

DIRECTOR OF FACILITIES & INFRASTRUCTURE



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STRATEGIC CLUB SOLUTIONS

PHILADELPHIA COUNTRY CLUB

Established in 1890, Philadelphia Country Club embodies tradition, community, and excellence, serving families seeking a holistic recreational experience. Spanning 300 acres on the Main Line, PCC fosters a culture centered on integrity, mutual respect, and an unwavering commitment to member satisfaction.

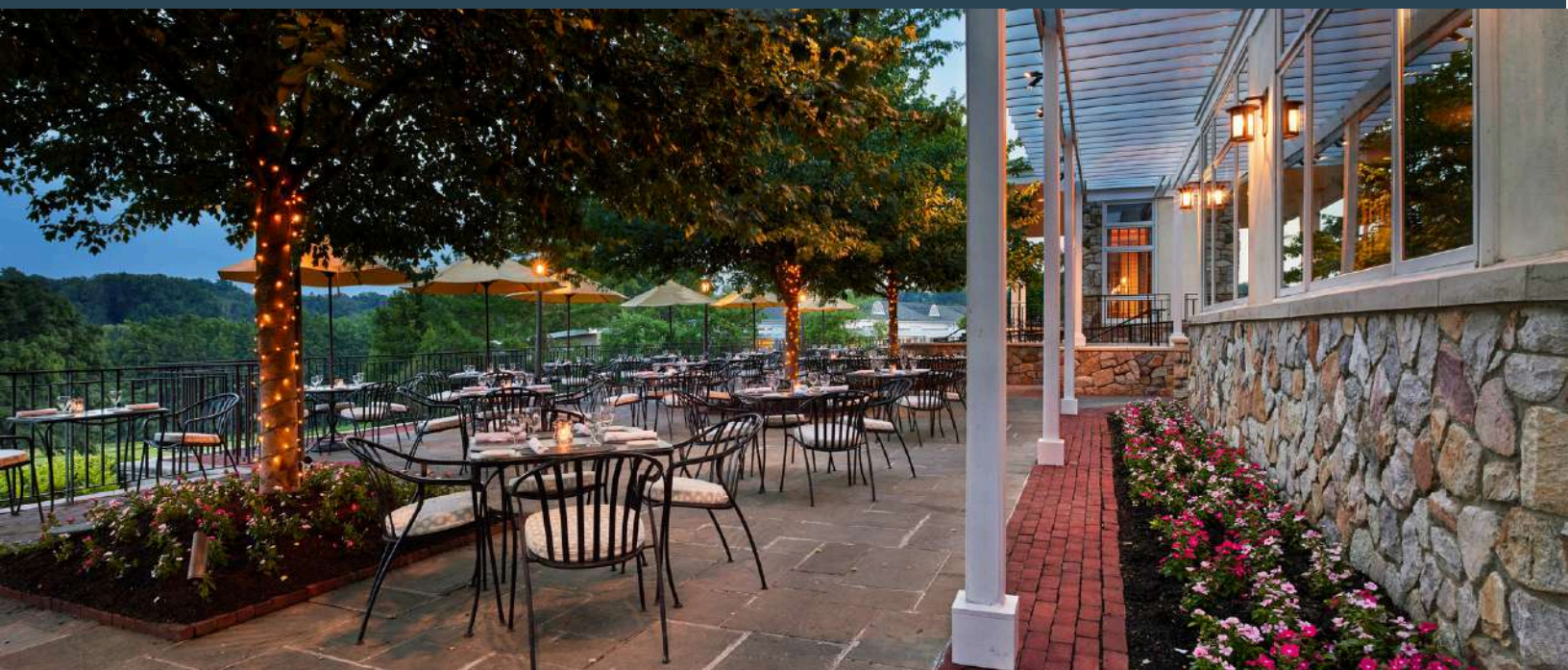
What began as a polo club has evolved into one of the country's premier private clubs and is consistently recognized as a Platinum Club of America. The Club operates year-round, with a full calendar of programs, activities, and events that serve a highly engaged membership. Dining, athletics, golf, trap and skeet, wellness, racquet sports, and social programming all operate concurrently throughout the year, supported by approximately 100 full-time employees and an additional 200 seasonal staff members.

Philadelphia Country Club was the seventh member of the United States Golf Association and features a distinguished 27-hole golf facility highlighted by the Championship Spring Mill Course, designed by William S. Flynn. The Club has hosted several prestigious championships, including the 43rd U.S. Open in 1939, the 2003 U.S. Women's Amateur, and the 2005 and upcoming 2026 U.S. Amateur Championships. The Centennial Course, designed by Tom Fazio to commemorate the Club's centennial, further enhanced PCC's golfing legacy.

Beyond golf, PCC offers an expansive collection of recreational amenities designed to appeal to members of all ages and interests. These include a fitness center, shooting lodge, nine har-tru tennis courts, four paddle courts, four pickleball courts, two padel courts, a newly rebuilt resort-style Olympic-size swimming pool, squash facilities, bowling, and dedicated spaces for bridge, yoga, and Pilates.

