



EXECUTIVESEARCH

## CANDIDATE PROFILE

### **General Manager / COO**

Saucon Valley Country Club  
Bethlehem, PA

[www.sauconvalleycc.org](http://www.sauconvalleycc.org)



*A short video on this opportunity is coming soon.*

## The Organization

Saucon Valley Country Founded in 1920 by 16 Bethlehem Steel executives, Saucon Valley Country Club (SVCC) stands as the preeminent private club in the Lehigh Valley and one of the most accomplished clubs in the country. Spanning more than 850 acres of meticulously maintained grounds, the Club features an unparalleled golf pedigree anchored by three nationally recognized championship courses, the Old, Grace and Weyhill, all ranked among the top courses in Pennsylvania, further establishing SVCC as a destination for golfers seeking diversity, challenge and world-class conditioning. The Club also offers a six-hole short course designed for players of all ages and skill levels.

Over its storied history, SVCC has hosted eight major United States Golf Association (USGA) championships, with four additional National Championships scheduled in the future. In 2026, the Club will welcome its ninth USGA event as host of the 78th U.S. Junior Amateur Championship. This championship legacy has propelled Saucon Valley into the upper echelon of the industry, earning recognition as one of the top 100 most prestigious private clubs in the world by *LINKS Magazine* and designation as a Platinum Club of America.

Saucon Valley also offers one of the most active and comprehensive racquet programs in the region, designed to serve a robust and highly engaged membership. The Club features 12 outdoor Har-Tru tennis courts, three indoor Har-Tru courts and one outdoor hard court, providing year-round opportunities for both competitive and recreational play. The fast-growing pickleball community is supported by seven dedicated pickleball courts, allowing the Club to host clinics, social events and competitive matches throughout the season.

Complementing this extensive tennis and pickleball infrastructure, SVCC provides squash and platform tennis, the latter enhanced by a welcoming warming hut that elevates the winter racquets experience. Together, these offerings reflect the Club's commitment to delivering a dynamic and inclusive racquets culture for all ages and levels.

Another unique and cherished amenity at Saucon Valley is its exceptional fly fishing experience. Running through the property are several miles of the Saucon Creek, home to both native and stocked trout. This natural resource provides members with an extraordinary opportunity to enjoy peaceful, high-quality fly fishing without ever leaving the Club's grounds, a rare and highly valued attribute in the private club world. SVCC's environmental stewardship is punctuated by its recognition by Audubon International for Environmental Excellence as a Certified Audubon Cooperative Sanctuary.

Saucon Valley also places great emphasis on family-friendly amenities and experiences. The Club offers a dedicated children's playground featuring swings, sliding boards and climbing areas, providing young members with a safe, engaging space to play and explore. This complements the Club's broader focus on youth activities and family-oriented programming that strengthens Saucon Valley's multi-generational community.

Dining and social experiences at Saucon Valley are equally exceptional, with a variety of indoor options as well as other outdoor venues designed to meet the needs of a diverse and active membership.

**The Grille Room** – A year-round indoor dining venue located in the main clubhouse. With a classic rotating menu and an elevated wine list, this venue serves as the central dining hub of the property.

**The Saucon Lounge** – A year-round indoor lounge, located in the main clubhouse, that serves craft cocktails and small plates.

**The West Terrace** – A classic outdoor dining venue open during the summer months that serves the Grille Room menu and overlooks the 18th green on the Old Course.

**The Field House** – A year-round indoor/outdoor casual dining venue perfect for families, offering a relaxed atmosphere that serves as a central gathering space.

**Villa Pazzetti** – An indoor/outdoor restaurant featuring a panoramic vista overlooking the Grace Course, providing an elevated yet approachable dining experience.

**The Weyhill Clubhouse** – An indoor/outdoor dining venue for golfers enjoying the Weyhill Course, offering both convenience and charm for players looking to relax before or after a round.

These distinctive venues complement one another and provide a wide range of dining options from casual to refined, enhancing the Club's social vibrancy and sense of community.

While renowned for golf, racquets and outdoor recreation, Saucon Valley delivers a full-service experience for the entire family. The Club features four swimming pools, an expansive fitness center and a wide range of wellness, youth and lifestyle programming. Member lodging is highlighted by the historic Weyhill Guest House, an 18th-century gem overlooking the championship Weyhill Course.

Expanding its hospitality offerings, the Club added two eight-bedroom golf cottages in 2024, providing modern, luxury accommodations ideal for retreats, golf groups, special events and overnight stays tied to the Club's premier golf facilities.

The Club continues to invest significantly in its facilities and member amenities, guided by an extensive five-year capital plan — **and long-range vision beyond that** — to ensure its historic legacy is matched by a modern and continually improving standard of excellence. Current and

upcoming initiatives include a full irrigation system replacement, golf practice facility and parking expansion and major clubhouse enhancements such as the Weyhill Guest House kitchen renovation and the Villa Pazzetti kitchen renovation. The Club is also evaluating future projects that may include a state-of-the-art Golf Performance Center and a centralized commissary, reinforcing its commitment to operational excellence, member service and long-term sustainability.

