



## **Kernwood Country Club – Salem, Massachusetts**

### **General Manager/COO**

#### **About the Club**

Founded in 1914 by a group of Boston business leaders, Kernwood Country Club is rich in history with the likes of Walter Hagan, Francis Ouimet, and Donald Ross who were all present for the grand opening exhibition matches. Today, Kernwood Country Club remains one of the most beautiful and endeared clubs in the Northeast. The Club prides itself on being a premier family-oriented private club known for the camaraderie among its members and is located on the scenic North Shore of Massachusetts, just 35 minutes from Boston.

The Donald Ross-designed golf course is the centerpiece of the property, surrounded by the most saltwater frontage of any golf course from Boston to New Hampshire. The classically designed, 18-hole championship course boasts a slope of 130 and a par 70 layout. The course lies along the scenic Danvers River which ebbs and flows into the Atlantic Ocean. The pull of the tides creates an ever-changing landscape. A seasoned caddy program adds to the member experience as caddies are an integral piece of Kernwood's history. Kernwood Country Club has hosted the Massachusetts Open for the 4th time in its history and in 2014, the Club celebrated its Centennial season and welcomed some of the best talent in the state for the Massachusetts Golf Association's Amateur Championship. The Women's Golf Association of Massachusetts also brought their title event to Kernwood in 1926.

In addition to fabulous, scenic, and challenging golf, the club offers the 300+ members a casually elegant dining experience in the 24,000-square-foot clubhouse with stunning views of the river and the golf course. The grill room and the Donald Ross Lounge primarily service the daily routines of the membership and the Main Dining Room services more formal large outside functions and member events for up to 300 participants. Members also enjoy a seasonal swimming pool, two clay tennis courts, and a very active social calendar keeps the membership entertained year-round with the exception of January when the Club is closed.

Gross revenue exceeds \$5 million with Food & Beverage accounting for \$1 million with an exceptional opportunity to grow the operation both physically and in terms of revenue. There are 128 staff members at the height of season. The Club completed a full bunker renovation in 2020, installed new windows throughout the Clubhouse, upgraded the men's locker room and replaced the roof. There are many future projects under consideration including a full Clubhouse renovation, additional tennis courts and full renovation of the pool and pool area potentially.

#### **About the Position**

The General Manager/COO will be responsible for managing all operations of Kernwood Country Club consistent with the direction and policies established by the Board of Governors as well as by the By-laws and Rules and Regulations of the Club. The General Manager/COO is expected to essentially "turn around" the operations of the Club. With the knowledge that the golf program and golf course are currently performing at excellent levels, the next leader will guide the Board, staff, members, and community toward the future strategy for the Club to be the most desired Country Club north of Boston.

#### **About the Ideal Candidate**

Ideal candidates should have 10+ years of experience with club/hospitality management positions leading up to a General Manager position at a similar culture organization with a professional career "track record" of achievement and relative employment stability.

He/she should have strong financial management, organizational and administrative skills, excellent people skills, and a high "emotional IQ," with strategic planning experience. The chosen candidate will be guiding a Board through a long-term planning process so it is important that he/she have strong capital project management experience as the Club will be embarking on major renovations and upgrades.

The selected candidate will have experience utilizing member relationships to develop offerings that enhance satisfaction and improve the value of the Club. He/she should also have proven leadership qualities with demonstrated ability to direct, train, and coordinate staff, and manage all facets of a highly regarded private club. The next GM/COO will also have a strong set of professional hospitality credentials and a sharp eye for detail. He/she must have excellent communication skills and experience in shaping social, dining, and cross-departmental programs with an understanding and appreciation of golf operations.

#### **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 Karen Alexander at 203.319.8228 or by email at [karen@denehyctp.com](mailto:karen@denehyctp.com).

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