



RICHMOND GOLF CLUB

General Manager, Richmond Golf Club

About Richmond Golf Club: The Richmond Golf Club, a privately owned club located in Richmond, California is celebrating its 100th Anniversary in 2024. Having recently sold land to a home developer on the Western Boundary of the golf course, the RGC received a sizable cash infusion of \$12.5 million dollars. With that capital, the RGC has embarked upon numerous projects to upgrade its infrastructure and golfing facilities to 1) optimize membership value and 2) ensure its long-term desirability as one of the best alternatives for a private golf experience in the Bay Area. The Richmond Golf Club is steeped in history. When Pat Markovich took over as head professional/manager back in 1938, he ushered in decades of notoriety for the club. He introduced an amateur event called the Richmond City Tournament that had an impressive list of participants and winners including back-to-back victories by Ken Venturi. Markovich also brought seven PGA and LPGA events to the RGC in the 1940's and 1950's. Golf legends Sam Snead and Toney Penna won the first two Richmond Open events in 1945 and 1946. Richmond Women's Opens soon followed. Legendary LPGA founders and Hall of Famers Babe Didrikson Zaharias and Patty Berg won the 1951 and 1952 Women's Opens. Patty fired a women's course record of 64 in the 1952 Open which has never been beaten.

Today the club has 428 equity members who are enjoying the following recent upgrades:

- 1) Removal of over 600 trees, revealing stunning panoramic views of San Pablo Bay, and Mount Tamalpais
- 2) A brand-new short game practice area with two greens and bunker complexes
- 3) An upgraded driving range with new grass turf as well as TurfHound artificial grass stations for wet weather conditions
- 4) Newly expanded and laser-leveled tee boxes
- 5) Refurbished bunkers with new sand and drainage

Our current GM, Mr. Ron Svien, has served us admirably over two tours of duty, first back in 1989-2006, and then from 2020-2024. Ron will be retiring from his role as GM at the RGC this year. We were blessed to have someone of his knowledge, expertise, and reasoned guidance for as long as we did. He will forever be an honorary member of our golf community and we wish him all the best. Ron will be turning over the reins to an individual with a tremendous opportunity

to shape a team, build a culture of excellence, and deliver on the enormous potential for this club's future.

Job Description: The GM reports to the President of the RGC Board. The Board is seeking to find an individual who brings proven people/leadership skills, operating skills, management skills, strategic skills, and financial acumen to the table.

- 1) **People/Leadership Skills:** To a great extent, we are in the service business and our membership's level of satisfaction with the club is directly tied to open communication and relationship building. Our GM is the face of our club to members and guests and therefore must be friendly, approachable, accessible, and diplomatic. He/She must possess the ability to comfortably and effectively relate to a diverse range of personalities, treating all individuals with respect from a Junior Executive member to a Board Director. The GM needs to be an upbeat, high energy, passionate person who is respected and admired, and leads by example.
- 2) **Operating Skills:** At any given time, there are a significant number of ongoing projects to manage. The GM must be able to implement proper prioritization, institute a disciplined approach to the assignment of responsibility, accountability and the tracking of projects to their timely completion. Keeping the trains running on time, with the appropriate sense of urgency is a critical component to job success.
- 3) **Management Skills:** The GM will have the following department heads reporting to him/her. Head Golf Professional, Superintendent, Controller, F&B Manager, and Membership Director. As such, there is a wide range of functional areas the GM must have knowledge of and experience in managing. He/she needs to know how to effectively set goals, monitor performance, motivate, train, and develop department heads. The GM, by virtue of his/her reputation and management style must be able to attract and retain a talented team.
- 4) **Strategic Skills:** The GM needs to understand the competitive marketplace in which we operate and work hand in hand with the Board in creating our mission statement and values. We would like the GM to be not only a key stakeholder but a true leader in optimizing the asset and the brand that is the Richmond Golf Club.
- 5) **Financial Acumen:** The GM must have a deep understanding of the financial dynamics that define our club's operating success. He/she needs to know how to effectively build and manage budgets, accurately forecast revenue and expenses, and deliver timely and accurate data that enables informed, timely decision-making.

Candidate Qualifications: A minimum of 5 years of progressive leadership/management General Manager experience at a private club or private resort club is preferred.

Employment Eligibility and Verification: In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States, and to complete the required employment eligibility verification form upon hire.

Educational and Certification Qualifications: A bachelor's degree with a focus on Hospitality Management is preferred. In lieu of the degree, substantial private club or hospitality experience will be considered. Industry certifications such as CCM, CCE, MCM, or PGA are encouraged but not required.

Salary and Benefits: Salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefits package including. Salary Range: \$150,000 - \$200,000.

The Hiring Process: To apply, please send resume and cover letter via email to:
richmondgolfclubapplications@gmail.com