

KOPPLIN KUEBLER & WALLACE

THE MOST TRUSTED NAME IN EXECUTIVE SEARCH AND CONSULTING

CLUBHOUSE MANAGER PROFILE: STOCK FARM CLUB HAMILTON, MT

THE CLUBHOUSE MANAGER OPPORTUNITY AT STOCK FARM CLUB

The Stock Farm Club is a unique club in the mountains of Montana. An excellent opportunity to assist the General Manager in leading a team of hospitality professionals for what has been one of the more exclusive clubs in the country for many years. Founded by the well-known finance and investment trailblazer Charles Schwab, the club is now member-owned and has been for many years. The successful candidate will be someone who has a penchant for recruiting and motivating staff, building the team to deliver high-quality food and beverage and member experiences for a discerning membership and their guests. Excelling in building member connectivity and fine-tuning the culture of hospitality and service excellence that is part of the fabric of the Stock Farm Club is a must. This self-starter will have a thirst for hospitality and food and beverage success.

[Click here to view a brief video about this opportunity.](#)

ABOUT STOCK FARM CLUB AND COMMUNITY

Stock Farm Club, founded by Charles Schwab, is a self-sustaining private sports club nestled in Montana's Bitterroot Valley. While the land carries an enduring legacy dating to Marcus Daly's era in 1888, it was Charles Schwab's vision and brainchild that created the modern Stock Farm Club we know today. Designed to showcase the beauty of the Bitterroot Valley, not overshadow it, the Club serves as a refuge where unspoiled landscapes and modern luxuries strike a natural balance. Surrounded by sweeping mountain views and preserved wilderness, Stock Farm embodies the tradition of understated elegance. Located just 45 minutes south of Missoula, the Club provides easy access to urban amenities while maintaining its exclusive mountain retreat atmosphere.

Accommodations reflect this balance of charm and comfort. Many members own homes on the property, while others maintain residences in the surrounding Bitterroot Valley. For out-of-area members and guests, the Club offers log cabins designed with rustic elegance and contemporary Sagebrush Suites, both providing privacy, style, and easy access to Club amenities. Dining is equally thoughtful, from refined seasonal menus in the Montana Dining Room to casual poolside fare and intimate gatherings in the Wine Room or Daly Bar.

Anchored around our world-class Tom Fazio-designed golf course and authentic Western Montana lifestyle, the Club features a premier shooting facility, fitness center, pools, spa, tennis and pickleball courts, and more than 30 miles of private trails for hiking and biking. Members also enjoy equestrian programs, fishing opportunities, and panoramic trail rides that showcase the valley's spectacular landscapes. Here, we embrace Western hospitality and small-town sensibilities.

The surrounding Bitterroot Valley enhances life at Stock Farm with its scenic ranchlands, meandering river, and backdrop of the Bitterroot and Sapphire Mountains. Hamilton, with approximately 5,000 residents, along with the greater valley community, offers excellent schools, healthcare, cultural events, and endless outdoor adventure. Together, the Club and valley create a lifestyle that is both deeply rooted in tradition and inspired by Montana's spirit of possibility—truly the Last Best Place. Stock Farm Club has a rich culture and vision for its Members and Team Members. Please review the details further through this link [here](#).

STOCK FARM CLUB BY THE NUMBERS:

- Members: 324
- Initiation Fees: \$125,000
- Approximate Annual Dues: \$21,984
- Rounds of Golf: 10k
- Approximate Gross Volume: \$10.75M

- Approximate Annual Dues Volume: \$5.85M
- Food & Beverage Annual Volume: \$1.86M
- Food Cost: 45%
- 77% a la carte, 23% Banquets and Catering
- Employees: Approximately 42 FTE | 197 Seasonal
- Approximate Gross Payroll: \$5.59M
- Board Members: 9 with 3-year terms | Average Member Age: 62
- Accounting and POS: ClubEssential
- Stock Farm Club is organized as a Mutual Benefit Corp.

