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GENERAL MANAGER/CHIEF EXECUTIVE OFFICER PROFILE: CRANE CREEK COUNTRY CLUB BOISE, IDAHO

GENERAL MANAGER/CHIEF EXECUTIVE OFFICER AT CRANE CREEK COUNTRY CLUB

Crane Creek Country Club in Boise, Idaho, is seeking an experienced Chief Executive Officer to oversee all aspects of club operations, including finances, strategic planning, and all amenities that deliver the member experience. This is an outstanding opportunity for a thoughtful, strategic leader who excels in full-scope executive management and serves as a trusted partner to the board of directors.

This leader will be empowered by the board of directors to carry out and manage the day-to-day activities of the club, coupled with additional responsibilities as directed by the board from time to time that are consistent with this position. He/she will implement and administer Club policies set by the board, establish operating procedures and standards, and direct all staff through department leadership. Additionally, they will be a key thought partner with the board in setting the strategic vision of the club as it moves forward.

A perfect opportunity for someone who enjoys the rugged west, mountains, streams, and the great outdoors, and all that is the Idaho lifestyle. Strong financial acumen and an enjoyment of being available and visible to the membership and staff will be important for the successful candidate.

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

ABOUT CRANE CREEK COUNTRY CLUB

Crane Creek Country Club is a premier private, neighborhood club nestled in the Boise foothills, with a rich history dating back to its founding in 1963. Originally known as Highlands Country Club, Crane Creek was established by a group of passionate local golfers who sought to create a special place rooted in camaraderie, tradition, and exceptional golf. Designed by renowned architect Bob Baldock and thoughtfully enhanced over time by award-winning architect David Druzisky, the 18-hole championship course is known for its tight fairways, quick greens, and a signature canyon that winds through the back nine—rewarding precision, strategy, and shot-making.

The course stretches 7,071 yards from the championship tees and offers eight sets of tees, providing an outstanding experience for players of all skill levels. Crane Creek is widely regarded as one of the finest golf experiences in the Treasure Valley and serves as a training ground for top local players, prep teams, and the Boise State University golf program. Beyond golf, Crane Creek offers a robust, year-round amenity set designed to foster connection and an active lifestyle. The Landing, the club's modern restaurant and health club, features elevated dining, wellness amenities, and indoor golf simulators. Additionally, there is dining in the main clubhouse and in the summer, poolside dining. Tennis has long been a cornerstone of the club, with five outdoor courts and five heated indoor courts, complemented by a growing racquet sports community that includes indoor pickleball and a versatile sports court for basketball.

Located just minutes from downtown Boise, Crane Creek offers a rare balance of tranquility and convenience. Members enjoy sweeping foothill views, abundant wildlife, and a peaceful setting largely free from city noise, while remaining close to Boise's vibrant dining, cultural, and outdoor recreation offerings. With access to hiking, biking, skiing, and a thriving downtown scene, Crane Creek Country Club provides an exceptional lifestyle that blends natural beauty, community, and refined club living.

CRANE CREEK COUNTRY CLUB BY THE NUMBERS

- Gross Volume: \$11M
- Annual Dues Volume: \$7M
- Approximate Number of Members: 685 All Categories
- Initiation Fee: \$49k | Annual Dues: \$ 12,120
- F&B Volume: \$2.5M (84% a la carte, 16% catering)
- Average Age of Member: 55
- Number of Employees: 50 Full Time, 125 additional in Season
- Gross Payroll: \$5M
- Annual Rounds: 32,500
- Taxable Status: 501 (c) (7)
- POS System: Northstar
- Board: 12 members, 3-year terms

Crane Creek Country Club Website: www.cranecreekcountryclub.com

GENERAL MANAGER/CHIEF EXECUTIVE OFFICER POSITION OVERVIEW

The General Manager/Chief Executive Officer (GM/CEO) has operational management authority over the daily operations of the club, as well as establishing short- and long-term organizational goals, objectives, plans, and policies subject to approval of the Board of Directors.

He/she is responsible for the financial and operational stability of the club and other external activities. Duties include delivering on the vision of the Board of Directors, hiring, training, and retaining the management team and staff, and being responsible for all workforce issues as directed by the Board, including the focus on maintaining quality facilities, safety, services, and programs throughout all social and recreational offerings.

KEY PRIORITIES

- The General Manager/COO has the bottom-line responsibility for all club operating financial responsibilities, leads and directs the department heads and their teams on financial performance, and has the duty to produce monthly financials that go to the Finance Committee and the Board of Directors.
- Ensure adherence to all relevant state and federal regulations governing private clubs.
- Maintain the club's reputation as a first-class organization for all stakeholders, including the Board of Directors, current membership, and employees.
- Act as the intermediary between the Board of Directors and the club staff.
- Allow the Board to focus on long-term strategic issues while managing short-term operational issues.
- Foster a welcoming and inclusive environment for members and staff.
- Be a visible, warm, and welcoming presence.
- Actively engage in food and beverage back-of-house and front-of-house activities. Manage all club department heads, including the Director of Golf, Golf Course Superintendent, Director of Racquet Sports, Communications Director, Facilities Director, Controller, Membership Director, Food and Beverage Director, and Executive Chef.