With a legacy built on family, integrity, tradition and excellence, Saucon Valley Country Club offers a one-of-a-kind environment where generations come together, where the standards are high, and where members enjoy exceptional amenities in a community defined by both prestige and comfort.

## **SAUCON VALLEY COUNTRY CLUB DETAILS:**

- Gross Dollar Volume: \$34M
- Dues Volume: \$14M
- F&B Volume: \$6.4M
- Memberships: 1,230
- Average Member Age: 61 and trending younger
- Initiation Fee: \$80,000
- Dues: \$17,699
- Board Members: 16 ( Two, four-year terms; President can serve two terms)
- Committees: 17 Standing and others from multiple groups & inner clubs
- Direct Reports: 9
- Full-Time Staff: 240 FTE Seasonal 450 - 475
- Rounds of Golf: 51,500

Direct reports to the General Manager/COO include Director of Courses & Grounds, Director of Golf, Assistant General Manager, Executive Chef, Director of Racquets & Recreation, Director of Facilities, Director of Membership & Marketing, Controller and the Director of Human Resources.

## **Position Overview**

Saucon Valley Country Club is one of the most distinguished private clubs in the country, where tradition, excellence and exceptional member experiences define daily life. The successful General Manager/COO will be a visible, engaged and approachable leader who values genuine relationships and understands the expectations of a sophisticated, multigenerational membership. This individual must balance respect for the Club's rich heritage with the ability to lead confidently, communicate clearly and cultivate a culture of high performance across a large and diverse operation.

The General Manager/COO will oversee all aspects of Saucon Valley's expansive operations, including three nationally ranked championship golf courses, a premier racquets program, multiple dining venues, extensive aquatics and fitness amenities, lodging facilities and a robust schedule of social and family programming. The GM/COO will provide strategic leadership to a seasoned team of department heads, ensuring alignment with Board and committee priorities while delivering a consistent, elevated experience across all areas of the Club. This includes driving operational excellence, maintaining impeccable conditioning and service standards and executing the Club's comprehensive five-year capital plan and long-term facility initiatives.

With its significant scale, national reputation and commitment to continuous improvement, Saucon Valley is at an important moment in its evolution. The next GM/COO will have the opportunity to honor the Club's storied legacy while bringing modern leadership to support future growth, enhance member engagement, strengthen organizational culture and further elevate every aspect of the member experience. This is a rare and prestigious opportunity for an accomplished leader to guide a world-class club into its next chapter of excellence.

## Responsibilities

- Provide proactive, high-quality leadership and uphold a positive, professional presence that reflects Saucon Valley's tradition of excellence. Ensure members receive premier service and consistent hospitality across all areas of the Club.
- Lead, mentor and inspire a seasoned team of department heads responsible for golf, racquets, aquatics, fitness, dining, lodging, grounds, facilities, finance and member services, fostering a collaborative, performance-driven culture.
- Coordinate closely with department leaders to optimize the member experience at all events, programs and daily touch-points throughout SVCC's expansive campus.
- Partner with Chairs of key member committees to ensure open communication, effective planning and alignment with Board directives and Club priorities.
- Lead the development, training and execution of service standards and operating policies across all departments, ensuring attention to detail and a "member-first" culture.
- Set the standard for effective management, demonstrating high levels of ethics, professionalism, accountability, creativity and operational excellence.
- Mentor, develop and retain top talent at all levels, including seasonal and specialized staff necessary for golf, racquets, aquatics, dining and hospitality operations.
- Work closely with the Board, HR and department heads on compensation, recruitment, benefits, performance reviews and significant personnel matters.
- Partner with the controller, treasurer and finance committee to develop the annual operating and capital budgets, long-range forecasts and financial strategies that support the Club's mission and future growth.
- Provide timely, accurate communication to the Board of Directors and committee chairs regarding operations, financial performance, capital projects and emerging issues.
- Oversee and report on all major projects, including the Club's extensive five-year capital plan and long-range initiatives such as the irrigation system replacement, golf practice facility and parking expansion, kitchen renovations at Weyhill Guest House and Villa Pazzetti, and exploration of a Golf Performance Center and Commissary.
- Maintain and continuously upgrade management information systems, ensuring strong reporting, analytics and performance metrics throughout the organization.
- Negotiate, evaluate and recommend contractual agreements, securing competitive bids and managing vendor relationships for significant projects and operational needs.
- Maintain an approachable, highly visible presence throughout the clubhouses, golf courses, racquets facilities, aquatics areas, dining venues, lodging facilities and grounds, fostering strong relationships with both members and staff.
- Collaborate with the golf professionals, racquets professionals, food and beverage leaders and other department heads to develop new programs, enhancements and revenue-generating opportunities aligned with member interests.
- Oversee marketing, communications and membership initiatives to strengthen engagement, reinforce brand identity and support continued membership demand.
- Serve as an ambassador for the Club within the greater community, promoting Saucon Valley's reputation and maintaining constructive relationships with local government, public

service agencies and business partners.

