

GENERAL MANAGER PROFILE: LA JOLLA COUNTRY CLUB LA JOLLA, CA

GENERAL MANAGER AT LA JOLLA COUNTRY CLUB

La Jolla Country Club seeks an accomplished, engaging, and service-centered General Manager to guide one of Southern California's most respected golf clubs into its next chapter. This is a unique opportunity to follow a long-tenured and highly regarded leader whose steady presence, strong culture, and operational discipline have positioned the Club for continued success. The ideal candidate is a poised and professional executive who leads with integrity, communicates with clarity, and builds strong, trusting relationships with members, staff, and volunteer leadership. Equally important is a visible and approachable leadership style, marked by sound judgment, respect for the Club's traditions, and the ability to represent La Jolla with polish, discretion, and genuine connection.

The next General Manager will be entrusted with sustaining La Jolla Country Club's longstanding reputation for excellence while guiding its continued evolution. This executive will bring a sophisticated command of private club operations, strong financial and strategic acumen, and the ability to lead and develop a cohesive, service-driven team. The role requires a highly visible, engaging leader with exceptional emotional intelligence, someone who is present throughout the Club, connects authentically with members and staff, and strengthens the culture through approachability, diplomacy, and polished interpersonal skills. Situated on one of the most iconic coastal landscapes in Southern California, La Jolla Country Club offers an extraordinary and inspiring environment in which to lead. With meaningful capital planning on the horizon and a membership committed to preserving the Club's unique character, this position provides an exceptional platform for a highly accomplished leader to help shape the Club's future with clarity, confidence, and vision. Few opportunities combine such a distinguished history, extraordinary setting, and the chance to build upon a legacy of outstanding leadership.

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

ABOUT LA JOLLA COUNTRY CLUB

Perched above the Village of La Jolla on its iconic hilltop at 7301 High Avenue, La Jolla Country Club stands as one of Southern California's most cherished private clubs. Quietly elegant and proudly member-owned, the Club reflects more than a century of tradition, community, and enduring excellence. Its classic clubhouse serves as the social heart of the membership: the Jewel Room offers an exquisite formal dining experience with sweeping coastal views, while the Fireside Room and patio provide a warm and relaxed setting for everyday connection. The Club's culinary program emphasizes quality, seasonality, and consistency, supporting both casual enjoyment and elevated special occasions. With a vibrant calendar of social events and a membership deeply committed to preserving the Club's character, La Jolla Country Club continues to uphold an atmosphere of timeless hospitality. The Club is also actively developing a comprehensive master plan for the clubhouse, positioning the facility for thoughtful renewal that supports long-term member needs.

At the center of the Club's identity is its celebrated 18-hole championship golf course, a coastal gem shaped by generations of distinguished architects. The golf course was first developed by H.S. Breese and Willie Watson and later redesigned by William P. "Billy" Bell in 1927. Most recently, in 2019, architect Todd Eckenrode restored many of the lost features of the early designs, recapturing the classic character and strategic charm of a bygone era. Today, the course is defined by Kikuyu fairways, small, undulating and fast greens, rolling terrain, and panoramic ocean vistas that create an unforgettable playing experience. Continued agronomic investments have enhanced conditioning and playability, elevating the course to one of the region's premier golf landscapes.

Revered for its beauty, history, and enduring architectural pedigree, the course remains the heart of the La Jolla experience and a defining point of pride for the membership.

LA JOLLA COUNTRY CLUB BY THE NUMBERS

- There are 420 Equity Members and 185 Social Members
- \$300,000 Initiation Fee for Equity Members; \$10,000 for Social Members
- Annual Dues are approximately \$18,000 (Equity)
- Annual Dues Volume is approximately \$9.7m
- Approximately \$17.8M gross volume
- Approximately \$3.6M F&B volume
- Food Cost is budgeted 37.7%
- Gross Payroll approximately \$8.2m
- Approximately 116 Employees Year-Round; 2 Seasonal Employees
- Approximately 38,000 rounds of golf played annually
- Club accounting and POS system: Club Essential
- There are nine Board Members with staggered three-year terms
- The Club President is elected by the Board of Directors
- Average age of members is approximately 70

LA JOLLA COUNTRY CLUB WEBSITE: www.lajollacountryclub.com

GENERAL MANAGER – POSITION OVERVIEW

The General Manager is responsible for all day-to-day operations of La Jolla Country Club. He or she directs and administers all aspects of the Club, including the clubhouse, dining, golf operations, golf course and grounds, capital projects, member programming, and all staff and departmental functions to ensure consistently exceptional service to the membership and their guests. The General Manager will lead in a manner that allows the Board to operate strategically and at a policy level. Central to success in this role is a naturally visible, approachable, and highly engaged presence, with the emotional intelligence to connect authentically with every generation of members. Honoring the Club's traditions while thoughtfully enhancing member experiences and programming will be an essential hallmark of the new leader.

