

## **GENERAL MANAGER PROFILE: DENVER COUNTRY CLUB DENVER, CO**

### **GENERAL MANAGER OPPORTUNITY AT DENVER COUNTRY CLUB**

Denver Country Club is seeking an experienced, visible, and emotionally intelligent General Manager who can both honor the Club's deeply rooted culture and thoughtfully guide it into the future. Across the membership and leadership, there is a clear desire for a "culture carrier" — a leader who is approachable yet polished, who leads with humility, listens actively, and builds trust with both members and staff. This individual must be a strong operator with particular depth in food and beverage, financial acumen, and experience in complex, high-end club environments, while also possessing the confidence to empower a talented team without micromanaging by setting clear expectations and accountabilities. Just as importantly, the next GM must be highly present and engaged, setting the tone through visibility, consistency, and genuine relationship-building, reinforcing Denver Country Club's identity as a welcoming "second home" grounded in tradition, respect, and community.

Additionally, the Club is looking for a strategic and steady leader who can elevate operational consistency while navigating significant capital projects and evolving member expectations. Success will require balancing long-term vision with day-to-day excellence, strengthening communication and alignment with a highly engaged, committee-driven governance structure, and developing and retaining a high-performing team. The ideal candidate will bring a thoughtful, proactive approach to continuous improvement, enhancing quality, attention to detail, and organizational discipline without disrupting the culture that members value deeply. Ultimately, Denver Country Club seeks a leader who can seamlessly follow a highly regarded predecessor, maintain momentum, and build upon a strong foundation to deliver an even more consistent, elevated, and member-centric experience.

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

### **ABOUT DENVER COUNTRY CLUB**

Denver Country Club is a historic, member-owned private club located in the heart of Denver, Colorado. Founded in 1887, the Club is recognized as one of the oldest country clubs in the United States and the oldest west of the Mississippi. Originally centered around horse racing, the Club quickly expanded to include golf, tennis, polo, and other recreational pursuits, and today it continues to evolve while preserving the traditions that have shaped its legacy. Membership is by invitation, and the Club's members have long included leaders from Denver's business, civic, and philanthropic communities.

The Club's facilities reflect a comprehensive approach to sport, recreation, and social engagement. Golf is a cornerstone amenity, with an 18-hole golf course that has been a prominent venue since the late nineteenth century. Tennis also has a long and distinguished history at the Club, and members currently enjoy twelve tennis courts, including two grass courts, two clay courts, four all-weather composition courts, and four courts in the indoor facility. The racquets program is complemented by platform tennis courts and pickleball, offering year-round opportunities for play and competition.

Aquatics and outdoor recreation are central to the member experience, highlighted by a multi-dimensional Olympic-size swimming pool. Additional outdoor amenities include a croquet and lawn bowling pitch, as well as a skate house and skating rink, providing seasonal recreational options for members and their families. A fitness facility supports health and wellness pursuits, while dining and banquet facilities serve as gathering spaces for social, dining, and private events.

Throughout its more than 135-year history, Denver Country Club has remained committed to delivering an exceptional club experience, balancing tradition with thoughtful modernization.

The Club continues to serve as a social and recreational hub for its membership, offering a setting where sport, leisure, and community intersect in one of Denver's most historic and prestigious private club environments.

### **DENVER COUNTRY CLUB BY THE NUMBERS**

- Approximately 772 members in all categories; a significant number of prospective candidates are on a waitlist averaging 2 to 3 years
- Club employees: approximately 130 employees; 250 (seasonal)
- Initiation fee: \$130,500
- Annual dues: \$14,196
- Annual capital dues: \$3,840
- Gross volume: approximately \$21M
- Annual dues revenue: approximately \$8.9M
- Rounds of Golf: approximately 25,000
- F&B volume: approximately \$3.5M
- Gross payroll: approximately 10.5M
- Club software: Northstar
- Average age of members is 62
- There are 15 Voting Board Members serving 3-year terms; 1 Non-voting Board Member.

**DENVER COUNTRY CLUB WEBSITE:** [www.denvercc.net](http://www.denvercc.net)

### **GENERAL MANAGER – POSITION OVERVIEW**

The General Manager serves as the chief operating executive responsible for the comprehensive leadership and performance of all club operations, including golf, racquets, aquatics, fitness, dining, social programming, and major clubhouse and grounds operations. Reporting to and working in close partnership with the Board of Directors and its committees, the General Manager ensures alignment with the Club's strategic priorities while leading a team of department heads across all functional areas. The position carries full accountability for operational excellence, financial performance, service delivery, and the consistent execution of high standards across all member touchpoints.

