



Berkshire Country Club
Reading, PA

GM/COO
Candidate Requirements



The Berkshire Country Club

about the club



Founded in 1899, member-owned and governed, and steeped in tradition, the Berkshire Country Club provides a masterful blend of leisure, athletics, golf, and elegance. It is a country club lifestyle the way it was meant to be enjoyed - with a proud legacy of exceptional service, opportunity, and the benefits only available at such a grand private club. Smart. Sophisticated. Surrounded by casual elegance.

The Berkshire Country Club opened its doors on May 31st on what was originally the J. Howard Jacobs farm. Stables for members' use were located at the north end of the clubhouse. Additionally, there were two tennis courts beside the clubhouse; bathhouses, and a boat dock located along the river.

Today, its members enjoy an unparalleled member experience in an environment of congenial camaraderie. The well-appointed dining venues surround you as you enjoy the best cuisine in Berks County. The culinary team crafts exceptional food featuring seasonal, high-quality, farm-to-table ingredients. Our Certified Sommelier works together with the Executive Chef hand selecting wines that complement the culinary experience.

The Club has an \$8.5 million Master Plan underway. BCC recently completed a \$6.5M Clubhouse and Kitchen renovation and a \$1.7 M Golf Course renovation in 2024. A new 3,000 sq. ft. Golf Learning Center is scheduled to be built in the Fall of 2025 followed by a Pool Kitchen renovation in the Fall of 2026.



Reading, PA is located under two hours from Philadelphia, PA and Baltimore, Maryland



the location

club facilities

- Dining:** 1899 Dining Room and Patio, Terrace Dining Room, Main Dining Room, Tap Room, Men's Lounge & Pool Bar and Grill (seasonal), Halfway House (seasonal)
- Golf:** Newly restored 18 Hole Willie Park Jr. and Donald Ross Golf Course, Short Game Practice Area, Driving Range
- Tennis:** 3 Tennis Hard Courts, 4 Pickleball Courts
- Youth:** 5-week summer camp, kids' tennis lessons & camp, kids' golf league, lessons and camp
- Pool:** Outdoor Lap Pool & Kiddie Pool

[Visit the website](#)

club overview

Memberships	523 Members total
Initiation fee	Full: \$12,000
Annual dues	Full golf: \$12,011
Gross volume	\$9.0 M
Annual dues volume	\$4.5 M
F&B Volume	\$2.8M
Gross payroll	\$3.6M
Employees	170 in-season; 70-year round
Board members	9
Average age	55
Food Cost	47%

For 125 years, the Berkshire Country Club has been creating lasting memories for Berks County families. Members who spent their childhood here now share the Club with their children and grandchildren. One visit, and you will understand why The Berkshire Country Club is the region's premier country club experience.

the position



Berkshire Country Club is searching for a personable, proactive, and passionate club professional, who enjoys working in an exciting private club environment. One who has the ability to lead and motivate their team to deliver exceptional and diverse experiences to all demographics of the membership is a must.

The GM/COO will coordinate and oversee all aspects of the club operation and have strong financial acumen, capital planning, and strategic planning abilities. This individual will work closely with the Board of Directors of the club and the management team to deliver personalized, high-touch service to the club members and their guests while leading the Club into the future.

Promoting a positive work environment, retaining current staff, and attracting new talent is key. Visibility and sincere engagement with members and staff are an important part of this role.

Key Characteristics and Traits

- Natural leadership style that has the ability to manage and set clear expectations for department heads.
- Highly visible to members and employees; Developing meaningful relationships is of high importance in this role.
- Disciplined follow-through to ensure the vision and goals of the Club come to fruition through buy-in from the Board, Committees, and Department Heads.
- Understanding of club governance with the ability to thoughtfully guide the Board of Directors and Committees, facilitating their vision and direction, maintaining best practices
- The ability to listen intuitively, responding, and taking thoughtful action that is in the best interest of the Club and its members.
- Ability to cultivate a high level of member services and satisfaction.
- Experience in overseeing the golf and turf management operations.
- Strong background in food and beverage operations, with the ability to lead the department forward through innovative offerings and consistent, quality service.
- Highly focused and passionate about creating an environment of healthy retention and being the employer of choice for recruitment.
- Effective fiscal management through delivery of actual operational and capital results in alignment with approved budgets.
- Experience initiating and executing capital improvement plans at the direction of the Board with a strong understanding of project management.
- A known track record of developing and implementing long-term strategic plans.
- A high attention to detail in administration, daily operations, and facility management.
- The ability to communicate concisely and effectively, both verbally and in writing.
- Assure that the highest standards are set and achieved in providing member service and satisfaction
- Creates and upholds a positive and healthy work environment, implementing a culture of teamwork and continued excellence.
- A strong understanding of how to provide top-notch operations and events that intrinsically lead to an elevated experience for members and guests.
- A strong network in the industry that can be leveraged to promote the Club and stay up to date on industry trends.
- Adept in conflict management with the ability to think on your feet and remain flexible when needed.
- The ability to cultivate new and innovative events for all ages and demographics while upholding Club traditions.
- The ability to analyze membership trends, retain current members, and grow as needed.

qualifications



- ✓ A minimum of 7 years of progressive leadership and management experience in a private club environment.
- ✓ CCM designation is a plus.
- ✓ A Bachelor's degree in hospitality or business management preferred.
- ✓ The position is available immediately.

salary and benefits

Salary is open and commensurate with qualifications and experience. The Club offers an excellent bonus and benefit package.



IMPORTANT

Interested candidates should submit résumés along with a detailed cover letter which addresses the qualifications and describes your alignment/experience with the prescribed position **by Friday, December 20th.**

These documents must be saved and emailed in Word or PDF format (save as "Last Name, First Name, Berkshire GM/COO Cover Letter" and "Last Name, First Name, Berkshire GM/COO Résumé") respectively to:

Careers@thedeloziergroup.com.

All requested information, along with references, should be emailed to the address above.

Search Executives



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