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GENERAL MANAGER/CHIEF OPERATING OFFICER PROFILE: AUGUSTA COUNTRY CLUB AUGUSTA, GA

THE GENERAL MANAGER/CHIEF OPERATING OFFICER OPPORTUNITY AT AUGUSTA COUNTRY CLUB

Augusta Country Club presents a rare opportunity to lead one of the South's most historic, respected, and family-oriented private clubs. Founded in 1899 and located adjacent to Augusta National Golf Club, Augusta Country Club seamlessly blends a rich golf tradition with a welcoming culture centered on exceptional member experiences, multi-generational engagement, and authentic Southern hospitality. With premier golf, dining, racquet, fitness, aquatics, and social amenities, the Club has cultivated a vibrant and relevant community while remaining deeply rooted in its traditions, values, and commitment to excellence.

The Club is seeking an experienced, highly visible, and engaging General Manager/Chief Operating Officer with strong financial acumen, a commanding leadership presence, and a proven ability to foster accountability and operational ownership across the organization. The ideal candidate will be a thoughtful evaluator of talent and an accomplished team builder who leads with high emotional intelligence and a people-first philosophy that consistently prioritizes both members and employees in decision-making. This individual will work closely with an engaged Board and a committed leadership team to further elevate the member experience, strengthen organizational culture, enhance operational excellence, and help shape the Club's long-term strategic vision. Success in this role requires a hands-on, approachable leader who embraces a "management by walking around" philosophy, values visibility and accessibility, and maintains an unwavering attention to detail.

Successful candidates will value Augusta Country Club's distinguished history and prestige while bringing the contemporary leadership skills, emotional intelligence, and private club management expertise necessary to thoughtfully lead the Club into its next chapter of success.

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

ABOUT AUGUSTA COUNTRY CLUB

Augusta Country Club is one of the oldest and most storied golf clubs in the United States, with origins dating back to 1897–1898 and official incorporation established in 1899. Originally known as the Bon Air Golf Club due to its close association with Augusta's historic Bon Air Hotel, the Club later became The Country Club of Augusta before officially adopting the name Augusta Country Club in 1921.

Located in Augusta, Georgia, adjacent to Augusta National Golf Club and neighboring the historic Sand Hills district, Augusta Country Club has played an important role in the development of golf in the American South. The Club's founders — Dr. William Henry Harison Jr., Morley Harison, Henry H. Cumming, and Louis P. Berckmans — were instrumental in introducing golf to Augusta and helping establish the city as one of the premier golf destinations in the country.

The Club's historic Donald Ross-designed golf course remains a centerpiece of the membership experience. Originally constructed as a 9-hole course in the late 19th century and expanded to 18 holes in 1901, the course has undergone several thoughtful enhancements throughout its history. In 2001, Augusta Country Club completed a significant restoration led by noted architect Brian Silva utilizing original 1927 Donald Ross sketches obtained from the Tufts Archives in Pinehurst, North Carolina. Additional reinvestments have included course infrastructure improvements, irrigation upgrades, and redesigned holes completed in partnership with Augusta National Golf Club.

Augusta Country Club offers a comprehensive private club experience centered around exceptional golf, dining, recreation, and family-oriented programming. Amenities include a 70,000-square-foot clubhouse featuring multiple dining venues and private event spaces, a well-appointed golf practice and teaching facility, an active tennis program, fitness and wellness facilities, aquatics, and a variety of social and recreational activities for members of all ages.

Throughout its history, the Club has hosted notable competitions and events, including the 1930 Southeastern Open, where legendary amateur Bobby Jones defeated Horton Smith. Today, Augusta Country Club continues to honor its rich traditions while remaining focused on thoughtful stewardship, continued reinvestment, and delivering an exceptional member experience.

Beyond the Club itself, Augusta offers a unique combination of moderate cost of living, historic Southern charm, and year-round outdoor recreation. Known as “The Garden City,” Augusta enjoys a mild climate ideal for golf throughout the year and provides easy access to the Savannah River, Lake Thurmond, and nearby Lake Oconee. Conveniently located within two hours of both Atlanta and Charlotte, the area also offers quick access to Charleston, regional beaches, and the mountains.

The city’s growing cultural and dining scene is highlighted by venues such as Sacred Heart Cultural Center, the Bell Auditorium, a new arena currently under construction, and an expanding collection of local restaurants. Augusta is home to Augusta University and the Medical College of Georgia, along with highly regarded public and private school options, including the nationally recognized Davidson Fine Arts School.

The Augusta-Aiken golf community continues to experience significant growth and investment, with several new premier clubs and courses recently completed and additional notable projects currently under development. Combined with the region’s deep golf heritage and continued reinvestment in the game, the area is rapidly emerging as one of the country’s premier year-round golf destinations.