Stock Farm Club Website: www.stockfarm.com

CLUBHOUSE MANAGER POSITION OVERVIEW

The club seeks to engage a Clubhouse Manager (CHM) who has a proven track record of successful recruiting, a keen eye for talent, a motivating leadership style, and has built high-functioning teams. Critical to success is demonstrated experience managing seasonal operations, as Stock Farm scales from approximately 50 year-round staff to nearly 200 during peak summer months. The ability to develop comprehensive training programs, establish clear service standards, and build a cohesive culture across both permanent and seasonal team members is essential. A proactive, highly engaging way will serve this individual well, as they work very closely with the General Manager and other team leaders. This "lead by example" CHM will be an individual with a strong passion for hospitality excellence, food and beverage operations, and member programming. A self-starter who knows how to build a culture that both staff and members enjoy being a part of. A strong desire to live in the great state of Montana and be part of a community that cares for people and each other.

The primary goal will be to fully immerse themselves into the club operations, build relationships, and create a foundation for collective buy-in. Working closely with the General Manager, the CHM will serve as a thought partner in developing innovative member programs, social activities, and events that enhance the overall member experience. This role extends beyond food and beverage to encompass the full spectrum of club hospitality and member engagement. The CHM will continue to look to enhance and elevate the overall membership and staff experience in partnership with the senior leadership team. The individual will handle all operational matters and be an active thought partner on strategic and policy matters, but approachable and "actively listen" while providing transparency to direction and operations throughout.

Important to the new CHM's success is the ability to understand and have deep knowledge of food and beverage operations, while also bringing creative ideas for member programming and social activities. The intuitive ability and desire to "putting members first," and recognizing that the foundation of providing staff support, mentorship, clear direction, "walking the talk," and "being present" in his/her natural, sincere, and engaging style will lead to their success.

The ability to "manage expectations at a high level of dynamic leadership and reasoning" is critically important, but a fair amount of that is accomplished simply by being present, approachable, accessible, diplomatic, and by having the necessary "gravitas" to be viewed with confidence and "trusted" by all constituencies.

"Paying attention to the details" of maintenance, SOPs, overall member experience, staff culture, and other key areas of success is critical, as the Club and Community have great curb appeal at present and have been well-maintained throughout. Clearly, outstanding communication skills, especially the demonstrated ability to "listen and respectfully respond diplomatically," are essential for success.

ADDITIONAL RESPONSIBILITIES OF THE NEW CLUBHOUSE MANAGER

- Approves budgets, staffing, and general operating procedures and other plans for operational departments to include Food & Beverage, Culinary/Kitchen, Lodging and Housekeeping, Facilities Maintenance, Shooting Center, and Member Services.

- Partners with the General Manager in developing and implementing innovative member programs, social activities, and special events that enhance club culture and member engagement.
- Monitors the budget and directs corrective action procedures as necessary to help assure that budget goals are met and are attained. Monitors internal cost control procedures; evaluates scheduled and actual labor hours and costs.
- Plans and coordinates training and professional development programs for himself or herself and the club personnel. Develops comprehensive seasonal staff onboarding and training programs to ensure consistent service delivery as the team expands from approximately 50 to 200 employees during peak season.
- Monitors safety conditions and employees' conformance with safety procedures; updates emergency plans and procedures and assures that effective training for these programs is conducted in all departments. Serves as chair of the safety committee.
- Assists in the planning of facility improvements, remodeling, construction, and repair.
- Participates in ongoing facility inspections throughout the club to assure that cleanliness, maintenance, safety, and other standards are consistently attained.
- Maintains contact with members and helps to assure maximum member satisfaction.
- Interacts with members, answering questions, solving problems, overseeing services and cleanliness, and showing the club facilities to visitors.
- Serves as an ad hoc member of appropriate club committees.
- Receives and resolves complaints from club members, guests, and employees.
- Assures that the club's preventive maintenance and energy management programs and Master Plan are on schedule and in use.
- May serve as a departmental manager in that manager's absence.
- Attends management and staff meetings as scheduled.
- Counsels with other managers and employees about employee grievances and complaints; directs problem correction where possible.

