

# KOPPLIN KUEBLER & WALLACE

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## **CHIEF OPERATING OFFICER PROFILE: QUAIL CREEK SPORTING RANCH OKEECHOBEE, FL**

### **THE CHIEF OPERATING OFFICER OPPORTUNITY AT QUAIL CREEK SPORTING RANCH**

The ideal Chief Operating Officer for Quail Creek Sporting Ranch is a visionary, emotionally intelligent leader with a servant's heart, exceptional professionalism, and the discretion required to lead an exclusive luxury sporting and hunting club. This individual will have an entrepreneurial spirit and has proven experience managing complex hospitality and recreational operations, delivering exceptional member and guest experiences while ensuring strong financial accountability and performance. A genuine passion for the outdoors and shooting sports, combined with a collaborative, strategic leadership style, enables this leader to inspire teams and guide the club's continued growth and prestige.

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

### **ABOUT QUAIL CREEK SPORTING RANCH**

Quail Creek Sporting Ranch is a privately owned, premier sporting and hunting club located in Okeechobee, Florida, set on 4,000 acres of pristine natural landscape. Known for its blend of regional hospitality, luxury, and world-class outdoor recreation, the club offers an exclusive yet welcoming environment for members and guests. The ranch is internationally recognized for its elite shooting-sports facilities, which host major tournaments and events. Amenities include a fully equipped pro shop, inviting pavilions, and meticulously maintained shooting grounds designed for all skill levels. Outdoor offerings extend to sporting clays, quail and turkey hunting, and professionally guided instruction and programming.

Quail Creek offers upscale lodging, including charming cottages and luxury suites, and an on-site dining room serving refined cuisine. The 30,000 sq. ft new lodge is under construction, and the ranch is expanding its appeal as a destination for corporate retreats and special events.

Membership is intentionally limited to maintain exclusivity, with 37 members currently (capped at 50). The club is open to the public, with Hunting and Corporate Hunting Memberships available; hunting privileges are reserved for Private Hunting Members. The ranch has 1,000 acres of high-fenced hunting grounds that are stocked with exotics. Operations are supported by 62 full-time employees, with staffing expanding seasonally for major events. Overall, Quail Creek Sporting Ranch stands out as a luxury outdoor destination that seamlessly combines recreation, hospitality, and nature in a distinctive Florida setting. The Club is currently developing residential lots for members immediately adjacent to the property.

### **QUAIL CREEK SPORTING RANCH BY THE NUMBERS:**

- Dues \$37,500 (credit book of \$20,000 for hunting and \$10,000 for misc.)
- 26 bedrooms are available for members, and 6 more will be offered in the new clubhouse.
- Clubessential POS
- Single-owner property

**QUAIL CREEK SPORTING RANCH WEBSITE:** [www.quailcreeksportingranch.com](http://www.quailcreeksportingranch.com)

**[QUAIL CREEK SPORTING RANCH SAFETY VIDEO](#) Password: Quail-Cr33k:**

## **CHIEF OPERATING OFFICER POSITION OVERVIEW**

Quail Creek Sporting Ranch presents more than just a typical managerial role—it is an unparalleled opportunity for an individual to spearhead the development of a world-class hunting club and deliver a five- star experience unlike any other. This unique position offers the chance to shape a culture centered around excellence and impeccable hospitality. Our members expect nothing short of perfection, drawing comparisons to their most recent five-star service encounters, where they are accustomed to being treated as the foremost priority.

Beyond standard directives and day-to-day operations, this role requires a visionary leader and a strategic thinker with a relentless drive to deliver outstanding results through collaboration and streamlined processes. Emotional maturity, professionalism, and discretion are essential qualities, while a genuine belief in hospitality, rooted in a servant's heart, is core to the individual's identity.

Ideally, the selected candidate will also have a strong passion for the outdoors and shooting sports, strengthening their connection to the club's ethos. Quail Creek Sporting Ranch seeks more than an average candidate; we are looking for an enthusiastic, experienced Chief Operating Officer to lead our respected recreational shooting and hunting club. This key role involves managing all aspects of club operations, ensuring exceptional experiences for our members and guests, while maintaining financial health and success.

## **ESSENTIAL DUTIES AND RESPONSIBILITIES**

- Oversee all aspects of ranch operations, including managing staff, finances, marketing, member relations, event planning, and ensuring compliance with all state and federal regulations.
- Build a high-performing team capable of driving the growth of the entire business ecosystem, including scaling and developing new opportunities.
- Drive membership growth and engagement: Develop and implement strategies to attract new members, retain existing members, and foster a keen sense of community within the club.
- Ensure exceptional member and guest experiences: Oversee all aspects of guest services, from reservations and check-in to food & beverage operations and activity coordination.
- Maintain the highest standards for safety and quality: Implement and enforce safety protocols for all shooting and hunting activities, and ensure the facilities and equipment comply with the highest standards.
- Develop and manage the club's budget: Prepare and manage the operating budget, track financial performance, and identify areas for cost savings and improvement.
- Stay current of industry trends and best practices: Continuously research and implement innovative technologies, marketing strategies, and operational efficiencies to keep the ranch at the forefront of the industry.
- Build and maintain positive relationships: Cultivate strong relationships with members, guests, staff, vendors, and local community stakeholders.

## **REPORTING STRUCTURE**

This position reports to the owner of Quail Creek Sporting Ranch, with oversight from the Advisory Board.

Direct Reports - Sporting Clay Manager, Office Manager, Hunting Manager, Executive Chef, Pavilion Chef, Lodging Manager, Member Services Director, Front of House Director, and Maintenance Manager.

## **CANDIDATE QUALIFICATIONS**

- A minimum of 5 - 7 years of progressive leadership/management experience in (preferably) a private member-owned club, or leading hospitality operations outside of the club industry in a similar hospitality operation.
- A strong, forthright communicator with the personal qualities of confidence, credibility, energy, commitment, and humility, along with exemplary ethics of honesty, integrity and loyalty.
- A genuine passion for the outdoors and shooting sports; shooting club experience preferred but not required.
- Technologically proficient and recognizing best practices use of technology to improve 'high touch' service delivery to members, as well as to more effectively manage and lead operations.
- Proven financial management and leadership skills

- Someone who is an innovator and a champion of new ideas and initiatives to increase revenue and member/guest satisfaction.
- A truly confident, diplomatic, and competent hospitality industry professional with presence, who recognizes the importance of accountability.
- As noted above, a true “partner” with the owner recognizing that he/she needs to be a creative problem solver whose ability to convey ideas, suggestions, and solutions in a thoughtful, well-reasoned manner with a high level of integrity results in high levels of respect.
- Minimum three years of senior operational leadership experience within a hospitality or sport-related environment.

### **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**

Quail Creek Sporting Ranch will offer an attractive compensation package commensurate with experience, including a competitive base salary, bonus opportunities, and benefits. including a beautiful home, built in the same style as the lodge.

### **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 **Quail Creek Sporting Ranch, Troy Link, Owner**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why QCSR and the Okeechobee area will benefit you, your family, your career, and the Club if selected.

**You must apply for this role as soon as possible. Candidate selections will occur in mid-March, with the first Interviews expected a short time later.**

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter, Quail Creek Sporting Ranch - COO”

(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: [katy@kkandw.com](mailto:katy@kkandw.com)

#### **Search Executives:**

Armen Suny

Search Executive

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

**M:** (303) 570-2741

[armen@kkandw.com](mailto:armen@kkandw.com)

Kurt D. Kuebler, CCM, CMAA Fellow

Partner

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

**M:** (407) 864-6798 [kurt@kkandw.com](mailto:kurt@kkandw.com)