



Andover Country Club | Andover, Massachusetts

General Manager

About the Club

Andover Country Club is a prestigious, family-oriented golf and country club with a century-long exceptional service and hospitality tradition. Located in Andover, Massachusetts, the Club offers a championship-caliber 18-hole golf course, elegant and diverse dining options at five venues, a vibrant bar, and ideal spaces for special events.

The Club celebrates its centennial this year. The Spanish-style clubhouse, with its distinctive stucco exterior and red-tiled roof, opened in 1926 and remains a signature feature of the Club.

Since purchasing the Club in 1979, Yvon Cormier has overseen extensive renovations and expansions, including a larger clubhouse, hotel rooms, upgraded dining and event spaces, and improvements to the golf course. Under his leadership, the Club's amenities have been modernized with new gardens, a terrace patio, a state-of-the-art kitchen, and a practice range, ensuring a top-tier experience for members of all ages and skill levels.

Today, Andover Country Club continues to uphold its legacy of excellence while evolving to meet the needs of its members and guests.

With gross revenues exceeding \$8 million and dues revenue around \$3.4 million, Andover has a seasonal staff of 100 employees and 440 memberships. The Club is operational year-round, and the dining schedule is staggered between the various outlets. Golf is open from April to November.

About the Position

The General Manager (GM) will report to Ownership and collaborate with the leadership team to manage the operations of a dynamic, developer-owned property. Responsible for overseeing Food & Beverage, Golf, Clubhouse, Course Maintenance, and hotel rooms (when operational), the GM will ensure all operations align with the Owners' vision and the Club's standards of excellence.

The GM will provide strong leadership, focusing on member satisfaction, staff development, and operational efficiency. They will implement practical training, recruitment, and performance standards to attract top talent and ensure the highest quality of service while fostering a welcoming atmosphere of hospitality and goodwill. The GM will engage members year-round through regular communication, personal interactions, and timely promotion of Club events. Additionally, the GM will identify and pursue opportunities to grow and retain membership while increasing private events and golf outings to enhance the Club's offerings and revenue.

About the Ideal Candidate

The ideal candidate for General Manager will have a bachelor's degree in hospitality management or business administration, with highly preferred professional certifications (CCM, CCE, CHA). He/she will bring at least eight years of senior-level hospitality management experience, including five years as a General Manager or Assistant General Manager at a golf-centric private club or similar organization, ideally with multi-clubhouse or multi-course experience. A proven track record of achievement, stability, and success in leading profitable food and beverage operations, increasing member participation, and driving revenue growth is essential.

The candidate will excel in selecting, training, and motivating a service-oriented team, fostering a strong service culture that enhances member satisfaction and team cohesion. Experience in budget and expense management, focusing on driving business growth, is required. He/She will also demonstrate an entrepreneurial mindset, identifying opportunities to grow the business and elevate the Club's offerings. Strong leadership skills in team development and identifying capability gaps will be critical to the candidate's success.

Apply for This Position

Interested candidates should complete the online candidate profile form and submit a compelling cover letter and resume for consideration to DENEHY Club Thinking Partners at <http://denehyctp.com/apply-for-a-position/>. If you have any questions or to recommend a candidate, please contact Carolyn Kepcher at 203.319.8228 or by email at carolyn@denehyctp.com.