, improve staff training, and strengthen operational follow-through across culinary, harbor, facilities, membership, service, and administrative functions.

Key attributes include:

- Helps develop and execute a long-term strategy focused on membership growth, improved member experience, facility appearance and maintenance, accountability, consistency, financial strength, and strategic investment.
- An individual who embodies Honesty, Integrity and Loyalty to the Detroit Yacht Club members and staff.
- A highly visible, engaging, approachable and outgoing club leader who enjoys daily interaction with club members, guests, and staff and who is present throughout the Club.
- Possesses a deep understanding and track record of success managing high-quality, multi-outlet food and beverage operations; builds on the Club's strong culinary momentum and ensures consistently high standards in dining, service, and hospitality.
- A verifiable motivator and leader who can bring out the best in others by setting clear goals and expectations, holding department heads and staff accountable for outcomes, and providing consistent feedback and support.
- Being naturally outgoing, conversant, respectful, and diplomatic, *but able to diplomatically say "no" when appropriate.*
- An organizationally focused individual who recognizes that attention to detail, facility appearance, cleanliness, service consistency, and disciplined follow-through are essential to member satisfaction and the Club's continued progress.
- Fosters cordial and respectful relations with members while ensuring that Detroit Yacht Club policies, standards, and expectations are consistently applied by staff and followed by members and guests.
- Maintains exceptional member relations and delivers outstanding membership experiences by creating a quality environment through staffing, programming, operations, maintenance, communication, and hospitality. Drives creation of a membership experience that retains existing members and leads to new member growth.
- Proposes appropriate annual and longer-term financial objectives, including the capital budget plan, and manages operations to consistently achieve these goals. Is responsible for achieving operating and financial results consistent with board-approved goals and objectives.
- Is committed to making Detroit Yacht Club a vibrant, member-driven club and promotes a positive and respectful relationship between members and Club staff.
- Works closely with the Flag Officers, Board, Trustees, department heads, and Committee Chairs to keep leadership informed on all important aspects of Club operations and to press for actionable decisions that support membership growth, facility improvement, financial strength, and operational excellence.

EMPHASIZED KEY CHARACTERISTICS

- Outstanding communication skills are necessary for this role. As the primary communicator of much of the information at the Club, proven verbal and written skills are critical, as is the ability to listen, engage, build trust, acknowledge member feedback, and be highly approachable.
- Must be a leader who "leads by example" with a nurturing, respectful, mentoring style of leadership with staff, carrying themselves to a standard other staff want to emulate.
- Must be vision and mission oriented; anticipating how the Club continues to evolve is important, as is being actively 'networked' in the industry to the point of being on the forefront of trends in clubs.

- Being strategic in focus and able to gain support and execute approved plans and directions, sometimes encouraging the Board to make actionable decisions, albeit with a strong and natural ability to analyze and communicate the reasons behind recommendations.
- Recognizes the need to attract, retain, train, and develop staff at every level while building a leadership culture centered on accountability, consistency, hospitality, and continuous improvement.
- Possessive of a strong financial acumen for hospitality trends and metrics, and able to fully comprehend and explain P/Ls, balance sheets, cash flow and operating, capital and project management budgets.

INITIAL PRIORITIES OF THE GENERAL MANAGER

- Conduct a comprehensive facilities and service audit, with particular attention to cleanliness, deferred maintenance, locker rooms, pool furniture, parking lots, tennis courts, landscaping consistency, and overall Club presentation.
- Develop a comprehensive membership growth strategy focused on recruiting younger families, growing non-boating memberships, improving retention, strengthening marketing and social media, and increasing community visibility.
- Evaluate the overall member service experience and implement measurable performance standards for every department, with improved staff training, stronger supervision, and consistent hospitality standards.
- Become highly visible throughout the Club and work diligently to develop the trust and confidence of members, Board members, department heads, and key member groups by being thoughtful, candid, proactive, available, approachable, and responsive.
- Establish regular communication with members and launch a structured member listening process that ensures feedback is acknowledged and used to improve the member experience.
- Preserve financial strength while investing strategically.

DESIRED CANDIDATE QUALIFICATIONS

- A minimum of 5 - 7 years of progressive leadership/management experience in a private member-owned club, preferably including experience with historic clubs, yacht clubs, or comparable high-quality hospitality operations.
- Strong personal qualities of confidence, credibility, energy, commitment, and humor along with exemplary ethics of honesty, integrity and loyalty.
- Technologically proficient and recognizing best practices use of technology to improve 'high touch' service delivery to members, as well as to more effectively manage and lead operations.
- Someone who respects the history, traditions, Belle Isle location, and culture of the Club, while also being an innovator and champion of new ideas and initiatives focused on membership growth, operational consistency, and continuous improvement of member experiences.
- A confident, diplomatic, decisive, and competent club industry professional with exceptional executive presence, strong accountability instincts, financial acumen, and a history of success working with member boards and committees.
- As noted above, a true "partner" with the Flag Officers, Board, Trustees and all active Committees, recognizing that he/she needs to be a creative problem solver whose ability to convey ideas, suggestions, and solutions in a thoughtful, well-reasoned manner with a high level of integrity results in high levels of respect.
Yacht club and marina experience preferred but not required.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- A bachelor's degree from a four-year university or college (Hospitality Management would be ideal).
- In lieu of the degree, substantial private club or hospitality experience will be fairly considered.
- From the club industry, Certified Club Manager (CCM) designation is desired, but not required. If without such designation, a commitment to on-going and lifelong learning and strong networking capabilities is critical. If outside of the traditional CMAA background, having verifiable professional development that clearly provides confidence in one's ability to lead a club and hospitality operation like DYC.

EMPLOYMENT ELIGIBILITY VERIFICATION

In compliance with federal law, all hired employees must verify their identity and eligibility to work in the United States and complete the required employment eligibility verification form upon hire.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience and befitting a club of the size and scope of the Detroit Yacht Club.

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 in your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to Detroit Yacht Club search committee/Mr. Mike Thomas, Commodore and clearly articulate your alignment with this role, including your ability to lead visibly, strengthen accountability, grow membership, improve the member experience, preserve the Club's traditions, and advance Detroit Yacht Club's continued momentum.

You must apply for this role as soon as possible but no later than Friday, September 18, 2026. Candidate selections will occur late September with first Interviews expected in mid-October 2026 and second interviews a short time later. The new candidate should assume his/her role as soon as reasonable notice is given to a current employer following selection.

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

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter, Detroit Yacht 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

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