



RCS Hospitality Group
a new generation of hospitality management
2827 Midway Rd SE Ste 106 - #231
Bolivia, NC 28422
www.consultingRCS.com

Position Available:

GENERAL MANAGER

High Meadows Golf and Country Club

Roaring Gap, NC

High Meadows Golf & Country Club, a warm and welcoming private club nestled in the Blue Ridge Mountains of North Carolina, is seeking an experienced, strategic, and hands-on General Manager (GM) to lead all club operations and deliver an exceptional member experience.

This is a unique chance for a hospitality leader to live and work in one of the most beautiful regions of the country while making a lasting impact on a warm, close-knit club community. The ideal candidate is a visible, approachable leader with strong financial skills, F&B expertise, and a genuine passion for people and the environment.

WHY HIGH MEADOWS?

Nestled in the heart of Roaring Gap, High Meadows Golf & Country Club offers a sanctuary where nature, recreation, and hospitality intersect. Designed by George Cobb, the Club's 18-hole golf course offers breathtaking mountain views and a rewarding challenge. In 2024, the North Carolina Golf Panel ranked the golf course #70 in North Carolina. Members enjoy activities such as tennis, pickleball, fitness, fishing, a walking trail, a pool, and seasonal social events that bring the community together.

Roaring Gap is a warm and welcoming, scenic community offering a peaceful lifestyle rich with outdoor adventures, charming towns, and a slower pace that draws in those seeking balance and connection.

POSITION OVERVIEW

The General Manager is responsible for leading all club operations in alignment with the strategic goals established by the Board of Directors. The GM must be comfortable setting direction and rolling up their sleeves, inspiring a service-minded culture, and ensuring operational excellence across departments.

This is the right opportunity for a leader who is:

- Committed to being visible, present, and engaged with both members and staff.
- A confident communicator who builds trust and earns respect.
- Forward-thinking and grounded in hospitality best practices.
- Experienced in private clubs, especially in mountain or resort-style settings.

KEY RESPONSIBILITIES

- Oversee and direct all day-to-day operations of the Club.
- **Strategic Management:** Must be a strategic thinker and realistic visionary who can contribute meaningfully to the development of the Club's upcoming strategic plan and inspire members to embrace and support the long-term vision established by the Board of Directors.
- **Operational Excellence:** Develop operating policies and procedures, oversee budget implementation, and ensure high-quality products and services, aiming for maximum member and guest satisfaction.
- **Leadership:** Supervise a diverse team of senior staff.
- **Financial Oversight:** Manage the Club's financial operations, including budget monitoring, cash flow management, and financial planning in consultation with the Controller.



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- **Governance Partnership:** Serve as a trusted advisor to the Board of Directors, providing guidance on governance best practices, policy development, and long-term planning. Prepare reports, support board and committee meetings, and ensure that decisions are implemented effectively throughout the organization.
- **Member Relations:** Develop and maintain positive relationships with members and guests, ensuring their needs and expectations are met or exceeded.
- **Membership Development:** Create and implement strategies that drive membership growth and retention. Leverage member referrals, community engagement, and consistent hospitality to attract new members while strengthening the existing member experience.
- **Regulatory Compliance:** Ensure the Club operates in accordance with all applicable laws and regulations.
- **Facility Management:** Oversee the maintenance and enhancement of the Club's physical assets and facilities.
- **Community Engagement:** Represent the Club in the community, enhancing its prestige and fulfilling its public obligations.

ESSENTIAL QUALIFICATIONS

- A bachelor's degree in hospitality management or a related field from a four-year college or university is preferred.
- 5+ years in a private club leadership role, ideally as a General Manager, Assistant General Manager, or Clubhouse Manager.
- Proven track record of managing complex capital projects and working with volunteer committees.
- Certified Club Manager (CCM) designation is highly desirable.
- Current member of the Club Management Association of America (CMAA).
- A sincere desire to live and lead in a mountain community.

REPORTS STRUCTURE

- The General Manager reports to the Club President and Board of Directors and leads a strong team, including
 - Golf Course Superintendent
 - Head Golf Professional
 - Executive Chef
 - Controller/HR
 - Membership & Events Manager
 - Bar & Dining Room Manager
 - Roads & Facilities Manager
 - Grille Manager
 - Administrative Assistant

COMPENSATION & BENEFITS

- **Salary Range:** \$150,000-\$165,000 annually, commensurate with experience.
- **Bonus Potential:** Performance-Based
- **Relocation/transition** housing assistance
- **Benefits:**
 - Retirement Plan
 - Medical, dental, and vision Insurance
 - Life and long-term disability insurance
 - Vacation, holiday pay, and paid time off

CLUB DETAILS

- \$2.1M Total Gross Revenues
- \$1.8M Dues Revenue



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- \$540K Total F&B Revenue
- 20 Full-Time, 22 Part-Time Employees
- Amenities: golf, dining, tennis, pickleball, fitness center, outdoor pool, walking trail, stocked fishing pond
- 9 Board of Directors
- 10 Standing Committees: Finance; Personnel, Bylaws, & Policy; Golf & Athletics; Greens; Building, Grounds, Roads & Security; Food & Beverage; Membership; Social; Architectural Review Committee
- Website: <https://www.highmeadowscountryclub.com/>

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