

DIRECTOR OF GOLF PROFILE: COLD SPRING COUNTRY CLUB HUNTINGTON, NY

DIRECTOR OF GOLF OPPORTUNITY AT COLD SPRING COUNTRY CLUB

Cold Spring Country Club is seeking an exceptional golf professional with a passion and dedication to both the game and the profession to be their next Director of Golf (DOG). The club has a great history of valuing the traditions of the game and the fellowship of the membership. The successful PGA/LPGA professional will exhibit a sincere passion for the game, its history, and for the members of Cold Spring Country Club's enjoyment of their golf games. Excellent leadership and communication skills are necessary to successfully lead the golf operation.

The DOG will play an integral role in both the continuity and expansion of the golf program and will oversee all golf operations and services. The well-qualified candidate will have extensive team-building and mentoring experience to help drive a very active golf program and create a team that thrives in a culture of respect for the game, the members, and the profession. Visibility and a desire to build and maintain member relationships will be important in this role, along with the ability to work in a volunteer club leadership governance model. Strong golf administration and tournament operations experience are important. A history of quality golf coaching, teaching, and playing the game at a high level is desired.

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

ABOUT COLD SPRING COUNTRY CLUB

Nestled on Long Island's historic Gold Coast, Cold Spring Country Club is a timeless retreat where heritage, recreation, and family traditions come together. Originally commissioned in 1919 by Otto Kahn and designed by legendary architect Seth Raynor, the championship golf course winds through more than 170 acres of rolling, wooded terrain surrounding the estate's iconic castle. Since its founding as a private club in 1947, Cold Spring has cultivated a welcoming, family-friendly atmosphere where generations of members have created lasting memories in a setting defined by elegance and natural beauty.

The par-71 championship course is celebrated for its immaculate conditioning and some of the finest, fastest greens on Long Island. With multiple tee options, the layout offers both a formidable challenge for accomplished players and an enjoyable experience for beginners and families alike. An expansive practice facility, including a full grass driving range, oversized putting green, chipping and pitching areas, and sand traps, ensures golfers of every level have the opportunity to refine their game.

Beyond golf, Cold Spring Country Club offers a vibrant array of amenities designed to engage every member of the family. The clubhouse provides full-service dining and entertainment in an inviting atmosphere, along with extensive catering capabilities for weddings, banquets, and special events. Two swimming pools, six tennis courts, 3 pickball courts and a fully stocked pro shop complement the club's recreational offerings. The dynamic tennis program features inter-club competition, clinics for all ages, tournaments, cardio tennis, and social events that foster camaraderie and community. The Club recently sold a parcel of land not associated with the golf course, generating substantial funds to support major capital improvements over the next two years. Planned projects include a new pool area, a redesigned 19th hole with an outdoor bar and putting park, expanded fitness facilities, and a renovated men's locker room all reinforcing the Club's commitment to enhancing the member experience.

Members enjoy proximity to scenic waterfronts, historic estates, boutique shopping, fine dining, and convenient access to New York City. This exceptional setting enhances the club experience, offering a perfect balance of tranquil escape and metropolitan accessibility—making Cold Spring not just a club, but a true home away from home.

COLD SPRING COUNTRY CLUB MISSION STATEMENT

The mission of Cold Spring Country Club is to provide all members with a positive social experience in golf, tennis, dining, entertainment, and special events. The club strives to maintain and build upon its reputation as a superior, family oriented, and inclusive private country club, proud of its history and legacy, making every effort to improve and stay ahead of the curve. We revisit our mission statement on a regular basis, making sure we change positively with the times but also making certain that we adhere to our core values.

COLD SPRING COUNTRY CLUB BY THE NUMBERS

- 274 Members
- Initiation Fee \$50,000
- Annual Dues \$29,500
- 16,500 Average Yearly Rounds of Golf | 18 holes
- Golf Payroll Approximately \$594,880.
- Instruction Volume \$190k
- 69 FTE | 73 Seasonal
- 6 FTE Golf Operations | 19 Seasonal
- Average Age of members: 62
- 14 Board Members with 2-year terms
- Seth Raynor-Designed Course
- Course is currently in Phase 2 of a 3-Phase golf course renovation. Phase 3 to begin after the 2026 season
- POS & Accounting System is Jonas

COLD SPRING COUNTRY CLUB WEBSITE: www.coldspringcc.org

DIRECTOR OF GOLF – POSITION OVERVIEW

The Director of Golf at Cold Spring CC is the leader of the golf operation for a traditional member owned and operated club. This PGA/LPGA member should be of the utmost integrity and, through their daily interactions with members and staff, exhibit professionalism and diplomacy, be highly active and engaged, and enjoy being visible across all parts of the golf operation. The ideal candidate will be the club expert and steward of all golf history, championships, and happenings, and value the traditions of the game and history of the profession and beyond. The new DOG will be asked to evaluate staffing levels, professional standards, and all golf operations policies and procedures for consistency with today's "best of the best" clubs.

They will be an exceptional leader, motivator, and mentor to their team, take ownership of ensuring all in the golf department grow and advance their careers, and be at Cold Spring Country Club. They will value and respect the contributions of volunteer members and be the liaison with the golf committee, and at times, with the Board of Directors. Their passion for the games will be evident in all they do, and they will also be respected by all for their knowledge of the game, the rules of golf, and business. A strong business acumen is needed for success in this role. They will set the standard for behavior and hospitality for their team, and the culture of golf by the members at the club. They will directly lead areas of the golf operation and work closely with the Superintendent of Golf Course and Grounds and other department heads while reporting to the General Manager/COO.

