



Head Golf Professional

San Luis Obispo Country Club (Private, Member-Owned)
Full-Time, Exempt | Reports to: General Manager/COO

San Luis Obispo Golf & Country Club is looking for an accomplished, energetic, and highly visible PGA Professional to serve as its next Head Golf Professional. This is an exceptional opportunity for an experienced leader who is enthusiastic about delivering outstanding member experiences through its next chapter of continued success.

The successful candidate will join a Club that has made significant investments in its facilities, amenities, and overall member experience while supporting a culture centered on hospitality, teamwork, fiscal responsibility, and continuous improvement. As a member of the Club's senior leadership team, the Head Golf Professional will collaborate closely with the General Manager, Golf Course Superintendent, fellow department leaders, Golf Committee, and Board of Directors to ensure the golf operation continues to meet the elevated expectations of SLOCC's active and engaged membership.

San Luis Obispo Golf & Country Club is seeking a relationship-driven leader who genuinely enjoys interacting with members, developing staff, and fostering a positive, welcoming golf culture. The ideal candidate will own outstanding communication skills, sound business judgment, operational excellence, and a visible, approachable leadership style that inspires confidence among both members and team members. This individual will build meaningful relationships throughout the Club while creating an environment where members feel valued, connected, and proud to call SLOCC home.

Beyond overseeing a successful golf operation, the next Head Golf Professional will have the opportunity to help shape the future of golf at SLOCC. This position offers the ability to influence programming, enhance member engagement, develop future leaders, and continually elevate the overall golf experience while preserving the welcoming culture that defines the Club.

The Head Golf Professional reports directly to the General Manager and serves as a key member of the Club's senior leadership team.

KEY RESPONSIBILITIES

LEADERSHIP & MEMBER EXPERIENCE

- *Golf Operations Leadership* - Direct all golf operations, ensuring a welcoming, organized, and service-forward environment for members and guests.
- *Member Engagement* - Build strong relationships with members, anticipate needs, and maintain a visible, approachable presence throughout the Club.
- *Service Standards* - Uphold and model the Club's service culture, ensuring consistency across all golf touchpoints.

STAFF MANAGEMENT & DEVELOPMENT

- *Team Leadership* - Recruit, train, schedule, and mentor golf shop staff, outside services, and assistant professionals.
- *Professional Development* - Foster a learning environment that supports PGA advancement and continuous improvement.
- *Performance Management* - Conduct evaluations, set goals, and maintain accountability for service, operations, and professionalism.

GOLF OPERATIONS & TOURNAMENT MANAGEMENT

- *Daily Operations* - Oversee tee sheet management, pace of play, cart fleet operations, practice facilities, and guest policies.
- *Tournament Programming* - Plan and execute a full calendar of member tournaments, leagues, and special events with creativity and precision.
- *Rules & Etiquette* - Serve as the Club's authority on golf rules, handicapping, and on-course conduct.

MERCHANDISING & RETAIL MANAGEMENT

- *Golf Shop Merchandising* - Manage buying, inventory, vendor relationships, and visual presentation of a high-quality retail operation.
- *Financial Oversight* - Achieve budgeted sales targets, maintain inventory accuracy, and ensure profitability aligned with Club goals.

PLAYER DEVELOPMENT & INSTRUCTION

- *Teaching Programs* - Provide private lessons, clinics, and innovative player-development programs for all ages and skill levels.
- *Junior Golf* - Lead a robust junior golf program that supports long-term engagement and growth of the game.

COLLABORATION & CROSS-DEPARTMENT COORDINATION

- *Agronomy Partnership* - Work closely with the Golf Course Superintendent to align course conditions, maintenance schedules, and member communication.
- *Clubhouse Coordination* - Partner with Food & Beverage, Events, Facilities, and Member Services to support integrated Club experiences.

FINANCIAL & ADMINISTRATIVE MANAGEMENT

- *Budgeting* - Prepare and manage annual operating and capital budgets for golf operations, merchandising, and aspirational goals.
- *Reporting* - Provide regular updates to the General Manager/COO on operations, member feedback, financial performance, and strategic initiatives.
- *Committees* - Work with the Golf Committee Chair to set monthly meeting agendas, take proficient meeting minutes, align with the needs of the members.
- *Compliance* - Ensure adherence to California labor laws, safety standards, and Club policies with the department team.

QUALIFICATIONS

- PGA Class A credentials required.
- Minimum 8 years as Head Golf Professional or progressive experience in a private Club.
- Proven leadership in staff development, member service, and tournament execution.
- Strong merchandising, financial management, and communication skills.
- Demonstrated ability to thrive in a high-expectation, relationship-driven private Club environment.
- Experience in California clubs preferred; familiarity with state labor and wage-hour regulations essential.
- Knowledge base of Clubessential software and Golf Genius is a plus.
- Knowledge of NCGA and WSCGA tournament rules are a plus.

COMPENSATION & BENEFITS

Competitive compensation commensurate with experience, including:

- Salary + bonus potential
- PGA dues and continuing education support
- Health, dental, and vision insurance
- 401(k) with employer contribution
- Uniform allowance
- Playing and practice privileges
- Additional benefits consistent with Club policy