



Sankaty Head Golf Club

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Controller

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STRATEGIC CLUB SOLUTIONS

# SANKATY HEAD GOLF CLUB

Founded in 1921, Sankaty Head Golf Club is a private golf club with tennis and beach facilities that provide its members and their families with first-rate recreational and social activities in an understated and informal atmosphere. Located on the eastern end of Nantucket Island in Siasconset, Massachusetts, the Club is set against open land and the historic Sankaty Head Lighthouse.

Nantucket sits roughly 30 miles south of Cape Cod, reached by ferry or air. Its year-round community of about 14,000 expands past 60,000 each summer, when the Club's season peaks.

[www.sankatyheadgc.com](http://www.sankatyheadgc.com)





## CONTROLLER

The Controller is the senior financial position at Sankaty Head Golf Club and reports directly to the General Manager. The role directs the Club's accounting operations, financial reporting, budgeting, and forecasting, and serves as a financial partner to the General Manager on operating and capital matters. The Controller works within a membership-based environment in which service standards and member confidentiality are paramount, and is expected to handle member, employee, and financial information with discretion. The position also oversees human resources, benefits, and payroll administration on an interim basis until a dedicated human resources position is filled.

This is a year-round position that requires residency on Nantucket; on-site housing is provided.



## **Key Objectives:**

### **Financial Leadership and Analysis**

- Serve as a financial partner to the General Manager on operating and capital decisions.
- Explain the drivers behind financial results to support Club decision-making.
- Prepare cash flow, operating, and capital forecasts to support planning.
- Recommend and implement improvements to financial systems and reporting processes.
- Maintain internal controls and support the annual audit.

### **Budgeting and Capital Planning**

- Lead the annual operating budget process across all departments.
- Coach department managers to support budget requests with a clear value rationale before review.
- Maintain the capital reserve study and support funding of planned capital projects.
- Partner with the General Manager and Finance Committee to develop a finance plan for the upcoming large capital projects.
- Track and report on capital dues, initiation fees, and reserve balances.
- Attend Finance Committee meetings and progress toward owning and presenting financial reports.

### **Human Resources, Benefits, and Payroll (Interim)**

- Administer payroll through the iSolved platform for a seasonal workforce.
- Oversee benefits administration, including medical, vision, and the 401(k) plan.
- Manage employee onboarding and I-9 verification.
- Coordinate international staff documentation (H-2B, J-1, F-1) with the Club's immigration counsel.
- Support the transition of these functions to a dedicated human resources hire.

## First-Year Priorities:

### To be successful in the first year, key priorities include:

- Learn the Club's existing financial models, reporting, and the Club Essential and iSolved systems.
- Build working relationships with the General Manager, office manager, and department managers.
- Assume ownership of the annual budgeting process and manager coaching.
- Assess financial systems and processes and recommend modernization steps.
- Develop financing models for large future capital projects.
- Manage human resources and international staffing documentation through a full seasonal cycle.
- Begin attending Finance Committee meetings and prepare to present financial reports.

### Qualifications and Characteristics

- Five to seven years of progressive accounting and finance experience, including at least two years in a supervisory or controller-level role.
- Bachelor's degree in Accounting, Finance, or a related field.
- Experience with full-cycle accounting, budgeting, financial reporting, and forecasting.
- Proficiency with accounting, club management, and payroll software.
- Ability to reside year-round on Nantucket and work on-site.
- Experience in a private club, hospitality, or seasonal business.
- Familiarity with the Clubessential and iSolved platforms.
- Experience with capital planning and reserve study management.
- Human resources and benefits administration experience, including a seasonal or international workforce.
- CPA designation or affiliation with HFTP or CMAA.



## Compensation and Benefits

- Sankaty Head Golf Club offers a competitive compensation package with base salary commensurate with experience. In addition to salary and bonus, the Club provides on-site housing and a full range of benefits:
- Base salary of \$125,000 to \$135,000, commensurate with experience, plus a performance-based annual bonus.
- On-site three-bedroom, two-bathroom cottage provided at no cost, with utilities, internet, and landscaping covered by the Club.
- Medical and vision insurance, a 401(k) plan, and additional benefits consistent with the Club's benefit plan.
- Relocation assistance, available for negotiation with the selected candidate.
- Allowances for continuing education.



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Interested and qualified applicants should submit their resume in confidence to:

Rob Schlingmann, CCM, CCE, CAM at Strategic Club Solutions, [Rob@strategicclubsolutions.com](mailto:Rob@strategicclubsolutions.com).





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