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GENERAL MANAGER PROFILE: THE CAMARGO CLUB CINCINNATI, OH

THE GENERAL MANAGER OPPORTUNITY AT THE CAMARGO CLUB

The Camargo Club, a traditional, understated, multi-generational family club is seeking a positive, engaged and highly capable professional who has strong leadership experience to be its General Manager. The candidate must embody and demonstrate a confident leadership style that promotes a positive culture with an emphasis on team development, organizational consistency, process and financial management skills while maintaining the highest levels of member satisfaction. The retiring 15 year General Manager will leave in place a well-respected staff with developed skills and a caring membership with an eye on the future. The new General Manager will assume his/her duties in January 2027 and we want to identify candidates early for such a coveted position.

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

ABOUT THE CAMARGO CLUB AND INDIAN HILL

The Camargo Club, a prestigious private country club located in Indian Hill, a suburb northeast of Cincinnati, Ohio, was founded in 1925. It originated from a group of members at the Cincinnati Country Club who sought additional golf facilities, as their existing club was land-locked and limited in expansion potential. Influenced by prominent local figures, the club was established as a separate entity on an expansive, rolling countryside property. Renowned golf course architect Seth Raynor, advised by Charles Blair Macdonald, was commissioned to design the layout, incorporating his signature template holes inspired by classic British designs, including standout par-3s like the Redan, Eden, Short, and Biarritz—often regarded as among the finest collections in the world.

Raynor tragically passed away in early 1926 before the course's completion, and construction was overseen by his associate Charles "Steamshovel" Banks, with William Jackson (later the club's professional and superintendent) ensuring fidelity to the original plans. The course opened for play in 1927 and quickly earned acclaim as a classic example of the golden era of golf architecture. Over the decades, the club has maintained its understated, family-oriented character while preserving its natural, open setting. Notable enhancements include a 1960s bunkering update by Robert von Hagge (later removed) and a faithful restoration of bunkers and greens in the early 2000s by Tom Doak, followed by further refinements by Renaissance Golf Design. Today, Camargo remains one of America's elite private clubs, consistently ranked among the top courses nationally for its timeless design, intimacy, and commitment to tradition.

Beyond golf, the Camargo Club offers a variety of family-focused amenities in keeping with its principles of intimacy and simplicity. These include an outdoor swimming pool with snack food facility; tennis, paddle tennis and pickleball courts, fitness center, golf training facility, and dining options featuring a clubhouse restaurant, bar, and patio seating in a classic, traditional setting. The emphasis remains on quality over abundance, with facilities preserved to enhance member enjoyment in a natural, open setting without undertaking excessive expansion or following fads.

Settled in the late 18th century, Indian Hill has evolved into a quiet, safe, upscale residential area. With a population of around 6,000, it boasts high median incomes, excellent public and private schools, low density, and a peaceful, country-like setting just a short drive from downtown Cincinnati.

THE CAMARGO CLUB BY THE NUMBERS:

- 13,755 Rounds of Golf Annually
- \$85,000 Initiation Fee

- 224 Regular, 79 Limited Regular, 32 Seasonal Non-Resident, 63 Other
- Approximately \$7.5M Gross Revenue
- Approximately \$5.3M Annual Dues Revenue
- Approximately \$1.4M F&B Volume
- Approximately \$4.1M Gross Payroll
- 12 Board Members, 2-3 year terms, President 1-3 year term
- 63.5 Average Age of Members

THE CAMARGO CLUB WEBSITE: www.camargoclub.org

GENERAL MANAGER (GM) POSITION OVERVIEW

The General Manager has full responsibility for all aspects of operations at Camargo Club, effectively managing all resources and reporting to the Board of Directors and the Club President. The GM will lead the management team, directly supervising the Clubhouse Manager, Accounting, Golf Professional and Golf Course Superintendent, Pool Manager and Racquet Sports Professional. The GM will indirectly supervise all employees of the club while promoting a positive, engaging and highly competent service culture in all operations.

The GM is expected to be an interactive “thought partner” with the Board and Committees, working closely with both groups as collectively they make decisions and assist in implementing a strategic direction for the long-term well-being of the club. Like many clubs, The Camargo Club has several new, younger members with families, and the balance of tradition with relevance to today’s member needs and expectations is a critical success factor.

Additionally, the new GM must be a professional and highly respectful in his/her personal style, demeanor and presence, and someone who recognizes and is comfortable interacting with all demographics of members, staff and other constituents who contribute to the success of the Club; name recognition is a foundation of such success and this style must be a core competency of the top executive.

Transparency, honesty, and direct feedback are highly valued. Attention to detail and having necessary and appropriate follow up skills are important personal characteristics. A proven, thoughtful “listener” is desired, as well as someone who is highly approachable, appreciative of input and able to appropriately “filter” such input to implement the Club’s goals and objectives.