A strong mentor and developer of people is critical, as is a genuine commitment to supporting and elevating the talented, long tenured management team. The GM must be a forward-thinking leader with strengths in strategic planning, talent development, operational excellence, and membership experience delivery. This includes the ability to anticipate evolving expectations, understand the dynamics of a discerning membership, and proactively support the Club's continued growth and stability. The GM must consistently demonstrate respect for the contributions of department heads and staff, fostering a collaborative, high performing environment where individuals feel valued and supported in their professional development.

A key requirement of the role is the capacity to work proactively and transparently with the Board of Directors and all standing committees. This includes maintaining alignment on key goals, financial and operational targets, member service expectations, and long-range planning initiatives. The General Manager will play a pivotal role in guiding and executing future capital planning efforts, ensuring that all projects are well coordinated, financially sound, and communicated effectively to the membership.

Outstanding communication skills, both written and verbal, are essential. The GM serves as the Club's primary communicator and must therefore be an exceptional listener, an effective facilitator of dialogue, and a trusted, highly approachable presence throughout the property.

Other Key Attributes, Characteristics and Leadership Qualities

- Outgoing, polished, diplomatic, and respectful, with the confidence to set boundaries and make decisions thoughtfully and without alienating Club members or team members.

- A visible, engaged leader whose executive presence and authentic gravitas inspire confidence and trust among members, staff, and volunteers.
- A strategic partner to the Board of Directors and Committees, contributing insight, clarity, and leadership to advance Club priorities.
- Strong financial and budgeting acumen, including experience with complex P&Ls, balance sheets, capital reserves, and multi-year planning.
- Exceptional leadership skills with the ability to delegate, mentor, and empower a capable management team.
- Experience in planning, managing, and executing capital projects with disciplined oversight.
- A relationship builder with strong interpersonal skills and the ability to bring people together constructively across multiple membership groups.
- Deep understanding of private club operations, with a knowledge and understanding of golf and agronomic best practices, reflecting the Club's identity as a golf centric environment.

INITIAL PRIORITIES OF THE GENERAL MANAGER

- Be visible and engaged. Get to know the members, their families, staff team members, culture, traditions, and history of La Jolla Country Club.
- Engage all segments of the membership by developing a deep understanding of what Members want and expect from their La Jolla Country Club experience. Prioritize listening, observing, and learning to build consensus across diverse member groups, and foster alignment through thoughtful communication, education, and relationship-building.
- Evaluate and assess the overall La Jolla Country Club member experience, particularly within golf and food and beverage operations. Work with the Department heads to maintain and improve standards of excellence, set clear expectations for the team, and foster a culture of accountability, while collaborating with staff to implement a focused action plan for timely and meaningful improvements.
- Establish an understanding of all capital projects underway or in planning phase. Assume leadership of the projects in conjunction with the Board and appropriate club leadership.
- Work with the team to develop an overall club communications strategy for club information, events and updates, so members are informed and aware.
- Partner with the Board of Directors to fine-tune the strategic vision for La Jolla Country Club to position the Club for success for years to come.

CANDIDATE QUALIFICATIONS

A minimum of 10 years of progressive leadership/management experience, preferably in a GM role in a golf-centric, private member-owned club. True 'rising stars' from the private golf club industry who have been verifiably well-mentored or those hospitality industry managers who come from top-quality environments and who possess outstanding relationship skills will also be considered.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- A bachelor's degree is preferred with a focus on Hospitality Management.
- Substantial private club or hospitality experience will be considered in lieu of the degree.
- Industry certifications such as CCM, CCE or PGA are encouraged but not required.

EMPLOYMENT ELIGIBILITY VERIFICATION

In compliance with federal law, all hired employees must verify their identity and eligibility to work in the United States and complete the required employment eligibility verification form upon hire.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefits package, including association membership. Salary Range: \$320,000 - \$450,000.

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 **La Jolla Country Club Search Committee**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why La Jolla Country Club and the La Jolla, CA 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, January 26, 2026. Candidate selections will occur in early February, with the first interviews expected in February 2026 and the second interviews a short time later. The successful candidate should assume his/her role at the end of May/early June 2026 time frame.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – La Jolla CC”

(These documents should be in Word or PDF format)

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

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

If you have any questions, please email Alice Stevens: alice@kkandw.com

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