KEY ATTRIBUTES AND CHARACTERISTICS OF THE SUCCESSFUL NEW CLUBHOUSE MANAGER:

- Proven expertise in managing seasonal hospitality operations, including recruiting, onboarding, and training large seasonal workforces (150+ seasonal staff) while maintaining consistent service standards throughout the season.
- Possess a deep knowledge of active club operations, with exceptionally strong F&B skills as well as strong financial acumen, and an appreciation of modern "performance management systems" and technology.
- Demonstrated ability to conceptualize and execute innovative member programs and events that drive engagement and enhance club culture.
- Possessive of a strong record of developing talent in club senior leadership roles and helping those departmental leaders continuously develop themselves and their respective staffs in a desire to create a culture of continuous evolution to excellence in execution and delivery. Being a natural mentor is important.
- Actively participating and "thought partnering" with the GM on strategic initiatives beyond F&B, including member programming, facility enhancements, and overall club experience evolution.
- Naturally outgoing, conversant, respectful, and diplomatic, but able to say "no" when appropriate without alienating members or staff while doing so. Being respectfully confident and "connected" to the membership and team is critical.
- Active involvement in Industry organizations (CMAA, National Restaurant Association, etc.) Where he/she has a strong network of peers, and can stay actively abreast of the industry, trends, and opportunities for the Club to stay relevant and proactive for its members and staff.

CANDIDATE QUALIFICATIONS

- A minimum of 3-5 years of progressive leadership/management experience in the hospitality industry, at a similar-sized private club, restaurant, hotel, resort, or corporate food and beverage operation.
- Essential: Demonstrated success managing seasonal operations with significant staff scaling (minimum 3x increase during peak season), including development of training systems, onboarding protocols, and maintaining service standards across a diverse workforce.

- The Club will consider well-mentored individuals for this role who come from other sides of the hospitality industry, so long as they are able to allow verification of the relationship side (versus a transactional aptitude) of current and past success.
- A verifiable record of strong relationships and intuitive mentoring, and development of senior leadership staff.
- Strong history of success and keen understanding of quality Food and Beverage operations, including training, innovation and creativity, and strong service culture development.
- Proven experience in developing and executing successful member programs, social activities, and special events.

EMPLOYMENT ELIGIBILITY 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 is preferred with a focus on Hospitality Management.
- In lieu of the degree, substantial private club or hospitality experience will be considered.
- Industry certifications such as CCM, CCE, CMC, 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 401k with a 4% match by the employer.

INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter, in that order, using the link below. You should have your documents fully prepared to be attached when prompted for them during the online application process. Please be sure your image is not present on your resume or cover letter; that should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to the Stock Farm Club search committee/Attn: Steve Buck, General Manager. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why SFC and the club location area will benefit you, your family, your career, and the Club if selected.

You must apply for this role as soon as possible, but no later than Monday, November 10th, 2025. Candidate selections will occur mid-November, with the first Interviews expected in early December and the second interviews a short time later. The successful candidate should assume his/her role by February 1st, 2026, or sooner.

IMPORTANT: Save your resume and letter in the following manner:

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter – Stock Farm"

(These documents should be in Word or PDF format.)

Note: Once you complete the application process for this search, you are not able to go back in and add additional documents.

[Click here](#) to upload your resume and cover letter.

If you have any questions, please email Bethany Taylor: bethany@kkandw.com

Search Executive:

Paul K. Levy, CMAA, PGA
 Search & Consulting Executive
 O: (833) KKW-HIRE, ext. 711
 M: (760) 417-9048
paul@kkandw.com