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GENERAL MANAGER PROFILE: THE LITCHFIELD COUNTRY CLUB LITCHFIELD, CT

GENERAL MANAGER OPPORTUNITY AT THE LITCHFIELD COUNTRY CLUB

The Litchfield Country Club is seeking an accomplished, relationship-driven General Manager to lead one of New England's most historic and family-oriented private clubs. Reporting directly to the Board of Governors, the General Manager serves as the Club's chief operating executive, providing strategic direction and day-to-day leadership while honoring the traditions, culture, and strong sense of community that have defined Litchfield for generations. This opportunity is ideally suited for an experienced private club executive who thrives in a member-governed environment, values a highly visible leadership style, and is passionate about building lasting relationships with members, volunteer leaders, and staff. The successful candidate will bring broad expertise across all facets of club management, including finance, human resources, membership enrollment/retention, golf, racquets, swimming and aquatics, junior sports programs, food and beverage, facilities, governance, and member services, while demonstrating the ability to lead confidently through both day-to-day operations and periods of organizational evolution.

This role emphasizes the need for an approachable, authentic, and emotionally intelligent leader who communicates transparently, earns trust through consistency, and maintains a strong presence throughout the Club. The ideal General Manager will balance collaboration with decisive leadership, empowering department heads while setting clear expectations, promoting accountability, and investing in the team's professional growth. Equally important are a genuine hospitality mindset, exceptional interpersonal skills, and the ability to mentor, recruit, develop, and retain talented employees committed to delivering an exceptional member experience. This individual should possess the judgment and professionalism to serve as a trusted advisor to the Board, providing thoughtful operational and strategic guidance while respecting appropriate governance boundaries.

Ultimately, The Litchfield Country Club seeks a humble, hands-on leader who combines operational excellence with sound business acumen, adaptability, and a strong "roll up your sleeves" mentality. Success in this role will be defined by preserving the Club's rich traditions while thoughtfully embracing opportunities for continuous improvement, strengthening organizational accountability, and fostering a culture built on teamwork, respect, and service excellence. This is an outstanding opportunity for a collaborative executive to become an integral part of a close-knit club community and help shape the next chapter in the continued success of one of Connecticut's more enduring and respected private clubs.

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

ABOUT THE LITCHFIELD COUNTRY CLUB

Founded in 1892, The Litchfield Country Club is one of the oldest country clubs in the United States and has been a cornerstone of the Litchfield community for more than 130 years. Originally established as an outgrowth of the historic Litchfield Lawn Club, the Club relocated to its present home on the White Memorial Foundation property in 1917, where it continues to fulfill its founding mission of promoting recreation, fellowship, and family participation. Nestled among the scenic Litchfield Hills and overlooking the tranquil Bantam River, the Club offers a timeless setting that reflects both its rich heritage and enduring sense of place.

Today, The Litchfield Country Club is a vibrant, member-governed private club distinguished by its welcoming culture, active membership, and strong tradition of family involvement.

Members enjoy a challenging nine-hole golf course, an active racquet sports program, swimming and aquatics, a highly regarded junior program, and a restored mid-19th-century farmhouse clubhouse that serves as the social heart of the Club. Throughout the year, a robust calendar of dining, athletic, and social events reinforces the Club's vibrant, family-oriented culture.

While its facilities and programming have evolved over the decades, The Litchfield Country Club has remained steadfast in the values that have defined it for generations: genuine hospitality, active member engagement, and a close-knit community where tradition, stewardship, and volunteer leadership continue to shape the Club's future. The result is an authentic private club experience that honors its remarkable history while embracing thoughtful evolution for generations to come.

THE LITCHFIELD COUNTRY CLUB BY THE NUMBERS

- 280 memberships in all categories
- \$20,000 Full Golf Member Initiation Fee
- \$4,770 Full Golf Member Annual Dues
- Gross Volume: Approximately \$2.2M
- Annual Dues Volume: Approximately \$1.26M
- Food & Beverage Volume: Approximately \$662K
- Gross Payroll: Approximately \$1.17M
- 10 FTE Employees and 30 Seasonal Employees
- 13 Board Members with 3-Year Terms
- Club POS & Accounting System: Jonas
- \$300 Quarterly Food & Beverage Minimum
- 501(c)(7) Tax-Exempt Club
- Currently completing a \$2M, 36-month Capital Assessment

THE LITCHFIELD COUNTRY CLUB WEBSITE: www.litchfield.club

GENERAL MANAGER – POSITION OVERVIEW

The General Manager serves as the Club's senior operating executive, reporting directly to the President and providing strategic and operational leadership across all aspects of The Litchfield Country Club. Working in close partnership with the Board, the General Manager ensures the Club's operations, financial performance, membership enrollment/retention, facilities, and member services align with its mission, strategic priorities, and longstanding commitment to delivering an exceptional member experience.