ESSENTIAL RESPONSIBILITIES

- Implements general policies established by the Board of Directors; directs their administration and execution.
- As a partner with the Board in advancing Crane Creek's mission, the CEO discusses with the Board issues facing the Club and identifies actual or anticipated problems.
- Apprises the Board of trends, changing circumstances, and unexpected occurrences that could result in making changes to the strategic plan.
- Develop and recommend the annual budget to the Board. Implement and monitor the budget, monitor the quality of the Club's products and services, and ensure maximum member and guest satisfaction.
- Oversee the care and maintenance of all of the Club's physical assets and facilities

- Secure and protect the Club's assets, including facilities and equipment, and intellectual property.
- Handle emergencies such as fires, accidents, and breaches of security or house rules promptly and in person. Emphasize prevention through training, inspection, and preventive enforcement.
- Oversee risk management programs to ensure that adequate safety measures are in place to protect members, employees, and Crane Creek's assets.
- Provides advice and recommendations to the Board and committees about construction, alterations, maintenance, materials, supplies, equipment, and services not provided in approved plans or budgets
- Set the standard for effective management and demonstrate a concern for the supervision and development of the staff.
- Convene and preside over meetings with department managers and conduct regular full staff meetings
- Have ultimate authority over inter-departmental matters and implement policies concerning employee-employer relations.
- Develop, maintain, and disseminate a basic management philosophy to guide all Crane Creek personnel toward optimal operating results, employee morale, and member satisfaction
- Plan, develop, and approve specific operational programs, procedures, methods, rules, and regulations in concert with general policies that are approved by the Board.
- Ensure the highest standards for food, beverage, sports and recreation, entertainment, and other Club services. Initiate programs to provide members with a variety of popular events.
- Consistently assure that the Club is operated in accordance with all applicable local, state, and federal laws.
- Convene and preside over meetings with departmental managers; conduct all-facility personnel meetings.
- Develop and administer member-satisfaction measurement processes, reporting results to the Board.
- Properly manage all aspects of Crane Creek's activities to ensure and maintain the quality of products and services provided by the Club
- Welcome new Crane Creek members; "meet and greet" all Club members as practically possible during their visits to the Club. Develop ongoing dialogue and rapport with members through recognition, communication, and follow-through.
- Coordinate the marketing and member-relations programs to promote the Club's services and facilities to present and potential members.
- Protect and enhance the Club brand and reputation.

CANDIDATE QUALIFICATIONS

- A minimum of 5-7 years of progressive leadership/management experience in an active, family-oriented, private member-owned club environment is required.
- Substantial private club or hospitality industry experience with management and supervisory experience and progressive professional advancement.
- A dedicated team leader who will provide leadership and guidance to the department heads and employees.
- In-depth knowledge of the development, tracking, and meeting of capital and operating budgets in revenue enterprises with similar degrees of complexity in terms of budget scope, detail, and accuracy. Demonstrated success in managing the finances of the overall operations to remain within budget, while also ensuring overall levels of satisfaction in terms of service.
- Dignity, confidence, soundness of judgment, and the ability to achieve and maintain credibility and trust with the Board, committees, members, and staff.
- Enjoyment of the forward-facing aspect of leading a highly active club. An understanding of how to be in front of the membership at the right times.
- Pleasant, professional, and personable demeanor exhibiting an outgoing and genuine personality. Possessing a degree of humility necessary to keep the interests of the Club and its members first.
- An organizationally focused individual who recognizes details and consistency of delivery at a high level, resulting in overall outstanding member experience. Keen understanding of quality in all aspects of club operations (F&B, recreational amenities, maintenance, programming, etc.), and demonstrable success in leading clubs to continued relevancy while successfully managing evolving membership demographics.

- A demonstrable record of personal success, unimpeachable reputation, a hunger for “being the best,” naturally articulate, and able to communicate how and why results were achieved.
- A Team Builder. A person who embodies the persona of an ultimate coach and motivator, bringing out the best in others by setting clear goals and expectations, providing consistent feedback and support, and treating others with respect and professionalism.
- Experience in developing/implementing long-range (strategic) and annual (business) plans, managing capital projects, operating reports, forecasts, and budgets, with a strong understanding of hospitality and service balanced against financial efficiencies.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- A bachelor’s degree is preferred with a focus on private clubs, management, or hospitality.
- In lieu of the degree, substantial private club or hospitality experience will be considered.
- Industry certifications such as CCM, CCE, or PGA GM certification are encouraged but not required.

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.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefits package, including association membership.

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 **Crane Creek Country Club search committee/Attn: Bill Miller, President and Search Chair**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why CCCC and the Boise, ID 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, March 16, 2026. Candidate selections will occur late March, with the first Interviews expected in early April, and the second interviews a short time later. The successful candidate should assume his/her role in early June 2026.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – Crane Creek”

(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

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