

HEAD GOLF PROFESSIONAL PROFILE: RIOMAR COUNTRY CLUB VERO BEACH, FL

CLUB OVERVIEW

Riomar Country Club Mission Statement

Riomar Country Club is a private, member owned club which exists solely for the enjoyment of its members. Its purpose is to provide golf, dining, bridge, camaraderie and opportunities to gather socially in a congenial, harmonious and understated atmosphere next to the Atlantic Ocean in Vero Beach, Florida. It is committed to excellence in all areas of its operation.

Riomar Values

- Members and staff as the club's most important assets
- An enjoyable golf course with 7 seaside holes and no tee times
- A rigorous new member selection process, based on proposal not application
- Seaside and club dining with a variety of excellent food
- Sound and conservative financial management

Riomar Country Club in Vero Beach, Florida is seeking a Head Golf Professional for its member-owned country club located on the Atlantic Ocean. Riomar's current Head Golf Professional has accepted a position at another club and is leaving on positive terms.

The club is financially strong. Riomar enjoys a small yet active membership, no tee times, and a staff committed to excellence in all areas of the operation. Primarily a seasonal, conservative and low-key, winter resident operation, the Club has developed a reasonably active summer, and reciprocal program.

Golf activity at Riomar is strong with oversight by a Golf Committee and in coordination with the Greens Committee. Riomar maintains a full tournament schedule and organized weekly play. Riomar has a long tradition of having a strong mixed golf program; the marquee golf event is a Two Day Mixed Invitational.

Established in 1919, the original 9-holes were designed by Herbert Strong. The golf course covers 100 acres with seven holes on the ocean and nearly 1500 feet of oceanfront. The golf course was fully renovated in 2015 by Tom Fazio II. The renovation included the conversion to USGA greens grassed with TifEagle and re-grassed tees, fairways, and rough with Celebration grass. Other improvements included enhanced ocean views, installation of forward tees, and improved drainage through the property. The challenging par 70 golf course has four tee options ranging from 4,500-6,000.

Today, Riomar Country Club is a "hidden gem" along the coast in highly desirable Vero Beach, Florida. The understated elegance of the Club is a hallmark of its existence and its members hold the following core values as primary to continue the Club's unique and desirable culture:

- A challenging golf course, always in excellent condition with no starting times.

- A small, exclusive membership comprised of people who enjoy golf, fine dining and camaraderie.
- A dedicated administration and staff who provide excellent service to the members and their guests.

Club Facts

Riomar Country Club is established as a 501(c)7, not for profit, tax-exempt members' owned club. A nine person Board of Directors governs the Club, and an organizational chart lead by the General Manager. There are approximately ten standing committees, each chaired by a board member.

- Golf Memberships: 260
- Initiation Fee: \$71,000
- Annual Dues: \$10,400
- Golf Shop Sales: Approximately \$360,000
- Golf Operations Gross Revenues: Approximately \$900,000
- Golf Rounds: Approximately 15,000 annually; no tee times or caddies Club Full Time Staff: Approximately 49
- Golf Operations Staff: Usually 12 employees in the height of season, including two assistant professionals, a merchandiser/golf shop manager, and an outside services team.

POSITION OVERVIEW

The Head Golf Professional is responsible for all day-to-day golf operations of Riomar Country Club. The Head Golf Professional reports to the General Manager. The professional is responsible to ensure that all areas of the operation are consistently managed at a high level while being highly visible, approachable, and focusing on member and guest relations.

The Head Golf Professional is expected to provide motivated and passionate leadership to his/her team, the Golf Committee, fellow management, and members. He/she must also have the ability to lead in a manner consistent with the genuine and understated style of Riomar. The professional will need to balance multiple member inputs, personal interests, various levels of golf ability, and the club's financial guidelines.

Riomar has a comprehensive tournament schedule in addition to a number of weekly organized events. Active involvement with men's, ladies, and mixed golf is a large part of the role. The ability to keep the golf program fresh and to accommodate golfers of all levels is critically important. Golf is the key amenity at Riomar, and it is important that all members are aware of and encouraged to participate in the golf program.

The golf experience is the strongest element of member recruitment, retention and satisfaction at Riomar Country Club. The Head Golf Professional is expected to be a strong ambassador for the club and will play an essential role in new member integration.

The Head Golf Professional must be an effective golf instructor who has a genuine desire to help members improve and further enjoy the game. The professional will need to balance golf

instruction with operational responsibilities to ensure that visibility, organization, and service standards are maintained.

The professional is integral in organizing, preparing, and writing member communications. The professional will also prepare operating and capital budgets, as well as assist in the club's long range planning process.

Key Characteristics:

- A proven leader with diverse skills to manage as it relates to: staff development, strong organizational skills, management and coaching, merchandising expertise, strong written and verbal communication skills, interpersonal skills, drive, integrity and respectful diplomacy.
- An intuitive, personable style with a sincere and visibly engaged presence with members, guests, and staff.
- A Team Builder who has a history of attracting, developing and retaining a high performance golf staff, and ensuring that they consistently meet well defined service standards.
- A positive individual who has the ability to attract, engage, and accommodate golfers of all levels to maximize participation.

CANDIDATE QUALIFICATIONS

- Candidates for this position must have a minimum of five years of top golf professional experience, preferably in a private, member owned club. Current Head Professional or an experienced Assistant Professional with experience at a high end private club would be considered.
- Bachelor's degree from a four-year college or university preferred.
- PGA Member in good standing

SALARY & BENEFITS

Compensation includes a base salary competitive for experience as well as the size and location of the club, 100% of teaching income, and a commission on golf shop equipment sales. The club owns the golf shop. The position is also eligible for an annual performance bonus. Benefits include health insurance, life insurance, 401(k) plan, clothing allowance, and education allowance.

INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter (in that order) using the link below. You should have your documents fully prepared to be attached when prompted for them during the online application process.

IMPORTANT: Please note the importance of providing a thoughtful letter of interest and alignment for the position --- why you, why RCC, why Vero Beach, Florida, etc. Your letter should be addressed to the RCC Search Committee and provided to us as noted below.

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

“Last Name, First Name Resume” &

“Last Name, First Name Cover Letter”

(These documents should be in Word or PDF (*PREFERRED*) format)

Note: Once you complete the application process for this search, you are not able to go back in and add additional documents.

For directions on how to upload your resume and cover letter [visit this page](#).

If you have any questions please email Nan Fisher: nan@kkandw.com

Lead Search Executive:

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