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GENERAL MANAGER/CHIEF OPERATING OFFICER PROFILE: TAMARACK COUNTRY CLUB GREENWICH, CT

GENERAL MANAGER/CHIEF OPERATING OFFICER OPPORTUNITY AT TAMARACK COUNTRY CLUB

Tamarack Country Club seeks an accomplished, highly visible, and strategically minded General Manager/Chief Operating Officer to lead one of the most respected private clubs in the New York metropolitan area and the Greenwich, Connecticut, market. This is an exceptional opportunity for a proven executive to provide leadership across all facets of the Club's business, balancing financial stewardship, operational excellence, and an outstanding member experience. Serving as the Board of Governors' trusted advisor, the GM/COO will drive operational and financial performance, lead strategic planning, guide the execution of the Club's capital improvement projects, and foster a culture of transparency, accountability, and sound decision-making throughout the organization.

Building on more than two decades of stable executive leadership, the next GM/COO will inherit a financially strong organization positioned for continued success. This role calls for an executive who establishes clear expectations, develops high-performing teams, and holds the organization accountable while building productive partnerships with the Board of Governors, committee leadership, members, and staff. Success will require the ability to elevate hospitality and dining operations, lead complex capital initiatives, leverage technology and industry best practices, and preserve the values and culture that have defined Tamarack Country Club for generations.

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

ABOUT TAMARACK COUNTRY CLUB

Founded in 1909 and located in the backcountry of Greenwich, Connecticut, Tamarack Country Club is a distinguished, family-oriented private club with a rich history and a longstanding reputation for excellence. Originally established as Port Chester Country Club, the Club relocated to its current property in 1928 and opened its Charles H. Banks-designed golf course in 1929. Today, Tamarack remains committed to preserving its heritage while continually investing in its facilities, amenities, and member experience.

The centerpiece of the Club is its acclaimed 18-hole championship golf course, originally designed by Charles H. Banks, a protégé of Seth Raynor and one of the most respected architects of golf's Golden Age. In 2024, Tamarack completed an extensive restoration under the direction of renowned architect Brian Schneider of Renaissance Golf Design, thoughtfully restoring many of the course's original architectural features while enhancing its playability, conditioning, and overall presentation.

The restoration has earned widespread acclaim, with the course recently recognized by *Golfweek* as the No. 1-ranked private golf course in Connecticut. Consistently regarded among the state's finest layouts, Tamarack has firmly established itself as one of the premier classic golf courses in the United States, offering an exceptional golf experience that honors its historic roots while meeting the expectations of today's membership.

Beyond golf, Tamarack offers a comprehensive club experience highlighted by a 55,000-square-foot clubhouse completed in 2007, a premier racquets program, fitness facilities, a family-focused aquatics complex, multiple dining venues, and a robust calendar of social events and youth programming. The Club has a long tradition of hosting notable amateur competitions and has welcomed generations of members who value camaraderie, family engagement, and an enduring commitment to excellence.

Tamarack serves an active and engaged membership that makes extensive use of the Club's golf, racquet, aquatics, dining, social, and family-oriented amenities and programs, creating a vibrant and dynamic year-round club environment.

Members value a welcoming, relationship-driven culture where genuine hospitality and personalized service remain hallmarks of the Tamarack experience. They remain deeply committed to preserving the Club's legacy while thoughtfully investing in its future, ensuring Tamarack continues to be recognized as one of the premier private clubs in the Northeast.

TAMARACK COUNTRY CLUB BY THE NUMBERS

- Initiation Fee: \$150,000 (Full Member)
- Annual Dues: \$30,031 (Full Member)
- Gross Volume: Approximately \$17M
- Annual Dues Volume: Approximately \$9.2M
- F&B Volume: Approximately \$3.2M
- Gross Payroll: Approximately \$7.5M
- Annual Rounds of Golf: Approximately 23,000
- Employees: 75 FTE; 35 Seasonal
- The Club uses Club Essentials for POS and Accounting Systems.
- Number of Board Members: 12
- Term of Board Members: 3 Years
- Average Age of Members: 57

TAMARACK COUNTRY CLUB WEBSITE: www.tamarackcountryclub.com

GENERAL MANAGER/CHIEF OPERATING OFFICER – POSITION OVERVIEW

The General Manager/Chief Operating Officer (GM/COO) is the senior operating executive of Tamarack Country Club and is responsible for the overall leadership, management, and day-to-day operation of all Club activities, amenities, facilities, programs, and personnel. Reporting to the President and Board of Governors, the GM/COO serves as the primary link between the Board and the management team, ensuring that strategic objectives, policies, financial priorities, and long-term business initiatives are effectively executed while maintaining the highest standards of member satisfaction and service excellence.