KEY ATTRIBUTES AND AREAS OF FOCUS

The successful General Manager will demonstrate:

- A natural servant leadership approach that develops strong working relationships with the established department leaders.
- A proactive, member-focused leadership style that promotes staff and membership engagement.
- Patience to observe, listen, ask questions, and learn about the culture and heritage of The Camargo Club and the surrounding community.
- Superior communication skills, while exuding energy and creativity.
- Disciplined follow-up to complete team goals and objectives in a timely manner.
- Attentiveness to member services and satisfaction while also developing the clubhouse staff.
- A strong understanding of superb dining and other food and beverage experiences for club members and guests.
- Demonstrated financial management experience with effective oversight of the annual operating budget.
- Continual visibility to members and staff as the face of the club.
- An understanding of the importance of leveraging tools to communicate effectively with staff and membership.
- Strong leadership and a strategic approach to management in all areas of the club.
- The ability to effectively lead, mentor, and develop department heads and staff through a continued professional development plan.
- Cultural development through effective hiring, training, communication, and building a strong team work ethic.
- The ability to build strong board and committee relationships, working to create a strong bond and open, diplomatic communication.
- An approach to the opportunity at Camargo Club as a long term commitment, not a career stepping stone.

DUTIES AND RESPONSIBILITIES:

Member Services

- Develops meaningful relationships with members and their families and grows to understand their desires.
- Provides quality leadership and a positive, upbeat image for the Club and its amenities. Leads with the commitment to provide members with premier service in casual and fine dining, recreational excellence, quality products, and an exciting calendar of club events. Maintains detailed records on events.
- Applies best practices in club organizational management by providing processes and procedures in identified areas.
- Plans his/her work schedule to be visible and readily accessible to members and their guests at the appropriate times and locations.
- Assures the smooth, efficient daily operation of the club to provide members and guests with an environment of excellence in hospitality.
- Oversees a top-rated food and beverage operation with appealing menus and exemplary service.
- Addresses and resolves member complaints and suggestions in areas such as general service, golf programs, employee attitude, maintenance, and the cosmetic appearance of the facility.
- Works with the Board and Membership Committee on new member invitation activities.

Employee Relations

- Creates and emphasizes a “one team” culture with all department heads and staff.
- Acts as a mentor and developer of professional talent within the staff.
- Maintains employment programs and recruitment efforts that position the club as a sought-after place to work, especially for wait staff and entry-level employees.
- Interacts with department managers regarding the appraisal, discipline, and/or discharge of any employee.
- Provides training and further development for all department heads and other personnel. Creates an environment of true team spirit among the staff.
- Ensures that a positive and healthy working environment exists throughout the club—one that is free of safety risks and all forms of employee harassment.

Financial Management

- Prepares the annual operating plan and capital budgets and, after Board approval, manages and controls operations to attain the desired results.
- Provides input to all department heads, professional staff, and key personnel in projecting and developing budgets, capital spending plans, fiscal controls, and operational guidelines.
- Installs controls and cost-effective procedures related to employee payroll, purchases, inventories, and supplies.
- Maintains an up-to-date management information system that delivers timely and accurate information for all areas of the club.
- Actively looks for efficiency opportunities in all areas of operations.

CANDIDATE QUALIFICATIONS

- A minimum of five years of verifiable, progressive leadership and management experience in an active, private member-focused club environment or an equivalent combination of related education and experience.
- A verifiable career track that demonstrates a record of tenure and commitment to previous employers, and that career moves were for enhancement of skills and experiences as opposed to ‘unplanned’ career changes.
- Strong general leadership skills with verifiable strengths in team development, financial performance, diverse recreational amenity management (golf, family activities and others are especially desirable), quality food and beverage programming, exceptional member/guest service programming, strategic planning, project management, and most importantly the ability to consistently define and achieve goals and objectives.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- A degree is highly desirable, preferably in Hospitality Management or Business.
- In lieu of the degree, substantial private club or hospitality experience will be considered.
- Certified Club Manager (CCM) designation is preferred 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. Salary Range: \$275,000 - \$325,000.

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 Camargo Club search committee/ Ms. Sarah Zmary, President** and clearly articulate your alignment with this role and why you want to be considered for this position at this stage of your career and why The Camargo Club and the Greater Cincinnati area will be beneficial to you, your family, your career, and the Club if selected.

You must apply for this role as soon as possible but no later than Friday, August 21, 2026. Candidate selections will occur in late August with first Interviews expected in mid-September 2026 and second interviews a short time later. The new candidate should assume his/her role in January 2027.

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

“Last Name, First Name Resume” &

“Last Name, First Name Cover Letter – Camargo Club”

(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 Holly Weiss: holly@kkandw.com

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