- Coordinate and serve as an ex officio member of appropriate Club committees, ensuring strong governance practices, transparency and adherence to established roles and responsibilities.

## Attributes

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- A highly visible, engaging leader who naturally builds strong relationships with members and their families, listens attentively and maintains a warm, approachable presence throughout all areas of the Club.
- Brings proven experience leading complex, multi-faceted private clubs or luxury hospitality operations of similar scale, ideally with exposure to championship golf, robust racquets programming, diverse dining environments and multi-venue operations.
- Demonstrates exceptional operational discipline, organizational skills and the ability to manage a large campus with multiple clubhouses, lodging accommodations, aquatics, fitness, racquets, fly fishing and extensive golf facilities.
- A collaborative, team-oriented leader who works seamlessly across all departments, promoting communication, alignment and synergy among golf, racquets, food and beverage, agronomy, facilities, fitness, aquatics and administrative teams.
- Possesses strong analytical and financial acumen, with the ability to develop budgets, manage complex operations and execute multi-year capital plans, including facilities renovations, infrastructure projects and long-range strategic initiatives.
- An articulate, intelligent communicator, both written and verbal, with the poise and maturity to interface effectively with the Board, committees, staff, members, tournament organizations and external partners.
- Demonstrates sound judgment and the ability to evaluate challenges from multiple angles, make well-informed decisions and navigate a sophisticated membership environment with diplomacy and tact.
- Brings creativity and forward-thinking vision to enhance member engagement, elevate the service culture and introduce innovative programming that aligns with SVCC's traditions and expectations.
- Embraces and respects Saucon Valley's heritage while confidently guiding the Club toward its future through modern leadership practices and a thoughtful understanding of contemporary member expectations.
- Exhibits a naturally positive disposition with a warm personality, polished presence, emotional intelligence and a sense of humor, someone who brings balance, approachability and confidence to the role.
- Highly motivated, resilient and adaptable, with the capacity to lead during peak-season demands, major championships, large-scale events and periods of significant capital investment.
- An ambassador for the Club who enhances Saucon Valley's reputation locally, regionally and nationally, representing its values with professionalism, integrity and pride.

## Requirements

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- A Bachelor's degree in Hospitality Management, Business Administration or a related field is



preferred; however, significant private club or luxury hospitality leadership experience may be considered in lieu of a degree.

- A minimum of 7–10 years of progressive leadership experience as a General Manager/COO or senior executive at a premier private club or comparable high-end hospitality environment. An exceptional Assistant General Manager or “rising star” with strong training, mentorship and demonstrated readiness may be considered.
- Proven experience overseeing multi-venue operations that include golf, racquets, aquatics, fitness, dining, events, lodging and large-scale facility or grounds management.
- Experience leading or participating in infrastructure projects or capital improvements, including facility renovations, course projects and long-range planning, is strongly required.
- Experience hosting or supporting a national USGA or PGA championship is highly valuable and preferred, though not required.
- Strong financial and analytical acumen, with demonstrated success in budgeting, forecasting, financial reporting and long-term capital planning.
- Deep knowledge of Food and Beverage operations, banquet and event management and the ability to elevate dining experiences across multiple venues and member demographics.
- A track record of building, developing and mentoring high-performing teams, with exceptional leadership, communication and interpersonal skills.
- Outstanding organizational skills and the ability to manage complex operations, multitask effectively and drive performance measurement and continuous improvement initiatives.
- Familiarity with golf operations, course conditioning expectations, tournament preparation and broader industry trends impacting premier private clubs.
- A career history marked by stability, strong performance and a demonstrated commitment to excellence in private club management.
- A leader of exceptional integrity, professionalism and emotional intelligence, motivated, energetic, approachable and deeply committed to service excellence.
- Impeccable professional references are required; all candidates will undergo a comprehensive background check.

## Competitive Compensation

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- A highly competitive compensation package, including a strong base salary and performance-based bonus, commensurate with experience and qualifications.
- Comprehensive benefits including medical, dental, vision and life insurance.
- Short- and long-term disability coverage, along with paid vacation.
- Participation in the Club’s 401(k) retirement plan.
- Support for professional development, including industry dues, education and related expenses.
- Relocation assistance is available for candidates outside the region.

## To be Considered

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To be considered for this exceptional opportunity, candidates are encouraged to submit their materials as soon as possible. All resumes and cover letters will be handled with the utmost discretion and kept in strict confidence.

Qualified professionals who meet or exceed the stated requirements should submit a compelling cover letter addressed to Mr. John Malloy, President, outlining their qualifications, leadership experience, and interest in the position, along with why Saucon Valley Country Club and the Lehigh Valley region of Pennsylvania represent an ideal fit for them, their family, and their long-term career. Please include a current resume and direct all correspondence to:



**Manny Gugliuzza, CCM, CCE**  
**Principal**



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