

DIRECTOR OF GOLF PROFILE: BANYAN GOLF CLUB WEST PALM BEACH, FL

DIRECTOR OF GOLF OPPORTUNITY AT BANYAN GOLF CLUB

Banyan Golf Club is seeking a multi-talented PGA/LPGA professional to assume the role of Director of Golf (DOG) at this exclusive club located in the golf rich West Palm Beach, FL locale. This individual will follow a professional who is retiring after a 30-year career at the club. Extensive leadership and excellent communication skills are essential to lead an engaged golf operation for a club with a great golf history.

The DOG will play an integral role in maintaining and enhancing the golf experience for the members and their guests. It is an opportunity for the club and the professional to take a fresh look at every part of the operation. The DOG will oversee the total golf operation and services, including the golf shop, driving range, caddie program, outside services, and golf cart operation, including supervision of the entire professional staff. The position will promote an exceptional "golf experience," and provide excellent services and programs for all members. A passion for mentoring and team member development is essential, with a sincere desire to elevate the careers of the professional staff.

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

ABOUT BANYAN GOLF CLUB

Banyan Golf Club is an exclusive, member-owned private club nestled within the natural beauty of West Palm Beach, Florida. Founded in the early 1970s, the Club was created when a group of golfers sought to preserve their favorite course from redevelopment. Designed to provide a pure and uninterrupted golf experience, the course is uniquely free from surrounding homes, allowing members to enjoy a tranquil setting defined by native tropical vegetation, mature cypress trees, and carefully preserved landscapes. The Club's limited, invitation-only membership fosters a close-knit and welcoming community, where personalized service and attention to detail create an atmosphere that feels both refined and relaxed. This culture is captured in a simple idea embraced by the membership: "we play, we connect, we give."

At the heart of Banyan is its meticulously maintained championship golf course, stretching over 7,200 yards and offering seven sets of tees to accommodate players of all skill levels. The course was designed by golf architect Joe Lee. In 2018, the Golf Course underwent a \$3M+ renovation led by Kipp Schulties. The renovation included re-designing multiple golf holes, re-grassing the entire property, new bunkers, water hazards, and USGA spec greens. Complementing the course is a state-of-the-art practice facility designed and built in 2025, including an expansive driving range with premium Paspalum turf, multiple short game areas, and a dedicated instructional space. Recent enhancements between 2021 and 2023 include the expansion of the outdoor living spaces, featuring a spacious patio, open-air bar, fire pit, and scenic views overlooking the putting green.

Additional improvements to the practice facilities include a secondary teeing ground, creating a private and versatile space for instruction.

BANYAN GOLF CLUB BY THE NUMBERS:

- 327 Members in various membership categories
- Initiation Fee Approximately \$300K
- Annual Dues Approximately: \$25K | Annual Capital Assessments: approximately \$5K
- 25,000 Approximate Rounds of Golf
- Approximate Gross Annual Volume \$10M
- \$1.5M Golf Operating Budget (does not include depreciation, equipment lease, taxes, or insurance)
- Total Instruction Volume Approximately: \$200,000
- Instruction Rate: \$150/HR

- Gross Golf Shop Operations Payroll Approximately \$974K | Golf Staff: 22 FTE 4 Seasonal
- Club Uses Club Jonas Encore For POS & Accounting Operations.
- Average Age of Members is 63
- 11 Board Members, each serving 3-year terms.
- Club is a 501 (C)(7) organization

CLUB NAME WEBSITE: www.banyangolfclub.com

ORGANIZATIONAL STRUCTURE

The DOG reports to the General Manager and serves as an integral part of the senior leadership team. The DOG attends all Golf Committee and Greens Committee meetings regularly and other meetings as required by the GM. The DOG will partner closely with the Golf Course Superintendent on course setup, conditions, and playability.

DIRECTOR OF GOLF - POSITION OVERVIEW

The DOG at Banyan Golf Club is responsible for leading all aspects of the Club's golf operation while delivering a welcoming, engaging, and high-quality experience for a diverse membership. Banyan values a thoughtful balance between honoring the game's traditions and embracing modern approaches to service, programming, and member engagement.

The DOG is responsible for the overall management, operation, and strategic direction of the golf program and facilities. This leadership role ensures an exceptional member and guest experience while driving revenue, maintaining high service standards, and overseeing staff development.

The DOG will be tasked with elevating the member and guest golf experience in the tournament program, coaching and teaching offerings, events, inviting out speakers that are golf related, merchandising offerings, team development, and day-to-day presentation to members and guests as they arrive and spend the day at the club. Opportunities to upgrade the hard goods program, fitting program, personalization at the bag drop area, well-monitored pace of play, clear communication, and follow through with all golf course management and the agronomy team are of high priority. Implementing a structured service training program, improving the use of technology in the coaching and teaching program, and overall looking at the entire golf operation will be job 1 in year one.

