

KOPPLIN KUEBLER & WALLACE

THE MOST TRUSTED NAME IN EXECUTIVE SEARCH AND CONSULTING

CHIEF OPERATING OFFICER/ISLAND MANAGER PROFILE:

CAT CAY YACHT CLUB BIMINI ISLANDS, BAHAMAS

CHIEF OPERATING OFFICER/ISLAND MANAGER OPPORTUNITY AT CAT CAY YACHT CLUB

Cat Cay Yacht Club, a private 200-acre island community located just south of Bimini in the Bahamas, is seeking an accomplished and steady Chief Operating Officer/Island Manager (COO/IM) to lead all aspects of island and club operations. This rare leadership opportunity combines the stewardship of a storied yachting and golf club with the management of a fully self-contained island infrastructure and residential community.

Reporting directly to the President of the Board of Directors, the COO/IM is responsible for the safety, reliability, and hospitality of island life—for members, guests, and the entire team who live and work on Cat Cay. This role requires an individual with a blend of emotional intelligence, operational rigor, and cross-disciplinary expertise who can sustain excellence while honoring the relaxed, family-oriented culture that defines Cat Cay.

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

ABOUT CAT CAY YACHT CLUB

Cat Cay Yacht Club is a private island retreat located east of Miami, nestled on the western edge of the Great Bahama Bank. This exclusive T-shaped island offers an idyllic blend of white sand beaches, lush tropical landscapes, and turquoise waters. Accessible by private plane, yacht, or ferry, Cat Cay provides a serene escape while remaining conveniently close to the mainland. The island is home to a vibrant community of members and guests who enjoy a broad range of amenities, including world-class fishing, water sports, tennis, pickleball, and wellness programs. The PB Dye-designed Windsor Downs Golf Course features a challenging 9-hole layout set against a stunning tropical backdrop.

The full-service marina, accommodating yachts up to 160 feet in length, features a customs and immigration station, making Cat Cay an ideal port of entry. For air travel, a private landing strip accommodates STOL aircraft and charter flights, with regular service from Fort Lauderdale. The island prioritizes sustainability, using only foot, bicycle, and electric golf cart transport. Dining options range from the casual Bu's Bar and Nauticat Lounge to the elegant Victoria Dining Room, all serving Caribbean-influenced cuisine and refreshing beverages.

Cat Cay is more than just a destination—it's a lifestyle. It offers a secure, close-knit community atmosphere supported by around-the-clock security and an on-island medical clinic. Whether seeking adventure or peace, guests can dive, sail, golf, or simply relax by the pool or beach. Throughout the year, the island hosts lively events and activities for all ages but also offers the tranquility of a true tropical retreat. At Cat Cay, each visit brings unforgettable moments in a private, luxurious paradise.

CAT CAY YACHT CLUB BY THE NUMBERS

- 194 members (102—equity, 88—regular, 4—legacy)
- \$150,000 Initiation fee
- \$35,000 Annual dues
- On island, physician staffed clinic
- Community grocery and convenience store
- \$17M Approximate Gross volume
- Approximately \$7M in Capital dues and initiation
- Approximately \$6.9M Annual dues volume

- Approximately \$2M F&B volume
- Approximately \$5.8M Gross payroll
- 91 Employees (FTE)
- 9 Board members (reducing from 12)
- 55 Average age of members
- 9-hole P.B. Dye golf course
- 119 Slip Marina
- 100 Member Residences, including Villas and Estates

CAT CAY YACHT CLUB WEBSITE: www.catcayyachtclub.com

CHIEF OPERATING OFFICER/ISLAND MANAGER – POSITION OVERVIEW

The Chief Operating Officer/Island Manager is the senior executive responsible for the full scope of Cat Cay Yacht Club's operations and the daily life of its residents and staff. This includes direct oversight of all hospitality and club departments, physical plant, marina, landing strip, and infrastructure, as well as homeowner services, utilities, and capital project execution.

Reporting to the Board President, the COO/IM serves as both operational leader and strategic partner—executing the vision and priorities set by the Board while maintaining transparent communication and professional management practices throughout the organization. The position requires exceptional judgment, diplomacy, and presence. As the face of the island's hospitality, the COO/IM will create a warm, welcoming atmosphere for members and guests.

