



Job Title: Director of Fitness & Wellness

Location: Cincinnati, OH

About the Cincinnati Country Club

Established in 1895, the Cincinnati Country Club (CCC) is a prestigious private country club located in Cincinnati, Ohio. Our club offers a range of premier amenities including fine dining, banquet space, outdoor dining, 6 guest rooms, an 18-hole golf course, indoor golf learning center, driving range, acre wide short game area, 9 tennis courts, 3 platform tennis courts, pickleball, swimming pool, Lap swimming pool, fitness center, aerobics studio and squash facilities featuring 5 singles courts and a doubles court. Conveniently situated just 10 minutes from downtown Cincinnati, the CCC is also surrounded by an affluent neighborhood with great private schools and public school district.

Description

The Director of Fitness & Wellness provides strategic leadership for Cincinnati Country Club's Fitness & Wellness operation, ensuring a best-in-class member experience that promotes health, wellness, athletic performance, and hospitality. The Director oversees all fitness, personal training, group exercise, wellness, massage, recovery, and aquatics-related wellness services while fostering strong member engagement and collaboration across Club departments.

This visible and member-focused leader continuously evaluates industry trends, benchmarks leading private clubs and wellness organizations, and develops innovative programs and services that support the Club's mission and evolving membership needs.

Responsibilities

Strategic Leadership & Program Development

- Develop and execute the Club's long-term Fitness & Wellness strategy in alignment with organizational goals and member expectations.
- Position wellness as a core lifestyle amenity through innovative programming, services, and member experiences.
- Evaluate participation trends, member feedback, industry best practices, and performance metrics to guide decision-making and continuous improvement.
- Establish annual goals, key performance indicators, and recommendations related to facilities, equipment, staffing, services, and programming.



- Prepare reports and presentations for Executive Management, Committees, and the Board as requested.

Fitness, Training & Wellness Services

- Direct, lead, and grow all personal training, health coaching, group fitness, wellness consultation, recovery, and massage services, ensuring exceptional programming.
- Establish standards for fitness assessments, member consultations, goal setting, and progress tracking.
- Develop new wellness and recovery offerings that enhance member outcomes and engagement.

Staff Leadership & Culture

- Recruit, train, develop, supervise, schedule, and evaluate Fitness & Wellness staff.
- Establish performance expectations, service standards, and accountability measures.
- Foster a culture of hospitality, professionalism, collaboration, and continuous improvement.
- Support ongoing education, certifications, and professional development opportunities for team members.

Operations & Facilities Management

- Oversee daily operations of Fitness & Wellness facilities and services.
- Ensure facilities, equipment, and wellness spaces meet the highest standards of safety, cleanliness, presentation, and member experience.
- Manage departmental policies, procedures, vendor relationships, equipment maintenance, and risk management protocols.

Aquatics & Seasonal Wellness Oversight

- Provide administrative oversight and coordination for swim team operations and aquatics-related wellness programming.
- Support safe, organized, and engaging aquatics programming that complement the Club's overall wellness strategy.
- Collaborate with seasonal aquatics staff to enhance member participation and satisfaction.



Member Engagement & Club Collaboration

- Maintain a highly visible presence and build strong relationships with members and their families to ensure member engagement, and operational excellence.
- Promote wellness through member interaction, education, feedback collection, and personalized service.
- Collaborate with Golf, Racquets, Squash, Aquatics, Membership, and Food & Beverage leadership to develop integrated programs, events, and experiences.
- Support Club events, committee meetings, marketing initiatives, and member outreach efforts as needed.

Financial Management

- Develop and manage annual operating and capital budgets.
- Monitor revenue, expenses, payroll, participation, and profitability.
- Evaluate pricing strategies and identify opportunities for sustainable growth and enhanced member value.
- Assist with long-range planning for facility enhancements, equipment investments, and future wellness initiatives.

Professional Development

- Maintain required certifications and remain current on trends in fitness, wellness, recovery, hospitality, and private club operations.
- Participating in industry education, networking, and benchmarking opportunities, introducing best practices that enhance the member experience.

Education & Experience

- Bachelor's degree in Exercise Science, Kinesiology, Sports Management, Health Promotion, Recreation Management, Hospitality Management, or a related field required.
- Five or more years of progressive leadership experience in fitness, wellness, private club, hospitality, resort, or related operations.
- Demonstrated success in staff leadership, program development, member engagement, and operational management.
- Strong understanding of personal training, group fitness, wellness programming, recovery services, and athletic performance.
- CPR, AED, and First Aid certifications required.
- Nationally recognized fitness certification preferred.



- Additional certifications in wellness, Pilates, yoga, mobility, nutrition, golf fitness, Racquet fitness, recovery, or strength and conditioning are desirable.

Performance Expectations

- Achievement of member participation, satisfaction and engagement.
- Visibility and relationship-building with members throughout the Club.
- Normal business hours are expected; however, this position requires flexibility to work evenings, weekends, and additional hours as needed to meet operational, programming, and business demands.
- Growth in program participation and utilization.
- Financial performance of the department.
- Quality, relevance, and innovation of programming.
- Successful collaboration with Golf, Racquets, Squash, Aquatics, and other Club departments.
- Staff development, retention, accountability, and professional growth.
- Facility presentation, safety, and operational standards.
- Expansion of wellness and recovery services.
- Creation of a culture that reflects the service standards, hospitality expectations, and member experience associated with a premier private club.
- Contribution toward establishing Cincinnati Country Club as a best-in-class Fitness & Wellness operation.

Benefits

- Health insurance (60% paid by employer)
- Dental insurance
- Vision insurance
- Company paid Life insurance
- Health savings account
- 401(k) retirement plan
- Vacation and Paid time off
- Employee meals
- Education Assistance
- Lap top computer with remote connection access

Please send all resumes and cover letters to careers@cincinnati.cc.com, addressed to Joe Zinchini.