Encouraging the professional staff to actively be involved in working with and playing with members regularly is important, along with themselves enjoying playing from time to time with various members, thus enhancing their connectivity to the membership. This professional will be an all-around engaged, professional, consummate golf professional in all aspects of competencies and experiences. The successful next DOG will be a "generalist," excelling as a player, coach, instructor, merchandiser, innovator, tournament host, and marketer, but above all, a great communicator!

He/She directly supervises all inside and outside Professional Staff and recruits, hires, trains, and supervises all Professional Staff to ensure that a high level of service is consistently delivered to the membership. Special emphasis is placed on member relations and the ability to interact with members genuinely, properly, and regularly, and truly enjoy doing this daily.

INITIAL PRIORITIES OF THE NEW DIRECTOR OF GOLF

- Secure high levels of membership satisfaction with a positive, respectful, interactive, & highly visible presence.
- A careful evaluation of all aspects of the golf operation and team at Cold Spring Country Club to elevate the standards of the day-to-day operations.
- Develop and build an engaged golf operations team with a service mindset, strong focus on true mentorship and growth of the individual team members, and take pride in advancing their careers.
- Create a feeling of overall hospitality, warmth, and energy through interactions with members, guests, and staff that complements the service-centric culture of the Club.
- Look for opportunities to be innovative.
- Look at the current caddy program and focus on its growth by looking at how to increase usage by the members and guests
- Ensure the same level of engagement from the team, as you would expect from yourself, especially when absent, setting performance management standards/expectations, and executing at a high level.
- Lead and continually enhance an active Coaching and Teaching program for all skill levels, and exhibit a passion for the membership to improve and enjoy their golf game and experience. Develop, coach, teach, and oversee all instruction, private lessons, clinics, and player development programs, and directing the coaching/teaching of all golf professionals on staff.
- Promote and grow the Junior Golf program to provide extended value to the golf membership through various offerings.
- Keep a close working relationship with the Superintendent of Golf Course & Grounds, focusing on member-guest experiences, playing conditions, pin locations, pace of play, rules, and hazards issues, and partnering on tournaments to ensure course setup and playability, including communicating expectations are properly planned for.
- Full responsibility for the club-owned Golf Shop inventory, where the professional is a partner in operating the concession and thinks of him/herself as a business partner with the club, and takes ownership of the success of the merchandising program to elevate the member experience.
- Look at all golf events bringing a new energy and programming of such events, tournaments including marketing, tee prizes, billing, and partnering with food and beverage leadership to create successful execution. Promote, organize, and supervise all golf tournaments.
- Assure all standard operating procedures for sales and cost controls are in place and consistently followed.
- Ownership of the Golf Operations budget which includes all tournaments and golf-related events.
- Oversee the charges for green fees, cart fees, bag storage, and work closely with the CFO to maintain financial procedures in accordance with the established guidelines of the CFO and GM.
- Recruit, conduct interviews, hire, and train needed staff. Work with Human Resources Manager to ensure proper hiring, annual reviews, and termination procedures are followed.
- Have a high level of understanding of the USGA rules of golf and supervise the club handicap system. Create and enforce consistently the Club's rules and regulations governing the use of the golf course, golf carts, and other golf facilities, and overall play in general.
- Prepare annual and monthly budgets and operating plans for golf operations and take corrective actions as necessary to assure that budget goals are attained.

CANDIDATE QUALIFICATIONS

- A strong accomplished PGA professional who is a leader with "gravitas" and a proven track record of providing premier services in a dynamic, exclusive membership environment.
- Experienced in Coaching and Teaching –directing an entire club's instructional program is an advantage – working with all levels of playing abilities and diverse skill levels to grow the game.
- A highly visible and interactive individual committed to engaging members at every opportunity to develop high levels of member satisfaction.
- A leader known as a team builder who has a history of attracting, developing, motivating, and retaining a high-performance team of professionals to service the membership.
- A verifiable record of working closely and successfully in a private club with an active Board and committees, while providing visionary leadership and partnership to the General Manager.

- Financially astute with fiscal operations and budget development.
- An excellent player and student of the game themselves with a passion for all things golf. A strong golf community network and knowledge of best practices of top-performing and high member satisfaction operations across the country.
- Previous caddy program experience is a definite plus
- Exceptionally strong communication skills with members and staff, creating an open exchange environment where genuine input is welcome to move the golf operations forward positively and passionately.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Preferred Bachelor's Degree in Business Administration or Golf Management, but not required.
- In lieu of the degree, substantial golf professional and private club experience will be considered.
- A PGA/LPGA member in good standing with a minimum of 5 years of Head Professional or Director of Golf experience in a like or similar type of facility is required.
- NOTE: Those current 1st or Lead Assistant Professionals, or Head Golf Professionals under a Director of Golf at well-recognized clubs with a strong history of excellent mentorship of the professionals that have worked there, along with verifiable records of achievement, will be considered for this role.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. The club offers an excellent benefits package including association dues and membership. Base Salary Range: \$200,000 - \$225,000 plus incentives, coaching/teaching revenue, and annual bonus.

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 attach when prompted 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 **Cold Spring Country Club search committee/Attn: Steve Schlow, Chairman**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why CSCC and the Huntington, NY 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 Tuesday, May 5, 2026. Candidate selections will occur mid-May, with the first Interviews expected in early June and the second interviews a short time later. The successful candidate should assume his/her role by October 1, 2026. This will allow potential candidates in most of the country to complete the season at their current club before taking this new position.

IMPORTANT: Save your resume and letter in the following manner: (Word or PDF format)

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter – Cold Spring CC"

Note: Once you complete the application process for this search, you will not be able to go back 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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