



ASSISTANT GENERAL MANAGER



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RED ROCKS COUNTRY CLUB

Red Rocks Country Club is a member-owned private country club located in Morrison, Colorado. Nestled alongside the foothills of the Rocky Mountains, the Club offers some of the most spectacular golf views in the greater Denver area. Nearly half of the golf holes provide unfiltered views of the front range, extending to the eastern plains. Looking north, members and guests can see the world-famous Red Rocks Amphitheater. The signature 16th hole features a striking view of Whale Rock, an enormous rock formation that frames the backside of the green. From the 17th tee box, golfers stand 6,290 feet above sea level with a panoramic view of Denver. In July 2022, the Club completed a \$4.2 million renovation project, enhancing its facilities while maintaining its commitment to a casual country club setting. Red Rocks Country Club is recognized for its excellent food, exceptional service, and welcoming environment for members, guests, and staff.

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ASSISTANT GENERAL MANAGER

The Assistant General Manager (AGM) supports the General Manager in overseeing daily operations of Red Rocks Country Club, with responsibility for food and beverage, clubhouse services, and staff development. The role is designed as a succession position, with responsibilities expanding over the next three years to include governance, strategic planning, and full campus leadership as the current General Manager approaches retirement.

In the first year, the AGM will assume oversight of front-of-house food and beverage operations and gradually expand to back-of-house in close collaboration with the long-tenured Executive Chef. Over time, the role will grow to include children's facilities and activities, clubhouse operations, and facilities. The AGM will also gain exposure to governance and strategic planning, including participation in committees and master planning initiatives. The position requires a hands-on, visible leader who builds trust with staff and members, integrates into the culture, and balances learning with measured improvements.

Reports to: General Manager

Direct Reports: Food and Beverage Managers, Aquatics and Children's Activities Manager, Chief Maintenance Engineer





KEY OBJECTIVES

Operations and Service Oversight

- Establish and lead consistent department head meetings to align priorities and Take responsibility for front-of-house food and beverage operations by Spring 2026, then transition into back-of-house oversight.
- Direct and manage daily clubhouse operations, including food and beverage, events, children’s facilities, and member services.
- Support the maintenance and care of facilities, with increasing involvement in the golf side of operations in year two.
- Monitor financial performance in operational areas, assisting with the April 1 – March 31 budget cycle.
- Maintain visibility throughout the Club, actively engaging with members and addressing concerns in a timely manner.
- Document processes and develop standard operating procedures (SOPs) as responsibilities expand.
- Participate in reviewing and updating Club rules to align with current practices.

Team Leadership and Development

- Build strong relationships with direct reports and staff, spending time observing before introducing new ideas.
- Recruit, train, supervise, and evaluate management staff, with emphasis on food and beverage service.
- Foster a culture of accountability, teamwork, and continuous learning.
- Ensure the right people are in the right roles through evaluation and coaching.
- Provide ongoing feedback, corrective action, and support to staff and management teams.

- Uphold safety and employment standards across all operational areas.
- Ensure processes and expectations are clearly written, communicated, and followed.

Strategic and Governance Preparation

- Attend and participate in committees during the first year, serving as staff liaison where appropriate.
- Gain exposure to governance; assume greater involvement in future years.
- Contribute to membership processes, including application review and onboarding.
- Learn about the Club’s natural resources, particularly the importance of water management, and understand their impact on operations.
- Prepare to assume broader executive responsibilities as part of a planned succession process.

First-Year Priorities

To be successful in the first year, the AGM should:

- Integrate with staff and determine strengths, needs, and support structures.
- Establish checks and balances across departments to ensure operational clarity.
- Identify and address any urgent issues within the first six months.
- Conduct a detailed analysis of food and beverage operations and refine leadership structure as needed.
- Maintain a visible, hands-on presence in daily operations.
- Approach the role with openness, observing and learning before introducing new ideas.
- Support the development of Club culture and document processes for long-term consistency.
- Engage in committee work and strategic planning discussions while learning governance practices.

COMPETENCIES & QUALIFICATIONS

The successful candidate will demonstrate:

- Bachelor's degree in hospitality management or related field, or equivalent industry experience.
- Minimum of 5–7 years in a leadership role within a private club, resort, or hospitality environment.
- Strong knowledge of food and beverage operations, with emphasis on front-of-house leadership.
- Proven ability to develop and train staff while supporting a strong, positive culture.
- Experience designing and implementing SOPs and refining operational processes.
- Financial literacy, with ability to contribute to budgets and analyze performance metrics.
- Strong interpersonal and communication skills, with an approachable and visible leadership style.
- Open-mindedness and adaptability, with willingness to learn about the local community and Club culture.
- Ability to balance observation and measured improvements without disrupting established operations.
- Understanding of governance processes and ability to collaborate effectively with committees and volunteers.



COMPENSATION & BENEFITS

- Salary compensation: 110–135K base salary, plus a performance bonus.
- Comprehensive benefits package, including health, dental, and vision benefits and PTO.
- CMAA Membership Dues
- Education Allowance



Please do not contact the Club directly regarding this opportunity.

Interested and qualified applicants should submit their resume in confidence to
Rob Schlingmann, CCM, CCE, CAM at Strategic Club Solutions:
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