

GENERAL MANAGER/CHIEF OPERATING OFFICER PROFILE: COLD SPRING COUNTRY CLUB HUNTINGTON, NY

GENERAL MANAGER/CHIEF OPERATING OFFICER OPPORTUNITY AT COLD SPRING COUNTRY CLUB

Cold Spring Country Club is seeking an accomplished, highly visible, and engaging General Manager/Chief Operating Officer who will provide dynamic leadership while embracing the Club's member-focused, family-oriented culture. The successful candidate will be a confident and approachable leader with a proven ability to build meaningful relationships with members, employees, and the Board of Directors. A transparent and collaborative leadership style, coupled with an understanding of the traditions and evolving expectations of a member-owned private club located on Long Island, New York.

The ideal candidate will bring strong business and financial acumen, sound judgment, and a demonstrated ability to lead a complex club operation with consistency and accountability. As a trusted strategic partner to the Board, the GM/COO will effectively engage committees and the management team while providing thoughtful guidance on both near-term priorities and developing, with the Board, the Club's long-range vision and strategic plan. An awareness of emerging private club trends, changing member expectations, and opportunities to continually elevate the member experience will be particularly important.

This individual will champion a culture of exceptional service, operational excellence, and continuous improvement, positioning the Club as one of the region's premier private clubs while preserving the character, traditions, and sense of community valued by its membership.

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

ABOUT COLD SPRING COUNTRY CLUB

Nestled on Long Island's historic Gold Coast, Cold Spring Country Club is a timeless retreat where heritage, recreation, and family traditions come together. Originally commissioned in 1919 by Otto Kahn and designed by legendary architect Seth Raynor, the championship golf course winds through more than 170 acres of rolling, wooded terrain surrounding the estate's iconic castle. Since its founding as a private club in 1947, Cold Spring has cultivated a welcoming, family-friendly atmosphere where generations of members have created lasting memories in a setting defined by elegance and natural beauty.

The par-71 championship course is celebrated for its immaculate conditioning and some of the finest, fastest greens on Long Island. With multiple tee options, the layout offers both a formidable challenge for accomplished players and an enjoyable experience for beginners and families alike. An expansive practice facility, including a full grass driving range, oversized putting green, chipping and pitching areas, and sand traps, ensures golfers of every level have the opportunity to refine their game.

Beyond golf, Cold Spring Country Club offers a vibrant array of amenities designed to engage every member of the family. The clubhouse provides full-service dining and entertainment in an inviting atmosphere, along with extensive catering capabilities for weddings, banquets, and special events. Two swimming pools, six tennis courts, 3 pickleball courts, and a fully stocked Pro Shop complement the club's recreational offerings. The dynamic tennis program features inter-club competition, clinics for all ages, tournaments, cardio tennis, and social events that foster camaraderie and community. The Club recently sold a parcel of land not associated with the golf course, generating substantial funds to support major capital improvements over the next two years. Planned projects include a new pool area, a redesigned 19th hole with an outdoor bar and putting park, expanded fitness facilities, and a renovated men's locker room all reinforcing the Club's commitment to enhancing the member experience.

Members enjoy proximity to scenic waterfronts, historic estates, boutique shopping, fine dining, and convenient access to New York City. This exceptional setting enhances the club experience, offering a perfect balance of tranquil escape and metropolitan accessibility, making Cold Spring not just a club, but a true home away from home.

COLD SPRING COUNTRY CLUB MISSION STATEMENT

The mission of Cold Spring Country Club is to provide all members with a positive social experience in golf, tennis, dining, entertainment, and special events. The club strives to maintain and build upon its reputation as a superior, family oriented, and inclusive private country club, proud of its history and legacy, making every effort to improve and stay ahead of the curve. We revisit our mission statement on a regular basis, making sure we change positively with the times but also making certain that we adhere to our core values.

COLD SPRING COUNTRY CLUB BY THE NUMBERS

- Initiation Fee \$50,00 (Full Golf Member)
- Annual Dues: \$29,500 (Full Golf Member)
- 274 Members (195 Full Golf Members, 79 all other categories)
- Approximately \$12.06M Annual Gross Volume
- Approximately \$2.6M Annual Food and Beverage revenue (\$1.05M= Member Dining and Beverage, Outings= \$823,000, Banquets= \$734,000)
- Approximately 16,500 Average Yearly Rounds of Golf for 18 holes
- Approximately \$6.45M Annual Gross Payroll
- Employees: 69 FTE and 73 Seasonal
- Average Age of members: 62
- 14 Board Members with 2-year terms
- Seth Raynor-Designed Course
- POS & Accounting System is Jonas
- Committees Include: Finance, Membership, House, Legal, Greens, Golf, Entertainment, Building and Grounds, Special Projects, Racquets

COLD SPRING COUNTRY CLUB WEBSITE: www.coldspringcc.org

GENERAL MANAGER/CHIEF OPERATING OFFICER – POSITION OVERVIEW

The General Manager/Chief Operating Officer (GM/COO) serves as the Club's chief operating executive, providing comprehensive leadership and oversight of all aspects of Club operations. This individual is responsible for cultivating productive relationships among the Board of Directors, members, employees, guests, community partners, and industry stakeholders while ensuring the effective implementation of policies and strategic direction established by the Board. The GM/COO will lead the annual budgeting process, maintain disciplined oversight of financial and operational performance, and ensure that every aspect of the Club consistently reflects the highest standards of quality, service, and hospitality.

