



## **Edina Country Club (Edina, MN) General Manager**

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### **ABOUT EDINA COUNTRY CLUB**

Edina, MN | From its original inception in 1923 as the Thorpe Country Club to its present configuration, the Edina Country Club has a history rich in tradition and member support. The original clubhouse, which was built in 1923, burned to the ground on Halloween, 1929. It was replaced by a rich, colonial structure on what is now the present fifth green and sixth tee. This building endured until 1959, when the present clubhouse replaced it. Several multi-million-dollar renovations have helped make the Edina Country Club what it is today, one of the most prestigious and desirable in the entire Upper Midwest, with significant capital plans under review.

The Edina Country Club golf course, originally a 9-hole course, opened in 1923. Renowned architect Tom Bendelow designed the 18-hole course that opened for play one year later. With the clubhouse changing locations, the sequence of holes has changed numerous times through the years, but the layout is basically the same. In 2010-11, the team of Tom Lehman and Chris Brands redesigned the course, installing new green complexes, bunkers, tees, and fairway grasses - but keeping the same basic layout.

### **CLUB DETAILS**

Facility: Private, Member-Owned  
Number of Holes: 18  
Total Annual Rounds: Approx. 29,000  
Members: 375 Golf, 90 Social, 230 Pool/Tennis  
Primary Golf Season: April - October  
Caddie Program: No  
Practice Range: Yes  
Additional Amenities: Pool, Racquets, Golf Simulators

### **POSITION OVERVIEW**

Title: General Manager  
Reports to: Board of Directors  
Supervises: Director of Golf, Golf Course Superintendent, Controller, Director of Racquets, Executive Chef, Director of Membership and Communications, Director of Human Resources, Banquet Manager, and Food and Beverage Manager.  
Position Description: The General Manager will serve as the primary liaison between the Board and Club staff, translating the Board's strategic direction into effective day-to-day leadership while providing the Board with timely, transparent information and thoughtful recommendations. The GM

will be accountable for ensuring that all departments operate collaboratively and consistently in support of the Club's mission, values, financial objectives, and desired member experience.

The successful candidate will be a visible, proactive, and financially astute leader who combines strong business discipline with an appreciation for Edina Country Club's approachable, family-oriented culture. The GM will be expected to strengthen financial and operational accountability, develop a high-performing leadership team, advance the Club's master and capital planning initiatives, and ensure that decisions regarding service, programming, staffing, facilities, and investment reinforce the distinctive Edina Country Club experience.

## **ESSENTIAL JOB FUNCTIONS**

### **Leadership & Organizational Development**

- Provide strategic direction, oversight, coaching, and professional development for the Club's senior leadership team and department heads. Establish clear expectations, accountability, and performance standards while creating an environment of collaboration and communication across departments.
- Evaluate the Club's organizational structure, roles, responsibilities, and talent to ensure the appropriate individuals and resources are positioned to support ECC's current needs and long-term objectives. Retain and develop strong existing leaders while building organizational depth and creating opportunities for professional growth.
- Foster a culture centered on hospitality, accountability, teamwork, continuous improvement, and consistent execution.

### **Financial Leadership & Business Management**

- Provide comprehensive oversight of the Club's financial performance, including annual budgeting, forecasting, cash-flow management, expense control, reserves, financial reporting, and long-term planning.
- Establish greater rigor, visibility, and accountability around financial decision-making so the Board has confidence in the Club's financial position and understands where and why resources are being invested.
- Develop operating and capital budgets, monitor performance against established objectives, proactively identify financial challenges, and bring forward thoughtful recommendations and solutions.
- Ensure Edina Country Club operates as a disciplined and financially sustainable business while protecting the quality, service, amenities, and experiences that members value.

### **Board Relations & Governance**

- Serve as the primary liaison between the Board of Directors and Club management, developing a strong partnership built on trust, transparency, communication, and clearly defined responsibilities.
- Provide timely and accurate reporting regarding Club operations, financial performance, capital initiatives, membership matters, and other strategic priorities.

- Translate Board-approved strategy and policy into effective operational execution while allowing the Board to remain appropriately focused on governance and long-term strategic direction.
- Anticipate issues, communicate challenges candidly, and provide well-researched recommendations that enable the Board to make informed decisions.