AUGUSTA COUNTRY CLUB BY THE NUMBERS

- At present, there are approximately 1,328 members in all categories
- \$80,000 Initiation fee for full membership
- \$8,760 Annual dues for full member category
- Approximately \$18M Gross revenues from all sources
- Approximately \$9.1M Dues volume
- Approximately \$5M F&B volume
- Approximately 180 Employees (FTE) in-season; 120 (FTE) off-season
- The Club plays approximately 31,000 rounds of golf annually
- Average age of members is 62

AUGUSTA COUNTRY CLUB WEBSITE: www.augustacountryclub.co

GENERAL MANAGER/CHIEF OPERATING OFFICER – POSITION OVERVIEW

The General Manager/Chief Operating Officer (GM/COO) at Augusta Country Club (ACC) is responsible for the overall leadership, management, and day-to-day operations of the Club. Reporting directly to the Club President and Executive Committee, the GM/COO works closely with the Board of Directors to ensure the consistent delivery of exceptional member experiences while preserving the Club’s strong culture, traditions, and long-term strategic vision.

This highly visible leadership role oversees all club operations, amenities, programs, facilities, and staff leadership across golf, racquets, fitness, aquatics, food and beverage, finance, membership, human resources, and facilities. The GM/COO is expected to foster a collaborative, service-driven culture, support and develop a respected leadership team, and maintain strong relationships with members, staff, and Club leadership.

The successful candidate will serve as a trusted operational and strategic partner to the Board and leadership of Augusta Country Club, helping position the Club for continued success while maintaining the personalized service, gracious hospitality, and family-oriented culture that define the ACC member experience.

The Board is seeking a proactive, strategically minded leader with a strong Chief Operating Officer orientation who is comfortable being highly visible, communicative, and collaborative across all areas of the Club. The General Manager/COO will play a key role in guiding important operational and capital initiatives while fostering strong relationships and clear communication with members, staff, and the Board. This individual must possess exceptional attention to detail, a forward-thinking mindset, and the ability to proactively identify opportunities for improvement and long-term success.

The ideal candidate will also bring strong master planning experience as Augusta Country Club continues to build upon and execute its long-term strategic vision. Success in this role will require a leader who can balance operational excellence with thoughtful planning, while preserving the Club's culture, traditions, and commitment to delivering an exceptional member experience.

INITIAL PRIORITIES OF THE NEW GENERAL MANAGER/CHIEF OPERATING OFFICER

- Establish strong, visible, and trusted relationships with members, Board leadership, committees, and staff across all areas of the Club.
- Gain a comprehensive understanding of Augusta Country Club's culture, traditions, operations, and membership expectations.
- Evaluate operational practices, service standards, communication processes, and team alignment to identify opportunities for continued enhancement.
- Support and further develop the Club's senior leadership team while reinforcing a collaborative, accountable, and service-focused culture.
- Partner closely with the Board and Club leadership on strategic initiatives, capital projects, and long-term operational priorities.
- Ensure consistent execution of exceptional member and guest experiences across all club amenities, programs, and services.
- Lead and support the planning and operational execution surrounding Master's Week activities and hospitality operations.

CANDIDATE QUALIFICATIONS

- Minimum of 7–10 years of progressive senior leadership experience in a private member-owned club or comparable hospitality environment with multi-dimensional operations.
- Demonstrated success leading complex hospitality operations with a strong focus on member experience, service excellence, and team leadership.
- Experience working collaboratively with Boards, committees, and senior leadership on strategic planning and long-term club positioning.
- Strong operational and financial management skills, including budgeting, forecasting, and oversight across multiple departments and amenities.
- Appreciation for golf and an understanding of the traditions, culture, and expectations associated with premier private clubs.
- Proven ability to lead, develop, and retain high-performing teams while fostering a positive, accountable, and service-oriented culture.
- Experience enhancing food and beverage operations, service standards, programming, and overall member satisfaction.
- Strong communication and interpersonal skills with the ability to engage effectively with members, staff, and Club leadership.
- Technologically proficient with an understanding of modern club systems and operational best practices.
- Demonstrated ability to lead organizations through change while maintaining cultural continuity and operational excellence.

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, CCE, CMC, or PGA 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.

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 **Mr. Cord Kilpatrick, Club President, Augusta Country Club, and the 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 Augusta Country Club and the Augusta, GA 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 Friday, June 26, 2026. Candidate selections will occur early July, with the first Interviews expected in mid-July 2026 and the second interviews a short time later. The successful candidate should assume his/her role in early September 2026.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - ACC

(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 Zak Kuebler: zak@kkandw.com.

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