A highly visible and engaged leader, the General Manager fosters a culture of professionalism, accountability, collaboration, and service excellence while developing and supporting a high-performing leadership team. The role requires sound financial and business acumen, effective organizational leadership, and the ability to build trusted relationships with members, volunteer leaders, and staff. Success is defined by balancing thoughtful stewardship of the Club's traditions with progressive leadership that strengthens operations, enhances the member experience, and positions The Litchfield Country Club for continued long-term success.

INITIAL PRIORITIES OF THE NEW GENERAL MANAGER

- Ability to lead continuation of structural change from Board to Management for operating decisions
- Develop strong, trusting relationships with the Board of Governors, committee chairs, members, department leaders, and staff to gain a comprehensive understanding of the Club's culture, traditions, governance, and long-term vision.
- Establish a highly visible and approachable leadership presence throughout the Club, encouraging open communication, building confidence among members and staff, and reinforcing a culture of professionalism, accountability, and exceptional service.
- Collaborative approach to budget and capital planning with Interim General Manager, Senior Staff, President, and Treasurer for a more cohesive 2027 plan.

- Spend the first six months listening, learning, and building relationships before implementing significant organizational change, and gain a thorough understanding of the Club's history, demographics, operational strengths and challenges, and member expectations.
- Conduct a comprehensive "listening tour" during the first 90 days by meeting individually with Board members, committee leaders, department heads, staff, and members to establish credibility, gather feedback, and develop meaningful relationships.
- Evaluate every aspect of the Club's operations, including finance, human resources, governance, membership enrollment/retention, golf, racquets, aquatics, facilities, food and beverage, staffing, technology, risk management, and member services, to identify opportunities for improvement while respecting the Club's traditions and character.
- Develop a thorough understanding of the Club's financial position, governance structure, operational systems, staffing model, and business practices before establishing measurable priorities and an action plan for the remainder of the first year.
- Assess the strengths of the leadership team and organizational structure, establish clear performance expectations, invest in professional development, and foster a collaborative, high-performing culture built on accountability and teamwork.
- Strengthen communication throughout the Club by promoting transparency, improving information flow between leadership, staff, and members, and creating greater organizational alignment.
- Improve operational consistency by implementing standardized procedures, enhancing staff training, strengthening accountability, and elevating the overall member experience across all departments.
- Evaluate opportunities to modernize business systems, technology, and administrative processes while improving the efficiency and effectiveness of the business office
- Strengthen the food and beverage operation by evaluating service standards, operational performance, staffing, and member satisfaction while identifying opportunities for continuous improvement.
- Promote greater collaboration among departments by using member feedback and operational data to establish priorities and guide future initiatives.
- Develop management calendars, capital planning schedules, and long-range operational planning tools to provide greater organizational structure and support informed decision-making.
- Partner closely with the Board of Governors to review strategic priorities, financial performance, and capital objectives, ensuring sound fiscal stewardship and long-term organizational success.
- By the end of the first year, establish a cohesive leadership team, stronger governance practices, enhanced communication, improved operational efficiency, greater member and employee engagement, and a clear strategic roadmap that positions Litchfield Country Club for sustained long-term success.

CANDIDATE QUALIFICATIONS

- Progressive leadership experience as a General Manager or Assistant General Manager, Clubhouse Manager, or in a comparable senior leadership role within a private club, country club, resort, or other high-quality hospitality organization.
- Demonstrated success partnering with a Board of Governors or Board of Directors, volunteer committees, and diverse stakeholder groups while fostering trust, transparency, and collaborative decision-making.
- A highly visible, approachable, and relationship-driven leader with exceptional communication and interpersonal skills and a genuine passion for delivering an outstanding member experience.
- Proven ability to recruit, develop, mentor, and retain high-performing teams while fostering a culture of accountability, collaboration, professionalism, and service excellence.
- Strong financial and business acumen, including experience in budgeting, forecasting, capital planning, financial reporting, and sound fiscal stewardship.
- Demonstrated success leading complex club operations while maintaining exceptional service standards and operational excellence.
- A strategic leader who balances long-term planning with hands-on operational leadership and exercises sound judgment, integrity, and professionalism.

- Experience in a member-governed private club environment is strongly preferred, with an understanding of volunteer leadership, committee governance, and the preservation of club traditions while thoughtfully guiding future improvements.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- A bachelor's degree is preferred, with a focus in Hospitality Management, Business Administration, or a related field.
- Substantial private club or hospitality leadership experience will be considered in lieu of a degree.
- Industry certifications such as CCM or PGA are preferred 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. Salary Range: \$150,000 - \$170,000

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. Dutch Barhydt, Club President**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why The Litchfield Country Club and the Litchfield, 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, September 4, 2026. Candidate selections and first interviews will occur in September 2026, with the second interviews a short time later. The successful candidate should assume his/her role in November 2026.

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

“Last Name, First Name - Resume” &

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

(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

Search Executive:

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Search Executive

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