#### Member Experience & Club Culture

- Serve as a visible and accessible leader throughout the Club, developing meaningful relationships with members and maintaining a strong understanding of their expectations, priorities, and experiences.
- Protect and strengthen the approachable, active, family-oriented culture that distinguishes Edina Country Club while continuously identifying opportunities to enhance the value of membership.
- Ensure consistency and quality across the entire member experience, including golf, food and beverage, racquets, fitness, aquatics, youth activities, social programming, facilities, and other Club amenities.
- Establish appropriate mechanisms for gathering member feedback and ensure that feedback is thoughtfully evaluated and translated into action when aligned with the Club's broader strategy.

#### Strategic & Capital Planning

- Provide leadership in the continued development and execution of Edina Country Club's master and capital plans.
- Work collaboratively with the Board and appropriate committees to evaluate capital priorities, deferred maintenance, infrastructure requirements, facility improvements, and future amenity investments.
- Develop financially responsible strategies for prioritizing, phasing, and funding capital projects while clearly communicating financial requirements, anticipated disruption, and long-term member benefits.
- Provide strong executive leadership throughout significant capital projects, ensuring appropriate planning, budgeting, communication, accountability, and execution.

#### Operational Excellence

- Oversee all aspects of Club operations and ensure department leaders consistently execute against established service, financial, and operational standards.
- Develop, refine, and maintain policies, procedures, systems, and performance expectations that promote efficiency, accountability, safety, and service excellence.
- Strengthen communication and coordination among departments to ensure the Club operates as one cohesive organization rather than a collection of individual functions.
- Maintain a detailed understanding of Club operations while empowering department leaders to effectively manage their respective areas of responsibility.

### Communication & Organizational Alignment

- Develop a consistent and proactive communication strategy for members, employees, the Board, and other Club stakeholders.
- Ensure members understand important Club initiatives, financial considerations, capital priorities, operational changes, and the rationale behind significant decisions.
- Create greater alignment throughout the organization by ensuring employees understand Edina Country Club's priorities, expectations, and desired member experience.
- Communicate difficult or complex information with transparency, professionalism, and sound judgment while maintaining member and employee confidence in Club leadership.

### Innovation & Continuous Improvement

- Maintain a forward-looking perspective on trends and best practices within the private club and hospitality industries.
- Identify opportunities to improve Club operations, service delivery, technology, communication, programming, and organizational efficiency.
- Balance thoughtful innovation with Edina Country Club's traditions and established culture, ensuring that change is purposeful, financially responsible, and supportive of the long-term member experience.

## EXPERIENCE AND QUALIFICATIONS

Including, but not limited to, the following:

- Bachelor's degree in business administration, hospitality management, club management, finance, or a related field preferred.
- Progressive leadership experience within private clubs, hospitality, resorts, or another sophisticated service-oriented organization.
- Previous General Manager, Chief Operating Officer, Assistant General Manager, or comparable senior leadership experience within a private club environment preferred.
- Demonstrated financial and business acumen, including experience with budgeting, forecasting, financial reporting, cost management, cash flow, and capital planning.
- Experience leading significant capital projects, master planning initiatives, facility improvements, or long-term strategic investments.
- Proven ability to attract, retain, develop, motivate, and hold accountable high-performing teams.
- Strong understanding of major private club operations, including golf, food and beverage, recreation, facilities, and member services.
- Exceptional interpersonal, written, and verbal communication skills with the ability to effectively engage Board members, members, employees, committees, and outside partners.
- Demonstrated ability to build productive Board-management relationships and operate effectively within a governance-driven organization.
- Strong strategic thinking, problem-solving, and decision-making capabilities with an ability to anticipate challenges and proactively develop solutions.



- Experience developing and implementing operational policies, procedures, systems, and performance standards.
- Knowledge of contemporary private club technology, industry trends, and evolving member expectations.
- Professional certification such as Certified Club Manager (CCM), Certified Chief Executive (CCE), PGA Master Professional and/or PGA Executive Management certification, or comparable industry credentials is valued but not required.

### **COMPENSATION AND BENEFITS**

The club will provide a compensation and benefits package commensurate with experience and qualifications. This includes but is not limited to:

- Base Salary
- Performance Bonus
- Excellent Benefit Package

### **APPLICATION INSTRUCTIONS**

All applications **MUST** be submitted through the PGA of America's Career Services Department as described below.

Resume deadline is October 14, 2026 at 11:59 pm Eastern Time

Combine your cover letter, resume, references, and any supporting documents into one (1) PDF document with the following file naming convention: Last Name, First Name, Edina Country Club, General Manager

Please address all correspondence to - Mr. Todd Solow, President

**The employer does not wish to be contacted at this time**