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AREA RETAIL MANAGER PROFILE: DISCOVERY LAND COMPANY FLORIDA & CARIBBEAN

AREA RETAIL MANAGER OPPORTUNITY AT DISCOVERY LAND COMPANY

Discovery Land Company is looking for a merchandising professional to be the Area Retail Manager, Florida & Caribbean, who will oversee the year-round daily retail operation at their new property in the upscale community of Hobe Sound, FL – Atlantic Fields, creating a world-class shopping experience and providing exceptional customer service. The Area Retail Manager for Florida & Caribbean also supports the DLC Corporate Retail Team with buying and operational needs at four other properties in the region, detailed below. This position will also assist with property startup needs and new store openings at all Florida & Caribbean locations. Travel from time to time is part of the requirements for the position.

This role requires a dynamic leader with an entrepreneurial mindset—someone who thrives in ambiguity, operates effectively in the “grey,” and brings innovative ideas to elevate the retail experience. The ideal candidate will be highly adaptable, resourceful, and resilient, capable of handling unexpected challenges and responsibilities beyond the traditional scope of the job description. Flexibility and creativity are essential to succeed in this fast-paced, evolving environment. Equally important is the ability to identify, develop, and mentor top talent, fostering a high-performing team and cultivating future leaders across multiple properties. This individual must demonstrate strong leadership skills that inspire collaboration, growth, and accountability within the area retail team.

The Area Retail Manager works alongside the Regional Retail Director and partners cross-functionally with Marketing and Finance team leaders at each property to define and implement SOPs for retail and swag, train staff, plan retail events, and assist with any other miscellaneous requests. This is a rare opportunity to become part of the highly successful Discovery Land Company retail merchandising corporate team and live in a very desirable area.

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

ABOUT DISCOVERY LAND COMPANY AND ASSIGNED PROPERTIES

Discovery Land Company (DLC) is a leading developer of luxury private residential communities worldwide, founded by Mike Meldman. DLC's unique business model integrates land development and real estate, ensuring efficient project execution and cost management. The company is known for its commitment to sustainable development, preserving natural environments while delivering high-end living experiences. DLC's leadership focuses on creating family-oriented communities that foster memorable experiences and lasting connections. Their values emphasize people, respect for culture and the environment, integrity, and the importance of fun.

Atlantic Fields, Hobe Sound, FL (Home Base) Located in Martin County's Hobe Sound, the Club is surrounded by picturesque native lands and borders the historic Hobe Sound Polo Grounds, giving it a rich equestrian heritage. And with just 317 luxury homes on more than 1,500 acres, it is an intimate oasis loaded with world-class amenities.

Barbuda Ocean Club, Barbuda, West Indies. A private residential resort community in the heart of the spectacular Eastern Caribbean. Marked by year-round warm temperatures and cool ocean breezes, it's a place of “barefoot sophistication” where shoes are optional, but smiles are not. Developed by Discovery Land Company, Barbuda Ocean Club delivers an unparalleled family-oriented lifestyle with miles of beach, world-class golf, and ocean adventure.

Naples Beach Club, Naples, FL This club offers impeccable beaches, a championship golf course, unparalleled culinary delights, and family-friendly activities. Whether you're digging your toes into the sugar-white sands or spending the afternoon shopping along the pastel-colored Fifth Avenue, Naples is a place of understated yet sophisticated glamour.

Moncayo Golf & Ocean Club, Fajardo, PR. A club that offers incredible experiences right at your fingertips, with an 18-hole championship golf course and a 9-hole short course. Additionally, the club has racquet sports, a private island beach, and world-class dining.

Mariposa Golf & Ocean Club, Ceiba, PR. Set within the enchanting natural wonder of El Yunque rainforest and its glowing bioluminescent bays, Mariposa emerges as Discovery Land Company's next iconic destination. This extraordinary private community will showcase an oceanfront, championship 18-hole golf course, a world-class marina designed to harbor the largest yachts in the United States, and a private airstrip—exclusively accessible within the gates.

DISCOVERY LAND COMPANY PROPERTIES BY THE NUMBERS – 2026 Forecasted Retail Revenue/Swag Budget

Atlantic Fields:	\$500k/\$125k (Retail revenue expected to triple by 2027 with the addition of new boutique and OP shop)
Barbuda Ocean Club:	\$250k/\$50k
Naples Beach Club:	\$0/\$100k (Four Seasons manages the retail operations, DLC handles marketing/swag for the private residences)
Moncayo Golf & Ocean Club:	\$0/\$200k (retail store is not activating until 2027)
Mariposa:	\$0/\$200k (retail store activation is TBD)

DISCOVERY LAND COMPANY WEBSITE: www.discoverylandco.com

AREA RETAIL MANAGER POSITION OVERVIEW

The ideal candidate is a creative and resourceful buyer and visual merchandiser, with a keen eye for curating assortments that reflect the brand's luxury positioning and appeal to members across diverse demographics at all clubs. They must be highly skilled in open-to-buy planning and financial analysis, ensuring inventory levels and purchasing decisions align with revenue goals and budget parameters. Exceptional organizational skills and project management capabilities are essential, as this role involves coordinating multiple initiatives across properties and managing timelines with precision. The ability to work independently and remotely while maintaining clear communication and accountability is critical, as is the capacity to balance strategic planning with hands-on execution in a fast-paced, evolving environment.