The successful candidate will balance approachability and authority; they will lead by example, develop and empower the management team, and sustain the member experience through consistent service delivery, fiscal discipline, and proactive infrastructure stewardship. Equally critical is the ability to recruit, retain, and inspire a diverse workforce, including Bahamian and Haitian team members in an insular, live-on-island environment—ensuring morale, productivity, and accountability remain high year-round. This candidate will thrive in a remote island setting.

This position represents a rare opportunity to lead one of the Caribbean's most storied private island communities through its next chapter of thoughtful renewal and continued excellence.

INITIAL PRIORITIES OF THE NEW CHIEF OPERATING OFFICER/ISLAND MANAGER

Build Trust and Connection – Spend the first months listening, learning, and observing. Develop authentic relationships with the Bahamian staff, the management team, and the membership. Understand the rhythm of island life, its culture, and traditions. Establish credibility through communication, presence, and fairness.

Strengthen Team Leadership and Accountability – Evaluate departmental structures and talent, ensuring every area of the operation has clear direction, performance expectations, and measurable goals. Gain an understanding of staff housing and dining programs. Reinforce a culture of pride, professionalism, and continuous improvement.

Operational Excellence and Infrastructure Reliability – Develop a comprehensive understanding of the island's power, water, and utility systems as well as homeowner services, security, transportation and supply chain. Improve preventive maintenance programs and establish operational manuals and metrics that promote efficiency, consistency, and sustainability.

Member Experience and Service Continuity – Preserve the spirit of Cat Cay—its warmth, intimacy, and unhurried island character—while ensuring members enjoy seamless, high-quality service across all venues. Be visible and approachable to members and staff alike.

Financial Stewardship and Renovation and Capital Planning – Partner with the Board President and Treasurer to oversee upcoming renovation plans, budgeting, forecasting, capital reserve study, and capital projects. Provide clear, transparent reporting that supports long-term strategic planning and responsible financial management.

Bahamian Government – Learn about the government departments that CCYC will interface with and establish cordial working relationships with those departments and officials and actively represent CCYC as a partner with the government, Customs and Immigration, and the on-island Bahamian police officer.

Emergency Preparedness – Develop an understanding of the hurricane preparedness plans. Become familiar with the exceptional, rotating physician-staffed medical clinic that serves members and staff, and how it functions.

CANDIDATE QUALIFICATIONS

- Minimum 5-7 years of leadership in an established high-end environment.
- Experience managing in remote locations.
- Exceptional leadership skills with the ability to mentor, motivate, and inspire diverse teams.
- Entrepreneurial mentality with the ability to drive results; adaptable, problem solver, and strategic thinker.
- Strong in team development, recruiting, and retention.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Bachelor's degree in hospitality management or a related field, ideally with a Club or luxury hospitality background.
- Industry certifications such as CCM, CCE, and CAM are encouraged but not required.

SALARY AND BENEFITS

Compensation is open and commensurate with experience and qualifications. The Club offers excellent benefits, including a performance-based bonus structure, as well as on-island housing, meals, and travel allowances.

Working in the Bahamas may provide personal tax advantages that you should investigate, depending on your citizenship.

INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter in the order listed using the link below. When prompted for them during the online application process, you should have your documents fully prepared to attach. Please be sure your image is not on your resume or cover letter; it should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to the **Cat Cay Yacht Club search committee/Mr. Charles Martinez, President, Board of Directors**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why CCYC and the Bahamas 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 Friday, January 2, 2026. Candidate selections will occur on Friday, January 9, 2026, with the first Interviews expected on Wednesday, January 22, 2026, and the on-island second interviews beginning the following week. The successful candidate should assume his/her role in March.

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

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter – Cat Cay Yacht Club

(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 Katy Eliades at katy@kkandw.com

Lead Search Executives:

Armen Suny

Search Executive

O: (833) KKW-HIRE, ext.720

M: (303) 570-2741

armen@kkandw.com

Kurt D. Kuebler, CCM, CMAA Fellow

Partner

O: (833) KKW-HIRE, ext. 701

M: (407) 864-6798 – Jupiter, FL

kurt@kkandw.com