



## Ferncroft Country Club – Middleton, Massachusetts

### General Manager

Ferncroft Country Club is a full-service club with a family-oriented and diverse membership. Founded in 1969, the Club is set on an idyllic 267 acres in Middleton, Massachusetts located twenty minutes north of downtown Boston. The Club's Robert Trent Jones, Sr. designed course hosted the LPGA Boston Five Classic from 1980-90. Additional amenities and services include tennis, pool, fitness, dining, and social and children's activities. In 2015, the Club broke ground on a \$5 million expansion that will bring a new building with golf lockers, event space and a roof deck lounge in spring 2016. Since 2006, the Club has been owned and operated by Affinity Management based in Charlottesville, Virginia.

The Club is open year round; seven days a week from April to October and closed on Mondays and Tuesday with the exception of the Fitness Center from November to March. The 21,500 sq.ft. clubhouse features multiple dining outlets and can accommodate up to 250 guests. Annual gross revenues are \$4.8 million; food and beverage revenue us \$1.3 million. The Club currently has 582 members; during the height of the season, there are up to 140 employees on staff.

The General Manager is appointed by the Owners who set policies and strategy based upon advice and participation with the General Manager. He/she in turn deploys these policies and strategies throughout Club operations through the management team and reports results to the Owners. The General Manager is accountable for the performance of the management team and staff and for all operating performance measured. He/she manages all day-to-day operations related to all activities of Ferncroft Country Club and is responsible for the administration of employee matters, accounting, financial, and the Club's community relations.

The General Manager will be expected to provide direction and effectively lead the management team and staff resulting in a high-functioning, cohesive team with noticeable improvement in service levels and staff morale throughout the Club. Instilling a revitalized service culture throughout the Club through proper training and implementing standard operating procedures that reflect industry best practices is highly desired.

With full P&L responsibility, the General Manager must demonstrate intuitive business acumen and possess strong planning, operational, and financial skills. Successful candidates will have proven success with revenue growth, shaping the member experience, and with internal and external marketing. Excellent candidates will have experience with shaping and enhancing food and dining operations to increase member satisfaction and participation in the dining program and to stimulate private event sales. Also important will be introducing new programming and activities that appeal to a diverse and family-oriented membership, ultimately increasing overall club usage and improving the appeal of the Club for membership sales.

This position requires a strong leader and an excellent communicator who presents as a confident and energetic professional who is committed to delivering excellent service and exceptional standards of quality. Successful candidates will be able to connect operational performance with the perception of the membership and proactively and appropriately make improvements as needed.

**Compensation:** The Club will offer a competitive compensation plan, along with standard benefits and perks.

Interested and qualified candidates should complete the online candidate profile form and submit a compelling cover letter and resume for consideration at <http://denehyctp.com/submissions/>. Please contact Alison Savona at 203.319.8228 or [alison@denehyctp.com](mailto:alison@denehyctp.com) with additional questions or to recommend a candidate.



301 Kings Highway East – Suite 300  
Fairfield, CT 06824  
203.319.8228

3465 North Pines Way  
Wilson, WY 93014  
307.690.7931

2355 Westwood Blvd.  
Los Angeles, CA 90064  
310.409.8957