ATLANTIC FIELDS AND BARBUDA OCEAN CLUB:

KEY RESPONSIBILITIES

PURCHASING

- Manage inventory and purchasing using the open-to-buy system (Management One).
- Oversee vendor communications, account setup, logo instructions, purchase orders, and tracking.
- Ensure timely and accurate updates to all business model components.
- Collaborate with the Regional Director of Retail on custom product development and branding compliance.
- Maintain SOPs for invoices, inventory control, and AP reconciliation in partnership with accounting.
- Attend trade shows and assist with sourcing uniforms, event swag, and special projects.
- Keep vendor contact information current.

INVENTORY CONTROL

- Conduct monthly physical inventories for retail and swag.
- Maintain shrink parameters and monitor sell-through of core items, replenishing as needed.
- Receive merchandise in the POS system per company standards for SKU, pricing, and descriptions.
- Enforce employee purchase policies and reconcile receipts with accounting.

SELLING/MERCHANDISING

- Ensure stores meet corporate merchandising standards with timely floor rotations.
- Drive sales to meet revenue goals through member engagement and trend awareness.
- Organize trunk shows, demos, and promotions to boost revenue.
- Handle purchases, returns, and special orders per company procedures.
- Uphold packaging standards and add personalized touches like gift wrapping.

- Maintain a member database for personalized buying.

TRAINING & STAFF DEVELOPMENT

- Develop club-specific retail SOPs based on DLC standards.
- Recruit, train, and schedule retail staff for optimal coverage.
- Provide ongoing product knowledge and customer service training.
- Implement staff incentives tied to performance and sales goals.

OTHER

- Conduct seasonal site visits for merchandising support and manager development.
- Assist with tournaments and other projects as needed.

NAPLES BEACH CLUB, MONCAYO GOLF & OCEAN CLUB, AND MARIPOSA:

KEY RESPONSIBILITIES

- Plan and purchase marketing swag, uniforms, and special orders.
- Support new property and store openings as needed.

PURCHASING

- Manage swag inventory and purchasing within budget.
- Handle vendor setup, logo instructions, purchase orders, and tracking.
- Ensure compliance with branding guidelines and corporate initiatives.
- Maintain accurate updates to business models and SOPs for inventory and AP reconciliation.
- Collaborate with accounting and marketing teams; keep vendor contacts current.

INVENTORY CONTROL:

- Oversee monthly physical inventories for swag.
- Monitor inventory levels and fill in as needed to maintain a proper stock of key items.
- Work with the accounting department to reconcile all receipts and outstanding issues.

CANDIDATE QUALIFICATIONS

- 5–7 years of progressive leadership experience in hospitality or luxury private clubs, with a proven record of operational excellence.
- Multi-property experience preferred, marketing background a plus.
- Strong understanding of luxury branding and ability to align operations with high service standards.
- Exceptional interpersonal and communication skills to build relationships with leadership, members, and partners.
- Demonstrated ability to coach, mentor, and develop talent, fostering collaboration and accountability.
- Skilled in strategic thinking, decision-making, and problem-solving with a creative, innovative approach.
- Highly organized, goal-oriented, and resilient in a fast-paced environment.
- Flexible schedule and ability to meet physical demands, including extended shifts and occasional lifting up to 45 lbs.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- A bachelor's degree in Hospitality Management or Fashion Merchandising, Retail Management, or Fashion & Retail Science is preferred, but not required, with hospitality experience catering to a high-end, discerning clientele.
- In lieu of the degree, substantial private club or hospitality experience will be considered.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. Discovery offers an excellent bonus and benefits package.

INSTRUCTIONS ON HOW TO APPLY

Please upload your Resume using the link below. You should have your Resume fully prepared to be attached when prompted for it during the online application process. Please be sure your image is not present on your Resume, which should be used on your LinkedIn Profile.

You must apply as soon as possible to be considered for this role.

IMPORTANT: Save your resume and letter in the following manner: (These documents should be in Word or PDF)
“Last Name, First Name - Resume” &
“Last Name, First Name - Cover Letter – Discovery Land Co”

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

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