The Club Council
Private Club Consulting

The Club Council Announces:
General Manager/COO
The Country Club of Orlando
Orlando, FL

The Club

Founded in 1911, The Country Club of Orlando is Central Florida's oldest and most established member-owned private club. For more than a century, the Club has played an important role in Orlando's social and recreational life, creating a distinguished legacy built upon tradition, family, relationships, and a strong sense of community. Situated on 166 acres and featuring an 18-hole Donald Ross designed golf course, The Country Club of Orlando offers its members a main clubhouse with formal and informal dining and banquet spaces, outdoor tennis and pickleball courts, children's playground and brand new family pool, pool snack bar, a fully equipped wellness and fitness center, and the new addition of the Sunset Grille, offering a casual yet sophisticated dining and bar experience for all members to enjoy.

Generations of members and their families have shaped the character and culture of the Club. Through significant growth and change in Orlando and Central Florida, the Club has maintained a strong sense of identity and continuity, supported by a membership that values its history, traditions, camaraderie, and enduring connections.

Today, The Country Club of Orlando is a family-oriented, multigenerational private club where member-focused service and a genuine sense of belonging are central to the experience. As the Club proudly states, "By providing personalized service and exceptional amenities, we combine the unifying spirit of our history with family recreation, entertainment, and a community which appeals to all generations."

As The Country Club of Orlando looks toward its next chapter, it remains committed to honoring the traditions and relationships that have defined it for more than a century while thoughtfully evolving to meet the expectations of current and future members. The Country Cub of Orlando is proud to be a Platinum Club of America for the past 10 years!

Gross revenues total $16.4M with Food & Beverage accounting for approximately $4.6M. There are 828 memberships in all categories.

The Opportunity

The General Manager/Chief Operating Officer (GM/COO) will provide strategic and operational leadership while preserving The Country Club of Orlando's rich traditions and culture. Serving as a trusted advisor to the Board of Directors, this individual will foster collaborative governance, lead strategic planning initiatives, and align operational priorities with the Club's long-term vision.

A visible and engaging leader will cultivate strong member relationships and deliver exceptional experiences across all Club amenities. Through innovative programming, elevated dining, personalized service, and effective communication, this individual will enhance member engagement and satisfaction while honoring the Club's heritage.

The candidate will inspire and empower a high-performing management team, fostering a culture of accountability, collaboration, and service excellence. Emphasis will be placed on leadership development, operational consistency, employee engagement, and positioning the Club as an employer of choice.

With strong financial acumen, will oversee budgeting, forecasting, and business planning to ensure long-term financial sustainability. Working closely with the Board and department leaders, this individual will promote financial accountability, evaluate membership strategies, and align resources with the Club's strategic priorities.

As steward of the Club's facilities and capital assets, the GM/COO will balance historic preservation with thoughtful modernization. In partnership with the Board and Long-Term Strategic Planning Committee, this individual will lead capital planning and project execution, ensuring exceptional facilities and continued investment in the member experience

The Candidate

The successful candidate should possess the following knowledge, skills and attributes to be successful:

- An experienced private club executive with a minimum of five (5) years in a GM/COO role or equivalent senior leadership experience, preferably within a member-equity club.
- A highly visible, approachable, and relationship-driven leader who genuinely enjoys engaging with members, employees, and Club leadership.
- An exceptional communicator who builds trust through transparency, active listening, and consistent engagement across all levels of the Club.
- Proven experience working effectively with Boards and committees, providing industry expertise, relevant data, and thoughtful recommendations to support informed decision making. Embraces this relationship.

- Financially astute, with demonstrated expertise in budgeting, forecasting, financial planning, and long-term fiscal stewardship.
- A strategic and forward-thinking leader who respects the Club's traditions while thoughtfully positioning the organization for continued relevance and future success.
- Proven success in building, developing, and retaining high performing teams, while empowering department heads and maintaining clear expectations and accountability.
- A detail-oriented leader who understands the member journey and consistently evaluates operations through the lens of service, quality, and the overall member experience.
- Skilled at engaging in an evolving membership, fostering a strong sense of community while bridging the interests of longtime and legacy members with newer members and families.
- Experience with strategic planning and the successful planning and execution of significant capital projects.
- Knowledge and appreciation of golf operations and the role of golf within a premier private club environment.
- A Certified Club Manager (CCM) designation is preferred but not required.

EDUCATION & CERTIFICATIONS

- Bachelor's degree in Business, Hospitality Management, or a related field preferred.
- Demonstrates the highest standards of professionalism, integrity, and ethical leadership.
- Certified Club Manager (CCM) designation preferred.

Compensation:
This position pays a competitive salary and standard benefits package. The salary is negotiable based on the candidate's qualifications and experience.

Learn more about the position and apply through our website:
Available Private Club Executive Positions