In addition, the General Manager is responsible for advancing the Club's long-term vision through thoughtful planning, disciplined financial management, and the successful execution of capital projects and infrastructure improvements. This includes oversight of annual budgeting, long-range forecasting, vendor and contract management, and the implementation of systems that support effective reporting and performance measurement. The role requires a leader who can effectively navigate a governance-driven environment, communicate clearly with multiple stakeholders, and foster a collaborative, high-performing culture. Equally important is a commitment to talent development, operational consistency, and continuous enhancement of the overall member experience across a dynamic and highly active private club setting. Working with and further strengthening relationships with local governing authorities and key service providers is also a critical success factor in this highly visible, relationship-driven role. The Club has a comprehensive strategic plan, and the General Manager must demonstrate a clear understanding of that plan, with the ability to effectively execute and advance its priorities year over year.

### **INITIAL PRIORITIES OF THE NEW GENERAL MANAGER**

- Spend considerable time with the Board, Members, and Staff to listen and understand the culture and history of Denver Country Club before making any significant changes. Be highly visible, approachable, and available.
- Review and evaluate the current organizational chart; make a recommendation to the Board for any changes or enhancements needed.
- Evaluate and enhance the overall Denver Country Club member experience by re-establishing standards of excellence, setting clear expectations for the team, and fostering a culture of accountability, while collaborating with staff to implement a focused action plan for timely and meaningful improvements. As part of this evaluation, pay especially close attention to the details for a consistently successful member and staff experience.

- Serve as a strategic collaborator with the Board, contributing to the formulation of short and long-term goals and objectives. Work together to chart a course for the implementation of strategic plan initiatives.
- Prioritize community outreach by building and maintaining strong relationships with key external stakeholders, including local government entities and community partners, while continually strengthening established relationships such as those with the Denver Police Department.
- Review the status of ongoing capital projects and gain a clear understanding of upcoming initiatives, while establishing a proactive, prioritized approach to deferred maintenance and long-term facility needs.
- Create a “State of the Club” report to the Board after ninety days of evaluation and observation, providing keen insights and recommendations for procedures, staffing, programming, and other key processes within the Club.

### **CANDIDATE QUALIFICATIONS**

- 10-15 years of General Management experience in similar multi-dimensional, member-owned, high-quality, private clubs is preferred. However, industry “Rising Stars” in a premier club environment with an outstanding track record of success will also be considered.
- A proven businessperson from the club or hospitality industry with exceptional financial, budgeting, and business planning skills that have yielded verifiable results. In particular, the candidate must enjoy and embrace the challenge of strong fiscal management while at the same time delivering the quality and range of services and innovative activities to enable the Club to attract and retain members and staff.
- Strong general management skills with verifiable strengths in inspirational leadership, financial performance, “people” skills, and large-scale recreational amenity management.
- A record of impeccable integrity, along with the personal attributes of being a highly visible, engaged, passionate professional, and having outstanding membership relations, including possessing an appropriate sense of humor and humility.
- Being known for positively mentoring and coaching department managers and employees, and demonstrating proven leadership skills in team building, employee motivation, and employee training programs. A proven track record of advancing employees in the industry is essential.
- The proven ability to collaborate with the Board and Committees, and a strong ability to work with the Board to further establish and implement clear roles, responsibilities, and overall metrics for sustainable success.
- A record of showing a high degree of initiative, innovation, and resourcefulness in directing the activities of a year-round, multi-faceted country club environment. Able to demonstrate a consummately professional image to the staff, membership, and the external relationships at all times.
- Demonstrate strong organizational skills, and an obsession with covering the details necessary to consistently achieve high levels of quality, satisfaction, and outstanding member experiences.
- Strong and polished personal presence and “executive gravitas,” with an intuitive desire to meet, interact with, and build strong relations amongst all constituents.
- A creative problem solver who approaches challenges with curiosity, strategic thinking, and a solutions-oriented mindset. Anticipate issues before they arise, think beyond conventional approaches, and engage the team in developing thoughtful, practical solutions that enhance operations and elevate the member experience.
- Skilled at applying industry best practices and policies.
- Adept at identifying and implementing best-in-class technologies.
- Active and well-respected in their local and national CMAA organization.

### **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 or CCE 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: \$450,000 - \$550,000

#### **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 **Denver 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 Denver Country Club and the Denver, CO 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 Wednesday, April 1, 2026. Candidate selections will occur mid-April, with the first Interviews expected in April 2026 and the second interviews a short time later. The successful candidate will likely assume their role in September.**

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – Denver 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](mailto:alice@kkandw.com)

#### **Search Executives:**

Marcie Mills, CCM

Search & Consulting Executive

**O:** 833-KKW-HIRE, ext. 716

**M:** 484-577-6762

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