

GENERAL MANAGER PROFILE: BLACK ROCK YACHT CLUB BRIDGEPORT, CT

THE GENERAL MANAGER OPPORTUNITY AT BLACK ROCK YACHT CLUB

The General Manager role at Black Rock Yacht Club is best suited to a leader who genuinely enjoys being a charismatic, visible, and interactive presence with member families, and who can balance strong business acumen with selfless leadership to maintain and grow a high-performing hospitality environment. This is an opportunity for a qualified manager to make a long-term “home.” The General Manager is appreciated for providing committed and engaged leadership that builds on the Club’s rich history and traditions, strong community, and family-friendly atmosphere while managing facilities and ensuring operational consistency to drive sustainable long-term growth.

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

HISTORY OF BLACK ROCK YACHT CLUB

The Black Rock Yacht Club in Bridgeport, Connecticut, traces its historic roots back to 1874, when George A. Wells purchased the property where the clubhouse stands today and formally incorporated as the Black Rock Yacht and Lawn Club in 1926. The new private club quickly became a prominent fixture for local residents looking to enjoy the waters of the Long Island Sound. Over the decades, the institution shortened its name to the Black Rock Yacht Club, expanding its coastal footprint on Black Rock Harbor to feature extensive youth and adult sailing instruction, competitive racing programs, tennis courts, indoor and outdoor dining options and swimming facilities.

BLACK ROCK YACHT CLUB BY THE NUMBERS

- Approximately \$4.3M Gross volume
- Approximately \$1.7M Food and Beverage
- Approximately \$1.6M Annual Dues
- 49 Full, 43 Senior, 29 Junior Associates, 65 Other Members
- \$25,000 Initiation Fee
- 70 Boat mooring field
- 16 Board Members
- 3 Year Terms for Board Members
- 7 FTE Employees
- POS System – Jonas

BLACK ROCK YACHT CLUB WEBSITE: www.blackrockyc.com

GENERAL MANAGER - POSITION OVERVIEW

The GM will direct day-to-day operations of Black Rock Yacht Club as a highly visible, hands-on leader who works collaboratively with the team to manage club functions and deliver outstanding service and memorable experiences to the multi-generational membership and their guests.

Reporting to the Flag Officers, the GM leads the organization in accomplishing its mission of being a vibrant, member-driven yacht club that provides extraordinary experiences and service. The GM conveys BRYC values clearly and consistently and supervises key department heads, including Food and Beverage Manager, Executive Chef, Waterfront Manager, Finance Manager, Member Services Manager, Pool Manager (seasonal), Tennis Professional (seasonal), and Junior Sailing Director (seasonal).

KEY PRIORITIES

Strategic & Financial Leadership

- Help develop long-term strategy, stay abreast of industry trends, and propose annual objectives and plans that meet the needs of members, employees, and other stakeholders.

- Propose annual and longer-term financial objectives, including capital planning, and manage operations to achieve Board-approved goals.
- Work closely with the Flag Officers and Committee Chairs to keep the Board informed and press for actionable decisions when needed.

Operational Excellence & Industry Expertise

- Demonstrate a successful track record managing high-quality operations, growing revenue, and developing strong teams.
- Familiarity with waterfront operations in an active harbor
- Maintain a detail-oriented focus on consistent, high-quality delivery that supports member and associate satisfaction.

Member Experience & Engagement

- Serve as a visible, engaging, and approachable club leader who enjoys daily interaction with members, guests, and staff.
- Foster respectful member relations while ensuring BRYC policies and by-laws are consistently applied and followed.
- Create a quality member experience through staffing, programming, operations, and maintenance that supports retention and new member growth, particularly among younger families.
- Promote a vibrant, member-driven club culture and a positive, respectful relationship between members and staff.

Team Leadership & Communication

- Motivate and lead others by setting clear expectations, holding teams accountable, and providing consistent feedback and support.
- Communicate naturally and thoroughly, actively listens to feedback, and be able to manage expectations diplomatically.

Personal Integrity & Core Values

- Embody honesty, integrity, and loyalty to Black Rock Yacht Club members and staff.

INITIAL PRIORITIES OF THE GENERAL MANAGER

- Build trust and confidence with key contributors by being thoughtful, candid, proactive, approachable, and responsive.
- Develop a membership growth and retention strategy focused on younger families and clear communication of value.
- Conduct a thorough facilities and operations audit and develop a realistic capital plan, with attention to the pool, waterfront, kitchen, parking, and ongoing maintenance.
- Work with Flag Officers, Board members, Committee Chairs, and staff to strengthen financial processes, reporting, budgeting, and cost controls.
- Strengthen employee engagement by being visible throughout the operation, learning the team, and implementing performance standards, SOPs, and accountability measures.
- Evaluate the member service experience and improve consistency, presentation, and staff performance.
- Review F&B operations for opportunities to build on recent gains in food quality and hospitality.
- Enhance communication with members, the Board, Committees, and staff through proactive, transparent updates.

CANDIDATE QUALIFICATIONS

- A minimum of 5–7 years of progressive leadership/management experience in (preferably) a private member-owned club, or leading hospitality operations outside of the club industry in a similar hospitality operation. Yacht club and waterfront experience preferred but not required.
- Strong personal qualities of confidence, credibility, energy, commitment, and humor along with exemplary ethics of honesty, integrity and loyalty.
- Technologically proficient and recognizing best practices use of technology to improve ‘high touch’ service delivery to members, as well as to more effectively manage and lead operations.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- A bachelor's degree from a four-year university or college, preferably in Hospitality Management is preferred.
- In lieu of the degree, substantial private club or hospitality experience will be fairly considered.
- From the club industry, Certified Club Manager (CCM) designation is desired, but not required. If without such designation, a commitment to on-going and lifelong learning and strong networking capabilities is critical. If outside of the traditional CMAA background, having verifiable professional development that clearly provides confidence in one's ability to lead a club and hospitality operation like BRYC.

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 and befitting a club of the size and scope of the Black Rock Yacht Club. Salary Range: \$175,000 - \$225,000 + bonus.

INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter in the order listed using the link below. You should have your documents fully prepared to attach when prompted for them during the online application process. Please be sure your photo is not on your resume or cover letter; it should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to Black Rock Yacht Club Search Committee/Ms. Kelly Raskauskas, Vice Commodore, clearly articulate your alignment with this role and why you want to be considered for this position at this stage of your career, and if selected why BRYC and the Bridgeport area will be beneficial to you, your family, your career, and the Club.

You must apply for this role as soon as possible but no later than Friday, September 11, 2026. Candidate selections will occur in late September, with the first interviews expected in early October 2026 and the second interviews a short time later. The new General Manager should assume his/her as soon as reasonable notice is given to a current employer following selection.

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

"Last Name, First Name Resume"

"Last Name, First Name Cover Letter – Black Rock Yacht Club"

(These documents should be in Word or PDF format)

Note: Once you complete the application process for this search, you will not be 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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