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GENERAL MANAGER/CHIEF OPERATING OFFICER PROFILE: MOUNT VERNON COUNTRY CLUB ALEXANDRIA, VA

GENERAL MANAGER/CHIEF OPERATING OFFICER OPPORTUNITY AT MOUNT VERNON COUNTRY CLUB

Mount Vernon Country Club is seeking a positive, energetic, visible, and highly capable General Manager/Chief Operating Officer (GM/COO) with strong leadership experience. The candidate must embody a confident servant leadership style that promotes a positive culture, process and procedure development, organizational consistency, team development, strategic planning, and financial management while maintaining the highest levels of member satisfaction and retention.

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

MOUNT VERNON COUNTRY CLUB

Mount Vernon Country Club (MVCC) is located on 127.8 acres of what was once Union Farm-Field Four owned by George Washington. Opened in 1961 with the first round played by Sam Snead, MVCC is now a family friendly country club with a challenging par 70 golf course, pool complex, event space and clubhouse, al fresco dining, and expansive golf practice facilities. Members enjoy dining in the clubhouse restaurant and on the patio overlooking the golf course.

Mount Vernon Country Club is the first golf club to become a Supporting Partner in America's semiquincentennial celebration marking America's 250th birthday. The 2026 club calendar has been built out to bring meaning and education to the membership.

The club hosted notable tournaments in 2026. The VSGA Women's Four Ball Championship, USGA Men's Senior Am Qualifier, USGA Women's Senior Open Qualifier, Middle Atlantic PGA Women's Championship, and the 108th Men's DC Amateur were conducted with exceptional reviews.

Mount Vernon Country Club is currently working with the McMahon Group on the development of a campus wide Master Plan which is being supported by recent member survey research and a refreshed strategic plan.

The new GM/COO will assist in the launch and oversight of a \$13.3M+ capital project to include a new aquatics and wellness complex and maintenance facility. The aquatics and wellness complex is planned to include fitness facilities, golf and social simulators and expanded casual food and beverage options as year-round amenities. The pool and related complex is being sequenced first with an anticipated completion in 2028.

Mission Statement: To foster friendship and memory making experiences for the whole family through exceptional golf, dining, aquatics, and social activities.

MOUNT VERNON COUNTRY CLUB BY THE NUMBERS:

- Approximately 32,000 Rounds of Golf Annually
- 428 Full Golf, 133 Social
- \$48,500 Initiation Fee
- Approximately \$12M Gross Volume
- Approximately \$5.9M Annual Dues/Capital Fee Volume
- Approximately \$2.6M F&B Volume
- Approximately \$4.5M Gross Payroll
- 9 Board Members, 3-year terms (2)
- 53 Average Age of Members
- 501©(7) status

GENERAL MANAGER/CHIEF OPERATING OFFICER (GM/COO) - POSITION OVERVIEW

Mount Vernon Country Club has many new, younger members with families, making the balance of tradition and relevance to today's member expectations a critical success factor. Success requires organizational excellence, HR process experience, project leadership, financial discipline, and strong food and beverage operational experience to modernize operations while preserving the club's heritage and elevating the member experience.

The new GM/COO must be professional, highly respectful, visible, and comfortable interacting with all demographics of members, staff, and constituents. Name recognition and approachability are foundational to success and must be core competencies of the top executive.

Transparency, honesty, and direct feedback are highly valued. Attention to detail and having necessary and appropriate follow-up skills are important personal characteristics. A proven, thoughtful "listener" is desired, as well as someone who is highly approachable, appreciative of input, and able to appropriately "filter" such input to implement the Club's goals and objectives.