The GM/COO provides leadership and direction to a seasoned management team overseeing golf operations, golf course maintenance, food and beverage, clubhouse operations, racquets, aquatics, fitness, youth programming, finance, human resources, and facilities. This role requires a highly visible and engaged leader who fosters a culture of accountability, teamwork, professionalism, and continuous improvement throughout the organization.

In partnership with the Board of Governors, the GM/COO plays a significant role in long-range planning, governance support, capital project oversight, financial stewardship, and organizational development, with a continued emphasis on enhancing the membership experience and strengthening operational performance across all areas of the Club.

The GM/COO will inherit a talented and collaborative management team, including recognized leaders in golf operations, agronomy, and culinary leadership who are deeply committed to the Club's success. The incoming executive will have the benefit of stepping into a Club where the most critical operational areas are already in capable and collegial hands, allowing an immediate focus on strategic leadership, member experience, and organizational vision.

INITIAL PRIORITIES OF THE NEW GENERAL MANAGER/CHIEF OPERATING OFFICER

- Build strong and productive relationships with the Board of Governors, committee leadership, members, and staff while developing a comprehensive understanding of Tamarack Country Club's culture, operations, governance structure, and strategic priorities.

- Elevate the overall member experience by enhancing hospitality, dining operations, service consistency, and operational execution across all areas of the Club. While golf remains an exceptional amenity, the Club views the clubhouse and social experience as its greatest opportunity for continued enhancement and differentiation.
- Establish a visible, approachable leadership presence and implement clear, transparent, and consistent communication practices that strengthen member engagement, reinforce organizational alignment, and build confidence in the Club's decision-making processes.
- Review the Club's financial position, capital planning initiatives, and long-term strategic objectives to ensure resources are aligned with priorities and to develop a framework for the successful execution of future capital improvement initiatives.
- Assess organizational structure, service standards, staffing, and operational performance to identify opportunities for increased efficiency, and continuous improvement, while strengthening talent development, retention, and succession planning and establishing a culture of clear accountability and high performance throughout the organization.
- Maintain and build on the Club's strong relationships with key vendors, service providers, and suppliers, while serving as the primary liaison with local government stakeholders and neighbors who have supported the Club's growth and development.

CANDIDATE QUALIFICATIONS

- Demonstrated success as a General Manager/Chief Operating Officer, General Manager, Assistant General Manager, Chief Operating Officer, or comparable senior executive within a high-quality private club environment or hospitality organization, with a proven ability to lead complex organizations and deliver exceptional results.
- Exceptional interpersonal and relationship-building skills, with the ability to earn the trust and confidence of members, volunteer leadership, and staff through transparency, credibility, and consistent engagement. The ideal candidate will maintain a highly visible, daily presence throughout the Club, actively engaging with members rather than remaining office-bound.
- A passion for hospitality and member service, coupled with a commitment to creating exceptional experiences and maintaining the high standards of quality and attention to detail that define Tamarack Country Club.
- A strong history of partnering effectively with Boards and Committees on governance matters, strategic planning initiatives, capital projects, and long-term organizational objectives while fostering productive and collaborative relationships.
- Strong financial acumen, including experience developing and managing operating and capital budgets, long-range financial planning, reserve studies, forecasting, and financial analysis to support informed decision-making.
- Proven experience leading significant capital improvement and facility enhancement projects while successfully balancing member expectations, operational requirements, and the Club's long-term strategic goals.
- Comprehensive operational expertise across multiple club departments and amenities, including food and beverage, clubhouse operations, golf, racquets, fitness, aquatics, and member programming, with an understanding of how each contributes to the overall Club experience.
- Strong communication skills, sound judgment, and a demonstrated ability to establish a culture of accountability, professionalism, and service excellence.
- The strategic vision and leadership ability to build on Tamarack's strengths while identifying opportunities to enhance operations, member satisfaction, and drive organizational performance.
- Demonstrated emotional intelligence, integrity, professionalism, and sound leadership skills, with the ability to inspire teams, navigate complex situations, and build consensus among diverse stakeholders.

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. Relocation assistance may be available for the selected candidate. Salary Range: \$350,000 - \$425,000

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. Anthony DeMartino, Club President, Tamarack Country Club.** Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why Tamarack Country Club and the Greenwich, CT 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, August 14, 2026. Candidate selections will occur mid-August, with the first interviews expected in late August and the second interviews a short time later. The successful candidate should assume his/her role in October 2026, though there may be some flexibility on start date for the right candidate.

Tamarack Country Club is an equal opportunity employer and considers all qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other protected status.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – TCC”

(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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