GENERAL MANAGER
Stoughton Country Club | Stoughton, Wisconsin
Position: General Manager
Reports To: Board of Directors
Employment Type: Full-Time, Executive Leadership

About Stoughton Country Club
Stoughton Country Club is a member-owned private country club located in the welcoming community of Stoughton, Wisconsin, just south of Madison. With a proud history, an established membership, and a commitment to providing an enjoyable golf, dining, and social experience, the Club serves as an important gathering place for its members, families, and guests.

The Club offers a casual but traditional private club experience built around golf, food and beverage, social activities, and meaningful member relationships. As Stoughton Country Club continues to evolve, it is seeking an accomplished and forward-thinking General Manager to lead its next chapter.

This is an opportunity for an engaged hospitality leader who understands the balance between preserving the traditions of a private club and embracing the operational, financial, and cultural improvements necessary for long-term success.

The Opportunity
The General Manager serves as the chief operating executive of Stoughton Country Club and is responsible for the overall leadership, management, and financial performance of the organization.

Working in partnership with the Board of Directors, department heads, employees, and membership, the General Manager will establish clear organizational standards, strengthen departmental accountability, enhance the member experience, and advance the Club's strategic priorities.

The successful candidate will be equally comfortable developing long-range plans, evaluating financial performance, coaching department leaders, engaging with members, and being present in the daily life of the Club.

We are seeking a leader who is visible, approachable, decisive, financially astute, and committed to building a culture where employees take pride in their work and members feel connected to their Club.

Key Responsibilities
Executive Leadership & Governance
- Serve as the chief operating executive and primary liaison between the Board of Directors and Club operations.
- Work collaboratively with the Board to establish organizational priorities, develop strategic initiatives, and execute the Club's long-term vision.
- Prepare and present regular financial, operational, membership, and strategic reports to the Board.
- Establish clear expectations, performance standards, and accountability throughout the organization.
- Lead productive management meetings and foster communication and collaboration between departments.
- Provide professional guidance and recommendations on governance, policy, organizational structure, and Club operations.

Financial Management & Strategic Planning

- Oversee the development, implementation, and monitoring of the annual operating and capital budgets.
- Maintain strong financial controls, reporting procedures, and departmental accountability.
- Analyze revenue opportunities, operating expenses, labor costs, and departmental profitability.
- Develop and execute long-term capital planning initiatives in partnership with the Board and appropriate committees.
- Identify opportunities to improve operational efficiency while protecting the quality of the member experience.
- Monitor financial trends and provide recommendations that support the Club's long-term financial sustainability.

Membership Relations & Member Experience

- Build meaningful relationships with members and maintain a visible, approachable leadership presence throughout the Club.
- Promote a culture of hospitality, responsiveness, and consistent service.
- Work with membership leadership to support recruitment, retention, onboarding, and member engagement.
- Develop programming and initiatives that encourage participation across all membership categories and generations.
- Listen to member feedback and translate constructive input into measurable improvements.
- Maintain a strong understanding of the expectations and traditions of a private, member-owned club.

Food & Beverage, Events & Hospitality

- Provide executive oversight of all food and beverage operations, including dining, bar service, banquets, private events, and special programming.
- Establish consistent service standards and operational expectations across all hospitality departments.
- Work with department leaders to develop appealing menus, events, beverage programs, and member experiences.
- Monitor departmental financial performance, purchasing, inventory, labor, and cost controls.
- Build a collaborative environment between culinary, front-of-house, golf, and administrative teams.
- Ensure the Club consistently delivers an inviting, professional, and enjoyable hospitality experience.

Golf & Clubhouse Operations

- Provide overall leadership and coordination of golf operations, golf course maintenance, clubhouse operations, and related member services.
- Work closely with the Golf Professional and Golf Course Superintendent to ensure departmental alignment and a consistent member experience.
- Support golf programming, tournaments, outings, retail operations, and special events.
- Partner with the Superintendent and Board to establish golf course maintenance priorities, capital improvements, and long-range course planning.
- Ensure the clubhouse, golf facilities, and grounds reflect the standards and expectations of the membership.

Human Resources & Organizational Development

- Recruit, develop, mentor, and retain qualified department leaders and employees.
- Establish clear job responsibilities, performance expectations, and employee evaluation procedures.
- Develop a culture of teamwork, professionalism, communication, and mutual respect.

- Ensure appropriate employee training, onboarding, and ongoing professional development.
- Oversee personnel policies, compensation practices, employee relations, and compliance with applicable employment regulations.
- Build a leadership team that takes ownership of its respective departments while working toward shared organizational goals.

Marketing, Communications & Club Development

- Oversee the Club's overall marketing, communications, and brand positioning.
- Ensure consistent and professional communication with members, prospective members, and the surrounding community.
- Identify opportunities to strengthen the Club's visibility, membership engagement, event business, and overall market presence.
- Support the development and implementation of the Club's website, digital communications, social media, and membership marketing initiatives.
- Promote a positive organizational identity that respects the Club's history while reflecting its future direction.

Qualifications & Experience

The ideal candidate will demonstrate:

- A minimum of 5–7 years of progressive leadership experience in private club management, hospitality, resort operations, or a comparable service-oriented organization.
- Previous experience in a General Manager, Chief Operating Officer, Clubhouse Manager, or senior executive leadership position preferred.
- Strong financial management experience, including budgeting, forecasting, financial reporting, and departmental performance analysis.
- Demonstrated success in developing and leading management teams.
- A thorough understanding of food and beverage operations, member services, golf operations, and private club culture.
- Experience working with Boards of Directors, committees, and diverse membership constituencies.
- Strong communication, interpersonal, organizational, and problem-solving skills.
- The ability to balance strategic planning with the demands of day-to-day operations.
- A demonstrated commitment to hospitality, employee development, and continuous improvement.

Professional designations such as CCM (Certified Club Manager) or progress toward certification are preferred but not required. A degree in hospitality management, business administration, or a related field is beneficial.

Leadership Profile

The successful candidate will be:

- **A strategic thinker:** Able to look beyond daily operations and develop plans that position the Club for long-term success.
- **A relationship builder:** Comfortable engaging with members, employees, Board members, and community stakeholders.
- **A financial steward:** Capable of understanding the numbers, identifying opportunities, and making sound business decisions.
- **A culture builder:** Committed to developing a workplace where communication, accountability, teamwork, and pride are expected.
- **A hospitality professional:** Someone who understands that the member experience is created through consistency, attention to detail, and genuine service.
- **A visible leader:** Willing to be present throughout the Club, support employees, engage with members, and lead by example.

- **An effective communicator:** Able to navigate differing perspectives, provide thoughtful recommendations, and build consensus while maintaining professional integrity.

Compensation & Benefits

Stoughton Country Club offers a competitive compensation and benefits package commensurate with the successful candidate's experience and qualifications.

Compensation details, including base salary, incentive opportunities, and benefits, will be discussed during the interview process.

How to Apply

Interested candidates are encouraged to submit a cover letter, resume, and professional references to:

Stoughton Country Club

Attention: Board of Directors/Search

Stoughton, Wisconsin

Application materials may be submitted to: **sccboardsecretary@stoughtoncountryclub.com**

Applications will be reviewed confidentially. The position will remain open until a qualified candidate is selected. However, the deadline for the first round of screening will be **Nov. 20th, 2026**

Stoughton Country Club is an equal opportunity employer.