

KOPPLIN KUEBLER & WALLACE

GENERAL MANAGER/CHIEF OPERATING OFFICER PROFILE: THE APAWAMIS CLUB RYE, NY

GENERAL MANAGER/CHIEF OPERATING OFFICER OPPORTUNITY AT THE APAWAMIS CLUB

The Apawamis Club, one of the Northeast's most historic private clubs, is seeking a General Manager/Chief Operating Officer to lead a healthy, well-regarded organization into its next chapter. This is a role for a true executive: a leader who owns the business financially, builds and develops a strong senior team, and puts durable systems in place across a complex, multi-amenity operation, while serving as a visible, trusted presence for members and staff and a steward of the Club's traditions.

The next GM/COO will bring strong financial and operational acumen, with strategic leadership, business management, and leadership development carrying equal weight with hospitality and member engagement. Priorities include disciplined P&L ownership, budgeting and long-range capital planning, developing the senior team, and building repeatable operating systems, alongside elevating dining and service consistency. The successful candidate will align operating and capital investments with the Club's long-term objectives and member expectations, communicate decisions clearly, and maintain a visible, approachable presence throughout the Club.

The Club has experienced and tenured department heads, and the successful candidate must demonstrate an ability to become a trusted leader and partner to this group, including facilitating cross-department collaboration to deliver a consistently strong member experience. The next leader will develop the Club's leadership bench by effectively delegating decision-making and fostering a culture of accountability. With a strong understanding of private club governance, the GM/COO will also build productive relationships with the Board and committees, thoughtfully balancing tradition with continued evolution while ensuring that Apawamis remains relevant, welcoming, and highly valued by current and future generations of members.

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

ABOUT THE APAWAMIS CLUB

Founded in 1890 in Rye, New York, The Apawamis Club brings together a distinguished sporting heritage and a deeply rooted family culture. Multigenerational membership is central to its identity. Members consistently identify the community, family atmosphere, and relationships with staff among the Club's greatest strengths.

The historic 18-hole golf course has hosted four USGA events: the 1911 U.S. Amateur, 1970 U.S. Girls' Junior, 1978 Curtis Cup Matches, and 2005 U.S. Senior Women's Amateur. The U.S. Seniors' Golf Association tournament originated at Apawamis in 1905. Practice facilities and an indoor Golf Performance Center with simulator bays complement the golf experience. Squash holds an equally distinctive place at Apawamis, with five courts, including two doubles courts, making it one of the few clubs in the area offering doubles squash. Nationally accomplished players and a longstanding tradition of amateur and professional tournaments further distinguish the program.

The Club's broader athletic offerings include seven tennis courts, three paddle courts, pickleball, and a fitness center. Extensive junior programs in golf, squash, tennis, and aquatics combine instruction and competition with summer camp experiences, connecting younger members to Club life. The renovated Lower Campus adds a zero-entry pool, swimming lanes, and a Pool House restaurant and bar.

Dining venues throughout the clubhouse and grounds support everything from casual family meals to private gatherings and Club celebrations. Together, these facilities and traditions sustain an active, year-round community where sport, friendship, and family life are closely connected.

THE APAWAMIS CLUB BY THE NUMBERS

- Members - 764 across all categories

- Initiation Fee - \$165,000 (full member)
- Annual Dues - \$19,552 (full member), plus \$270/month in capital dues
- Annual Minimum Charges - \$1,500
- Annual Gross Volume - Approximately \$20M, including initiation fees and capital revenue
- Annual Dues Volume - Approximately \$11.3M
- Annual Food & Beverage Volume - Approximately \$4.4M; 63% à la carte and 37% catering
- Gross Payroll - Approximately \$11.2M
- Employees - Approximately 75 full-time employees and 175 seasonal employees
- Average Member Age - 55
- Board Members - 15, serving three-year terms, with a maximum of two terms
- Committees - 12: Finance; Membership; Greens; Golf; Communications; Junior Sports; Long Range Planning; House; Racquets; Physical Plant; Human Resources; Women's Golf
- Annual Golf Rounds - Approximately 20,850
- Accounting and POS Systems – Clubessential

THE APAWAMIS CLUB WEBSITE: www.apawamis.org

GENERAL MANAGER/CHIEF OPERATING OFFICER POSITION OVERVIEW

The GM/COO leads the day-to-day operations of The Apawamis Club, implementing the policies and strategic direction established by the Board of Governors while maintaining clear and appropriate boundaries between governance and operations. The role requires a highly engaged and accomplished executive who brings together strong financial and operational management, staff leadership, service excellence, and facilities oversight across the Club's dining, golf, racquet sports, aquatics, fitness, and social programs. The successful candidate will possess a strong work ethic, sound judgment, and a high degree of emotional intelligence, demonstrating the ability to remain calm, fair, and decisive under pressure.

