

The Club Council Announces:**General Manager****The Pacific-Union Club***San Francisco, CA***The Club**

The Pacific-Union Club is San Francisco's most distinguished private social club and is recognized among the premier private city clubs in the country. With a history deeply intertwined with the development of the city and the state of California. The Club occupies the historic James C. Flood Mansion, one of San Francisco's most recognizable landmarks.

The Club traces its heritage to two prominent early San Francisco institutions, The Pacific Club and the Union Club which ultimately came together to form The Pacific-Union Club. Throughout its history, the Club has served as a gathering place for generations of leaders in civic affairs, elite society, and the broader San Francisco community.

The Club's home is as significant as the institution itself. The James C. Flood Mansion was built in 1886 for James Clair Flood, one of the famed "Bonanza Kings" whose fortune was associated with Nevada's Comstock Lode. Constructed prominently atop Nob Hill, the residence reflected San Francisco's extraordinary growth and prosperity during the late 19th century.

The mansion holds a particularly important place in San Francisco history because it was the only great Nob Hill mansion to survive the devastating 1906 earthquake with its substantial brownstone exterior walls helping it withstand the destruction that consumed neighboring estates. Following the disaster, The Pacific-Union Club purchased the surviving structure and commissioned noted San Francisco architect Willis Polk to reconstruct and adapt it for use as the Club's permanent home.

Today, the Flood Mansion is both San Francisco Landmark No. 64 and listed on the National Register of Historic Places, underscoring its architectural and historical significance.

The Club Today

More than a century after establishing its home on Nob Hill, The Pacific-Union Club continues to represent a distinctive combination of tradition, fellowship, privacy, and gracious hospitality. Its historic clubhouse provides the men an elegant setting for dining, social gatherings, member events, overnight accommodations, expansive fitness facility, and personal connections that are central to the private club experience.

The Club's character is shaped not simply by the significance of its building, but by generations of gentlemen members and dedicated employees who have preserved its

traditions, fostered a strong sense of fellowship, and ensured the institution remains relevant to succeeding generations.

The Pacific-Union Club will be celebrating 175 years in 2027.

Total annual Gross revenues total \$18M with annual Food and Beverage revenues at \$3.3M. There are 1,002 membership.

The Opportunity

The General Manager (GM) serves as the chief operating officer of The Pacific-Union Club, providing leadership and oversight for all aspects of day-to-day operations, financial performance, member experience, facilities, and staff. Reporting to the Board of Directors, the GM translates the Board's policies and strategic direction into effective Club operations while serving as a trusted advisor on matters affecting the Club's long-term success.

The General Manager will be a highly visible, engaged, and relationship driven leader who understands the distinctive nature of a premier private city club. Central to the role is delivering sophisticated and highly personalized member experience across dining and beverage, member and private events, overnight accommodations, and all Club services. The GM will foster a culture of professionalism, discretion, accountability, and gracious hospitality, ensuring members and their guests feel genuinely known, welcomed, and exceptionally well cared for.

As a thoughtful steward of the Club's heritage and historic clubhouse, the General Manager will balance the preservation of tradition with the thoughtful evolution necessary to serve current and future generations of members. The successful candidate will combine operational and financial acumen, sophisticated hospitality, sound judgment, relationship building, and respect for the Club's heritage to ensure The Pacific-Union Club continues to thrive as one of San Francisco's most distinguished private institutions.

Assistant General Manager, Executive Assistant & Office Manager, Controller, Human Resources Director, Guest Services Manager, Front Officer & Communications, Health and Fitness Manager, Food and Beverage Director, Executive Chef, Maintenance Chief.

Ideal Candidate

EDUCATION AND CERTIFICATION:

- A bachelor's degree in Business Administration, Hospitality Management, or equivalent is preferred, with an advanced degree considered highly desirable.
- Minimum of seven to ten (7-10) years of GM/COO or equivalent leadership experience in a high-end hospitality environment, preferably within a private club setting (non-golf), luxury hotels, or upscale dining, known for its traditions and exclusivity.
- Professional certifications (CCM, CCE) or similar professional development achievements are highly desired.

THE CANDIDATE: KEY SKILLS, ATTRIBUTES, AND EXPERIENCES

- Demonstrate operational acumen, evidenced by a track record of stable career progression. Experience leading upscale dining and event operations is highly beneficial.
- Demonstrate strong financial acumen, including budgeting, forecasting, and financial analysis, to ensure the Club's financial stability and success.
- Experience engaging with and reporting to a Board of Directors.
- Preferred designation as a Certified Club Manager (CCM).
- A visible leader with executive presence and demeanor who is approachable and engaging with membership, their guests, and to staff.
- Exceptional communication skills, congenial with stakeholders in a transparent and purposeful manner.
- Proficiency in interpreting and analyzing data to inform strategic decisions and enhance club operations.
- Capital project management experience.
- Capacity to set clear goals for staff and ensure accountability for their implementation.
- A developer of the team with a track record of retaining talented employees across all levels of an organization.
- Displays strong self-awareness, recognizing personal strengths and weaknesses and the ability to adapt and grow as necessary.
- Flexibility to work evenings, weekends, and holidays as needed to provide leadership and oversight for major social events, dining services, and other Club activities.
- Proficient with club-related software and technology.

- Management experience in the state of California and within a union environment is strongly preferred.

Compensation:

The position offers annual compensation in the range of \$450,000–\$550,000, with flexibility for executives whose experience and qualifications warrant consideration beyond. Housing arrangements in the area may also be considered as part of the overall package. A benefits package will be offered and includes health insurance, a 401(k) plan with employer contribution, and other industry related benefits customary for executive leadership positions.

Learn more about the position and apply through our website:

[Available Private Club Executive Positions](#)