KEY ATTRIBUTES AND AREAS OF FOCUS

- Exhibit a solutions-oriented, transformative operating style.
- Demonstrate proven financial management skills with effective oversight of the annual operating budget.
- Lead, mentor, and develop department heads and staff through professional development, thoughtful hiring, training, clear communication, and a strong teamwork ethic.
- Build collaborative, trusting relationships with the Board and Committees, while clarifying management vs governance roles and responsibilities.
- Lead successful execution of priorities outlined in the Strategic Plan using a proactive, strategic management approach across all Club operations.
- Communicate effectively with all constituent groups both interpersonally and in writing.
- Foster a leadership culture that elevates staff and membership engagement and supports attraction and long-term retention of both.
- Display urgency in addressing club and membership matters while embedding that mindset throughout the organization.
- Be assertive in leading change in people or process that results in higher member satisfaction.
- Build and sustain a culture of respect and operational excellence, grounded in the Club's Mission Statement.
- Maintain a sharp focus on member service and satisfaction while actively developing clubhouse team members.
- Possess a deep understanding of exceptional dining and broader food and beverage experiences that delight members and guests.
- Maintain high visibility among members and staff as the face of the Club.
- Understand and effectively leverage web and social media platforms to communicate with staff and membership.
- Proactively identify, design, and implement improved processes and procedures in key operational areas.
- Exercise patience, observe carefully, listen actively, ask thoughtful questions, and absorb the culture and heritage of Mount Vernon Country Club and the surrounding community.
- Maintain disciplined follow-through to ensure team goals and objectives are completed on schedule.
- Be the leader and central point of contact for capital projects execution.

DUTIES AND RESPONSIBILITIES:

Member Services

- Gets to know the members, their families, and their desires.
- Provides quality leadership and a positive, upbeat image for the Club and its amenities, with premier service in dining, recreation, quality products, and club events.
- Apply best practices in club organizational management, providing processes and procedures in identified areas.
- Plans his/her schedule to be personally visible and readily accessible to members and guests at the right times and places.

- Assures smooth, efficient daily operations and an environment of excellence in hospitality.
- Oversees a top-rated food and beverage operation with appealing menus, proper pricing, and exemplary service.
- Addresses and resolves member complaints and suggestions related to service, athletic programs, employee attitude, maintenance, and facility appearance.

Employee Relations

- Creates and emphasizes a “one team” culture with all department heads and staff.
- Acts as a mentor and developer of professional talent through appraisal, training, further development, feedback, and team-building.
- Initiates employment programs and recruitment efforts that position the club as a sought-after place to work.
- Ensures a positive and healthy working environment, free of safety risks and all forms of employee harassment.
- Leads by example through willingness to demonstrate competence in assigned tasks.
- Deploys an organization-wide compensation structure that is performance and market based with proper processes and controls.

Financial Management

- Prepares annual operating plan and capital budgets and, after Board approval, manages and controls the operations to attain the desired results.
- Provides input to all department heads, professional staff, and key personnel, projecting and developing budgets, capital spending plans, fiscal controls, and operational guidelines.
- Installs controls and cost-effective procedures related to employee payroll, purchases, inventories, and supplies.
- Maintains an up-to-date management information system that can be counted on for timely and accurate information for all parts of the club.
- Actively looks for efficiency opportunities in all areas of operations.

CANDIDATE QUALIFICATIONS

- A minimum of 5 years of verifiable, progressive leadership and management experience in an active, private member-focused club environment or an equivalent combination of related education and experience.
- A verifiable career track demonstrating tenure, commitment, and purposeful advancement rather than unplanned career changes.
- Strong leadership skills with verifiable strengths in team development, financial performance, recreational amenity management, food and beverage programming, member/guest service, strategic planning, project management, and consistent achievement of goals and objectives.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- A Degree is highly desirable, preferably in Hospitality Management or Business.
- In lieu of the degree, substantial private club or hospitality experience will be considered.
- Certified Club Manager (CCM) designation is preferred but not required.

EMPLOYMENT ELIGIBILITY VERIFICATION

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to 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 benefit package including Professional Dues and Education expenses for CMAA and PGA members. Salary Range: \$250,000 - \$300,000

INSTRUCTIONS ON HOW TO APPLY

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

Prepare a thoughtful cover letter addressed to Mount Vernon Country Club Search Committee/Mr. Drew Smith, President, and clearly articulate your alignment with this role and why you want to be considered for this position at this stage of your career, and why MVCC and the Alexandria area will be beneficial to 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 in mid-October with interviews in late October and second interviews a short time later. The new candidate should assume his/her role 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 – Mount Vernon Country Club ”

(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 Holly Weiss: holly@kkandw.com

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