The GM/COO is expected to maintain a highly visible, approachable, and engaging presence throughout the Club, building trust through regular interaction with members, employees, and department leaders. Working collaboratively with the senior management team, the GM/COO will establish clear expectations, provide coaching and professional development, delegate effectively, and reinforce accountability for service and operational performance. The successful candidate should possess strong human resources and financial acumen in addition to broad club operations expertise and be comfortable navigating complex personnel matters. While prior experience working with local unions is not required, it would be considered valuable given the Club's operating environment.

As the Club's senior executive, the GM/COO must demonstrate ownership of financial performance, lead capital and long-range planning in partnership with the Board, and translate strategic priorities into effective day-to-day operations. Clear financial reporting, thoughtful operational analysis, and well-supported recommendations will guide informed decisions and disciplined stewardship of Club resources. Candidates must have held their current or most recent role at a club that operates its own golf course, bring a multi-amenity club background, ideally including both racquets and aquatics, and demonstrate direct P&L responsibility for a club operation of comparable scale and complexity. Equally comfortable in the Boardroom and throughout the Club, the GM/COO will communicate with confidence, diplomacy, and transparency while respecting Apawamis' history and traditions and sustaining the personal service, strong relationships, and family-oriented culture that distinguish the Club.

INITIAL PRIORITIES OF THE NEW GENERAL MANAGER/CHIEF OPERATING OFFICER

- **Develop a Comprehensive Understanding of the Club's Financial Position:** Quickly gain a detailed understanding of the Club's operating and capital budgets, financial performance, reserves, long-term obligations, and current financial practices. Work closely with the Board and financial leadership to ensure strong financial discipline and informed decision-making.
- **Create a Multi-Year Strategic & Capital Roadmap:** Working collaboratively with the Board and leadership team, develop a thoughtful, prioritized roadmap that connects the Club's strategic objectives with its long-term capital requirements and financial resources.

- **Build Repeatable Systems & Modernize Operations:** Establish practical standard operating procedures and repeatable systems across departments. Modernize reporting, analytics, and technology to support timely decisions, consistent execution, and clear accountability while giving department leaders the tools to manage effectively.
- **Listen, Learn & Build Trust:** Spend meaningful time in every department before implementing significant change. Develop a thorough understanding of Apawamis' history, traditions, culture, membership, employees, and current operating practices while building credibility and trust throughout the organization.
- **Establish a Highly Visible & Engaged Presence:** Become an active and approachable presence throughout the Club, developing relationships with members and employees and gaining a firsthand understanding of their experiences, expectations, and priorities.
- **Build Strong Relationships with Department Leaders:** Become a trusted leader and partner to the Club's experienced department heads. Learn each department's strengths and priorities, support collaboration across departments, and empower leaders through thoughtful delegation, professional development, and shared accountability for the member experience.
- **Establish Clear Communication & Accountability:** Develop consistent communication rhythms with the Board, committees, department heads, employees, and membership. Establish clear expectations, decision-making responsibilities, and accountability while ensuring members are appropriately informed about important Club initiatives and decisions.
- **Assess Capital & Facility Priorities:** Develop a comprehensive understanding of existing and anticipated capital needs and begin establishing priorities based on operational necessity, financial capacity, and member expectations.
- **Strengthen Organizational Depth & Staff Retention:** Evaluate the organizational structure and identify opportunities to develop talent, strengthen retention, create succession plans, and build a deeper leadership bench capable of supporting the Club's long-term needs.
- **Strengthen a "One Club" Culture:** Build on the strengths of each department and encourage collaboration so that leaders and employees share responsibility for a consistently strong member experience.
- **Balance Financial Discipline with Thoughtful Investment:** Maintain strong financial stewardship while ensuring Apawamis continues to make appropriate investments in its facilities, people, programs, and member experience to sustain the Club's relevance and strength for future generations.

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 are encouraged 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: \$400,000 - \$450,000

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. Christopher Nace, 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 Apawamis Club and the Rye, 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 30, 2026. Candidate selections will occur in November with the first Interviews expected in mid- November with the second interviews shortly thereafter. The successful candidate should assume his/her role January 2027.

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

“Last Name, First Name - Resume” &
“Last Name, First Name - Cover Letter - Apawamis”
(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

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