As a highly visible, approachable, and respected presence throughout the Club, the GM/COO will demonstrate exceptional communication skills, sound judgment, professionalism, and a genuine commitment to personalized service. This individual will possess the interpersonal awareness to anticipate member and guest expectations and ensure they are consistently welcomed and served with warmth, graciousness, and attention to detail. Equally important will be the ability to clearly articulate these expectations to the management team and employees, establishing service standards and accountability that translate the Club's hospitality philosophy into exceptional experiences at every touchpoint.

The GM/COO will champion a high-performing organizational culture built upon engagement, collaboration, accountability, and continuous improvement. Through the senior leadership team, this individual will ensure excellence throughout the employee experience, including recruitment, onboarding, training, professional development, performance management, and retention. A strong commitment to mentoring and developing employees, recognizing talent, and creating opportunities for professional growth will be essential to building an engaged team capable of consistently delivering an outstanding member and guest experience.

In partnership with the Board of Directors, the GM/COO will also lead the development of annual capital plans that align with the Club's strategic priorities, operational needs, and long-term vision.

This individual will provide executive oversight of significant capital projects, asset enhancements, and facility improvements, ensuring initiatives are thoughtfully conceived, appropriately planned, financially responsible, and successfully executed. The GM/COO will maintain clear and consistent communication with the Board, committees, membership, and other appropriate constituencies regarding project objectives, progress, financial performance, and anticipated outcomes.

INITIAL PRIORITIES OF THE NEW GENERAL MANAGER/CHIEF OPERATING OFFICER

- A natural, engaging leadership style with strong emotional intelligence and the ability to build meaningful relationships with members, employees, and Club leadership.
- A thoughtful approach to understanding the Club's culture, heritage, and traditions, with the judgment to balance those values with thoughtful innovation and evolving member expectations.
- A highly visible, approachable presence throughout the Club who consistently champions exceptional service, member satisfaction, and a welcoming environment.
- A collaborative team builder who develops, mentors, and empowers department heads; promotes cross-departmental communication; establishes clear expectations and performance measures; and fosters accountability throughout the organization.
- A trusted strategic thought partner to the Board and committees, providing informed guidance, clear communication, and effective execution of established goals and strategic priorities.
- Strong business and financial acumen, with demonstrated expertise in operating and capital budgeting, financial controls, forecasting, and disciplined resource management.
- Lead the preparation and administration of annual operating and capital budgets, leading the departmental leaders through the process in unison with the club controller, ensuring financial performance remains aligned with Board-approved objectives and the Club's strategic priorities.
- A commitment to cultivating a first-class workplace through thoughtful recruitment, onboarding, training, professional development, performance management, and employee engagement.
- An informed and forward-thinking perspective on emerging private club trends, industry best practices, and opportunities to continually enhance the member and employee experience.
- Provide executive leadership across all Club operations, ensuring members and guests consistently receive an exceptional experience characterized by personalized service, quality, and attention to detail.
- Partner with department leaders to ensure excellence across food and beverage, golf, racquets, fitness, aquatics, recreation, events, and other Club amenities and programs.
- Maintain a highly visible and engaged presence throughout the Club, proactively soliciting member feedback and ensuring concerns, suggestions, and service opportunities are addressed thoughtfully and promptly.
- Strong ability to lead membership sales efforts and support membership development and retention by fostering a welcoming, inclusive Club culture, cultivating appropriate community relationships, and ensuring new members are successfully integrated into the Club community.

CANDIDATE QUALIFICATIONS

- At least 5 years of leadership and management experience in an active, private member-focused club environment. NOTE: Current Assistant General Managers or Club Managers at well-recognized clubs with verifiable records of achievement will be strongly considered for this role.
- A verifiable career track that demonstrates a record of tenure and commitment to previous employers with an upward trajectory.
- Strong general leadership skills with verifiable strengths in team development, financial performance, quality food and beverage programming, exceptional member/guest service programming, strong golf operational experience and the ability to consistently define and achieve goals and objectives.
- Exceptionally strong communication skills, both written and verbal, with the distinct ability to function effectively before a wide variety of groups and forums. Communication with members and a track record of being known for enjoying their ability to be forward-facing and visible with both members and staff are extremely important aspects of the General Manager/Chief Operating Officer's responsibilities.
- Knowledge and ability to attract, recruit, retain, and develop high-performing team members. Ensures that proper feedback mechanisms and performance management systems are in place.

- Strong prior experience in coordinating and overseeing major club improvement projects, especially as they relate to construction and renovation. Several significant capital projects, in addition to a large annual capital expenditure program, are likely.
- A history of continuous learning and education through various professional industry organizations.
- In-depth understanding of the game of golf.
- Ability to develop and lead the strategic planning initiatives of the club and carry out the Board's desires and initiatives regarding the strategic plan
- Able to effectively use the Board as a sounding body and raise issues with the Board of a policy nature, presenting alternatives as well as advantages and disadvantages. An enthusiastic supporter of Board decisions, as well as a confident thought partner regarding the strategic direction and vision of the club.

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 GM Certified are preferred

EMPLOYMENT ELIGIBILITY VERIFICATION

In compliance with federal law, all persons hired must verify 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. Base Salary Range: \$300,000 - \$350,000.

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 the **Cold Spring Country Club Search Committee/Attn: Rob Gilman, 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 CSCC and the Huntington, NY 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, October 2, 2026. Candidate selections will occur early in October, with the first interviews expected in late October and the second interviews a short time later. The successful candidate should assume his/her role by December 2026.

IMPORTANT: Save your resume and letter in the following manner: (Word or PDF format)

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter – Cold Spring CC"

Note: Once you complete the application process for this search, you will not be able to go back and add additional documents.

[Click here](#) to upload your resume and cover letter.

If you have any questions, please email Christy Latimore: christy@kkandw.com

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