This individual must embody the highest levels of integrity, professionalism, and diplomacy, and be a highly active and engaged presence with both members and staff. This individual will take full ownership of the operation and serve as a proactive senior manager.

The ideal candidate will bring vision and leadership to Banyan's golf operations and broader Club experience.

The DOG must be an exceptional leader and manager who recognizes and respects the contributions of staff at all levels and departments. He/she must be capable of both guiding and holding staff accountable to achieve and maintain high standards. The position will promote an exceptional golf experience and provide creative services and programs for all members and guests.

INITIAL PRIORITIES OF THE NEW DIRECTOR OF GOLF

- Establish strong relationships with members by maintaining a consistent, visible, and engaging presence
- Evaluate all aspects of the golf operation to identify opportunities
- Strengthen the golf operations team through leadership, training, a positive team culture, and clear expectations
- Develop a strong professional identity and culture for the staff and develop an effective plan to attract and retain talent
- Train and develop staff members to promote them to jobs of greater responsibility
- Foster innovation in programming and service delivery

Ensure consistent engagement from the team and lead inclusively while Banyan Golf Club is looking for the consummate golf professional in all aspects of competencies and experiences, the successful DOG needs to be a great generalist, meaning a good merchandiser, a good innovator, a good player, a good instructor, excel in tournament operations, and above all, a great communicator!

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Provide visible, approachable leadership across all golf operations
- Create and sustain a service-focused atmosphere that reflects the Club's environment while maintaining high professional standards
- Oversee and continuously enhance all aspects of the golf experience, including the operations of the bag room and cart barn, course management for daily play, setting up and maintaining the driving range and practice facilities, executing competitive and social tournaments and events, overseeing instruction, and fostering member engagement
- Maintain pace of play standards and course etiquette policies
- Recruit, develop, and mentor a team of golf professionals, shop staff, and bagroom attendants, with a strong emphasis on growth, retention, and a positive team culture
- Oversee the golf shop operation, merchandising, inventory management, club fitting, and financial performance
- Expand coaching and instructional programs
- Manage the golf operations budget (revenues, expenses, and key performance indicators)
- Organize the golf calendar for men's, women's, and couples events, both competitive and social, as well as possess strong relationships with product manufacturers to organize demo days
- Attend and advise the Golf Committee meetings
- Maintain and enforce Club policies, USGA rules, and handicap systems with consistency and fairness
- Maintain the fleet of golf carts, Tempo Walks (or equivalent), and push carts
- Coordinate with other departments to ensure seamless event execution
- Provide reports to the General Manager, President, Board of Directors, and Golf Committee Chair as requested
- Communicate effectively with all staff across all departments.

KEY CHARACTERISTICS

- Exceptionally strong communication skills
- An accomplished PGA/LPGA professional with a proven track record of providing premier services in a dynamic, exclusive membership environment with a strong PGA/LPGA network to benefit the members.
- Significant tenure and experience in similar club environments where traditions are respected and rooted.
- A strong team leader focused on two-way communication with all team members
- An interactive individual committed to engaging members to develop high levels of member satisfaction
- A proven track record in player and program development
- Knowledgeable in best practices in top-performing and high-member-satisfaction operations
- A verifiably unblemished career track that demonstrates a record of tenure and commitment to previous employers

CANDIDATE QUALIFICATIONS

- 5+ years of progressive golf operations experience, including leadership roles such as the Head Golf Professional or Director of Golf
- Maintain a professional appearance and an integrity-based style in all interactions with staff & membership
- Be ambitious and motivated; provide energy and enthusiasm for both the Club and the game of golf
- Experienced in leading the golf instruction program and player development
- Possess strong organizational and management skills
- Must be able to perform all physical requirements of a Director of Golf, including the ability to play golf with members and at various club events
- Must have good computer skills and be proficient in golf operations software, including but not limited to: Jonas, handicap systems, POS, word processing, and tournament programs
- Maintain the ability to analyze and interpret data and prepare reports

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Preferred Bachelor's Degree in Business Administration or Golf Management.
- 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 preferred.
- 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.

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.

INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter in the order listed using the link below. 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 **Banyan Golf Club search committee/Attn: Ms. Courtney Bibby, General Manager**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why BGC and the 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, May 13, 2026. Candidate selections will occur in mid-May, with the first Interviews expected in the first week of June, and the second interviews a short time later. The successful candidate should assume his/her role in late summer or early fall.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - Banyan”

(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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