An extensive capital project known as "The Mill" is scheduled to open in June 2026. This transformational addition will introduce a two-story facility featuring year-round casual dining, a viewing deck, a business center, expanded tennis spectator space, and a welcoming warming hut, further reinforcing the Club's commitment to continually enhancing the member experience.

www.philadelphiacc.net





DIRECTOR OF FACILITIES & INFRASTRUCTURE

The Director of Facilities & Infrastructure is responsible for the maintenance, repair, and operational integrity of Philadelphia Country Club's campus, buildings, and mechanical infrastructure across the Club's property.

In addition to buildings and mechanical systems, the Director holds centralized responsibility for campus-wide infrastructure, including sewer treatment, stormwater drainage, internal roadways and cart paths, telecommunications and network infrastructure, and campus utilities and distribution systems. A key long-term objective is to consolidate oversight of infrastructure currently managed across departments under this role.

The Club is actively transitioning from a reactive maintenance approach to a proactive asset management and capital planning model. The Director will be central to building the systems, processes, vendor relationships, and team culture that support this shift. This is a hands-on leadership role requiring strategic thinking and sufficient technical depth to evaluate complex problems, assess vendor proposals, and manage construction and infrastructure projects. The Director is expected to exercise sound judgment, maintain confidentiality, and present professionally in all interactions.

Reports to: General Manager/COO

Direct Reports: 5-person engineering department



Key Objectives:

Technical Leadership and Infrastructure Oversight

- Oversee the care, maintenance, and repair of all 11 buildings and campus systems.
- Assume centralized oversight of campus infrastructure systems currently distributed across departments.
- Diagnose complex mechanical, electrical, HVAC, and site infrastructure failures; develop and implement corrective action plans with or without outside vendors.
- Manage HVAC units, refrigeration systems, and associated MEP infrastructure across the campus.
- Implement Brightly CMMS software to systematize preventative maintenance scheduling and documentation across all buildings and infrastructure systems.

Team Development and Organizational Accountability

- Lead and develop a five-person engineering department through structured performance management and clear expectations; assess team performance and identify succession risks.
- Retain and document institutional knowledge held by long-tenured staff while addressing performance gaps where they exist.
- Identify staffing needs and support the recruitment of skilled trades personnel as required.
- Foster a department culture of accountability, cross-functional communication, and service consistent with Club standards.
- Leverage the Brightly CMMS platform to standardize communication and workflow across the facilities department and with peer departments.
- Transition overall maintenance operations from a reactive to a proactive service model.



Capital Planning and Deferred Maintenance Execution

- Analyze findings from the pending ETC assessment report and the Club's completed Capital Reserve Study; develop and execute a prioritized action plan.
- Implement a structured preventative maintenance program to reduce reactive emergency expenditures and support planned depreciation growth from approximately \$1M to \$3M annually.
- Manage all capital projects, maintaining scope, schedule, and budget integrity throughout each project lifecycle.
- Establish campus-wide standards for system redundancy, backup planning, energy efficiency, and condition-based asset management across all building and infrastructure types.

Project Management and Vendor Strategy

- Develop and institutionalize a project management process that provides consistent oversight from scoping through closeout for construction and infrastructure projects up to \$1 million.
- Direct internal trades staff and outside contractors; maintain accountability to scope, schedule, quality, and budget on all projects.
- Audit existing vendor relationships; renegotiate or rebid contracts where performance or value does not meet Club standards.
- Apply sufficient trade knowledge to evaluate vendor proposals, assess quote accuracy, and hold contractors accountable to scope and quality.
- Serve as the Club's owner's representative for construction and infrastructure projects, and as a contributor to the master planning committee, providing facilities and infrastructure perspective on long-range capital decisions.

Competencies and Qualifications

- Minimum of ten years of progressive facilities management experience in a multi-building campus environment, such as a private club, resort, hotel, or conference center.
- Demonstrated technical proficiency in at least two of the following: HVAC/refrigeration, electrical systems, plumbing, or mechanical engineering.
- Proven experience managing capital and operational budgets, including vendor procurement and contract oversight.
- Experience managing a team of five or more, including both trade and administrative staff.
- Track record of implementing or improving a computerized maintenance management system (CMMS).
- Strong verbal and written communication skills, with the ability to convey technical information clearly to non-technical audiences, including senior leadership and club members.
- Professional presentation and demeanor appropriate to a membership-based environment.
- Bachelor's degree in Facilities Management, Engineering, Construction Management, or a related field. (preferred)
- Background as a general contractor or in construction management. (preferred)
- Experience with campus-scale civil or site infrastructure, such as water and sewer systems, stormwater management, site utilities, or roadway infrastructure. (preferred)
- Recognized certification in HVAC, Project Management (PMP or equivalent), or building systems. (preferred)
- Ability to be on call 24/7 for critical infrastructure issues and emergency response.

Compensation and Benefits

- Salary compensation is commensurate with experience.
- Comprehensive benefits package, including health, dental, and vision insurance; life and disability coverage; 401(k) with Club contribution; paid holidays, vacation, and sick leave, daily meals, and golf privileges outlined in the employee handbook.
- Professional development budget
- IFMA membership





Please do not contact the Club directly regarding this opportunity. Interested and qualified applicants should submit their resume in confidence to Rob Schlingmann, CCM, CCE, CAM at Strategic Club Solutions: Rob@StrategicClubSolutions.com.



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