

Round Hill Country Club

General Manager/COO

Location: Alamo, CA

Entity Type: Member Owned

Tax Status: For Profit



Club Established: 1961

Total Memberships: 1,317 (500 Golf w/Waitlist)

Total Annual Gross Revenues: \$24.1M

Annual Food & Beverage Revenues: \$6.1M

Number of Holes: 18

Par: 72

Golf Course Designer: Originally designed by Lawrence Hughes, the course was renovated by Robert Muir Graves in 1975 and John Steidel in 2004.

Annual Rounds: 41,800

Staffing & Operations:

- Number of Full Time Employees: 150
- Number of Part Time Employees: 86
- Number of Seasonal Employees: 70
- POS System: Club Essentials

THE OPPORTUNITY

Round Hill Country Club is a premier private club nestled in the scenic foothills of Alamo, California. Established in 1961, the Club has long served as a cornerstone of the East Bay's social and recreational life, offering a refined yet welcoming atmosphere for families and individuals alike.

Surrounded by the beauty of Mount Diablo and rolling landscapes, Round Hill offers a full suite of amenities designed to enrich daily life. Members enjoy an 18-hole championship golf course, a renowned tennis program, a burgeoning pickleball program, a popular fitness center, bocce courts, and expansive aquatics facilities, including a vibrant summer swim team community. Multiple dining venues—both formal and casual—cater to every occasion, from relaxed weekday dinners to elegant celebrations.

The Club is deeply rooted in multigenerational connection. Whether it's junior sports programs, family barbecues, or legacy golf tournaments, Round Hill fosters meaningful moments that span across age groups and decades. Many members live nearby, and the Club functions as an extension of home—a place to gather, unwind, and make memories throughout the year.

Round Hill's event calendar reflects both tradition and evolution. From festive holiday galas to progressive wine dinners and parent-child tournaments, the programming is thoughtfully designed to celebrate community and cultivate connection. Signature traditions like the Fourth of July extravaganza and Camp Round Hill remain highlights for members of all ages.

What defines Round Hill most, however, is its culture of genuine hospitality. The Club's dedicated staff pride themselves on personalized service and a warm, approachable environment. Members are not only known by name but welcomed like family.

THE POSITION

The General Manager/COO will bring a blend of strong financial and operational acumen, exceptional interpersonal skills, and an ability to lead through collaboration and accountability. They must balance tradition with innovation, lead a seasoned and high-performing team, and serve as a visible leader capable of supporting their board as the industry expert. The Executive will manage various departments with competing member expectations and will successfully align execution with strategic goals.

THE CANDIDATE

The ideal candidate for the Round Hill Country Club COO role will bring a visible, professional presence—approachable and attentive without over-socializing—and will earn the trust of members, staff, and the Board. This experienced operator will possess deep knowledge of complex private club operations, including golf, food & beverage, racquets, family services, and events. They will be a team-oriented leader who develops department heads into empowered, accountable managers, with a proven track record of improving consistency and standards in food and beverage operations. A strong understanding of club governance will allow them to reinforce healthy boundaries and partner constructively with the Board, while their strategic and tactical thinking ensures both long-term planning and smooth day-to-day execution. Culturally attuned, they will respect RHCC's traditions while engaging younger members and meeting the evolving needs of the membership.

The successful candidate will demonstrate steady, effective communication and high emotional intelligence, skillfully managing change and conflict. They will bring financial fluency to oversee complex budgets, proficiency with modern club operations software, and a servant leadership style that centers the team and member experience. Generous in collaboration and leading by example, they will ideally hold the Certified Club Manager (CCM) designation. In this role, they will provide confident leadership following a long-tenured GM/COO, elevate service standards across operations, strengthen governance practices, and balance cultural continuity with innovation—ensuring the Club thrives for both current and future generations.

THE SALARY

This position pays a competitive salary (\$350,000 – \$450,000) and standard benefits package. The salary is negotiable based on the candidate's qualifications and experience.

THE HIRING PROCESS

If you would like to propose a candidate for consideration, please contact tCC partner, Kirk Reese or Director of Recruitment, [Alison Savona](#). **Interested candidates may apply by submitting their cover letter, addressed to “Round Hill Country Club Search Committee,”** and resume by clicking “Submit Your Information” or by submitting your information directly to tCC Recruiting Coordinator: [Kathleen Donovan](#). **The deadline to apply is September 5th.** Should you have any questions regarding submitting your information, please contact Kathleen.

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