

ABOUT NASHUA COUNTRY CLUB

Nashua, NH | Founded in 1915 by a group of businessmen who purchased the City Farm House and an additional 160 acres, Nashua Country Club began as a gathering place where both men and women could compete in athletics and enjoy social purposes and entertaining guests. There have been at least ten major developments at Nashua Country Club over the past 50 years involving considerable construction and major expenditures. Each of these projects broadened the base of the Club by providing improved activities and facilities. Most notably, the historic farmhouse has evolved into a modern clubhouse, creating a welcoming "home away from home" for members.

The picturesque golf course, originally designed by Wayne Stiles, was enhanced in 2006 with bent grass greens and USGA-approved bunkers. Unique in the area, NCC offers a full driving range, a short-game practice area, and four dining options, from casual to upscale, with cuisine rivaling the best restaurants. Additionally, NCC is Southern New Hampshire's premier venue for weddings, meetings, and events, ensuring a memorable experience with expert planning and exceptional service.

Other activities enjoyed by members at NCC include a heated pool, poolside dining, and a family-friendly swim team. Additionally, NCC's long-standing curling program offers leagues for all ages, fostering fitness and social connection. NCC's fitness facility is open daily and features Cybex equipment, group classes, TPI golf fitness, and massage therapy. The club also boasts the only Har-Tru clay tennis courts in the area, with lively adult and junior tennis programs, and regular family events.

CLUB ACTIVITIES

Members of Nashua Country Club have a wide range of activities to enjoy. Beautifully conditioned and maintained facilities allow our Members to challenge themselves at the highest level. A variety of programs focused on every activity awaits each family member, but the core of our mission is to provide opportunities for families to come together and enjoy priceless memories.

Golf

At the heart of the Club, is our 18-hole Wayne Stiles golf course. Flawless greens, lush fairways, and perfectly placed bunkers challenge all players from distinguished to beginners. World-class practice facilities allow for all players to work on their games from improving tee shots to developing better control around the greens. The Golf Committee and the Professional Staff develop a comprehensive program that caters to all abilities designed not only for you to challenge your skills but also more importantly for you to share the Nashua Country Club experience with your family and friends.

Curling

Curling has been a long-enjoyed winter activity that members have played for generations. Curling at Nashua Country Club has recently undergone the Club's ongoing commitment to excellence in the facilities it provides the members. Members are now able to enjoy a state-of-the-art, brand-new four-sheet facility complete with a well-appointed warm room with a comfortable viewing platform.

Golf Simulators

The club has also invested in indoor golf simulators to provide year round access to the game. League Play, Individual Practice, Clubfitting, and Instruction are just a few of the items available indoors, year-round at Nashua.

Tennis

Nashua Country Club prides its ability to providing the best possible tennis experience. Whether it's a fun tennis match with friends on the beautifully maintained clay courts, the professional tennis staff, or just the opportunity to watch your children enjoy the game, NCC's tennis program is second to none.

Swimming

The swimming pool is a wonderful oasis focused on sport and leisure. Frequent opportunities to either relax with family poolside or participate in an active swim program, are just a short drive from home or work. Lifeguards are always on duty to ensure only the safest environment for your piece of mind. A cold drink or the club's favorite cheeseburger is only a request away for your complete convenience. Club Towels and well-appointed locker rooms are available for your comfort.

Personal Fitness

Promoting a healthy lifestyle is an important aspect of club life at Nashua Country Club. Our gym could be your personal gym. If you want to enjoy a workout or consult with our expert fitness team on how to become a better athlete, the opportunity awaits all Members.

Cross Country Ski & Snow Shoe

The Club sits on a beautiful piece of property along the Merrimack River featuring comfortable changes in elevation through mature evergreens and dormant majestic maple trees. The Club maintains a beautiful cross-country course for all to enjoy.

Since its founding in 1915, Nashua Country Club has been dedicated to our member's enjoyment and to fostering life-long friendships. Our facilities are second to none in southern New Hampshire with a championship golf course, heated Olympic pool, HarTrue clay tennis courts, the only curling rink in the state, and an inviting clubhouse.

Whether you are enjoying a round of golf on our beautiful and challenging course, relaxing with friends in one of the several dining areas, or sunning by the pool, you can enjoy a variety of events, meet new people, and enjoy the company of friends. For business, the club is a perfect setting to conduct formal meetings in the Clubhouse. Alternatively, just have informal discussions while playing a beautiful golf course rich with tradition.

Our friendly, family-oriented environment provides activities and events that promote family and guest participation and involvement. From regular children's activities in the clubhouse to instruction and competition for all ages and skill levels in our junior golf, tennis, swim, and curling programs, families enjoy their time together as well as meeting and making new friends. By honoring the past while looking toward the future, NCC has distinguished itself as a community dedicated to a tradition of excellence.

CLUB DETAILS

Facility: Member-owned

Course Access: Private

Number of Holes: 18

Total Annual Rounds: 23,360

Annual Revenue: \$9M

F&B Revenue: \$2.5M

Members (Golf/Social): 500+
Primary Golf Season: May - October
Caddie Program: No
Practice Range: Yes
Short Game Area: Yes, designed by Mungeam and Cornish
Number of Staff Managed: 12

POSITION OVERVIEW

Title: General Manager

Reports to: Board of Directors

Supervises: Clubhouse Manager, Golf Course Superintendent, Director of Golf, Executive Chef, Club Controller, Assistant Club Controller, Restaurant Manager, Curling Ice Technician, Head Tennis Professional, Beverage Manager, Events Manager and Aquatics Manager.

Position Description: The General Manager (GM) plays a crucial role in overseeing both the daily operations and long-term strategic vision of the club. This executive position requires a motivated leader with integrity who can inspire teamwork and cultivate a positive, inclusive environment for members and staff alike. Key to the GM's success is maintaining high levels of satisfaction among members and employees, as seen in positive feedback and reduced complaints. A supportive and engaging club culture not only uplifts staff morale but also helps attract and retain talent essential to the club's success. Financial stability and growth are also priorities for the GM, who will work diligently to meet financial goals, maintain fiscal responsibility, and implement strategic financial plans. Ensuring financial stability fosters the club's long-term viability and sets the foundation for future growth and reinvestment.

Leadership and team building are central to the GM's role. By uniting the team, enhancing morale, and fostering an environment of respect and accountability, the GM will drive engagement and productivity across departments, promoting a culture that values professional growth and retention. Operational excellence is another focus, with the GM working to streamline operations, improve interdepartmental communication, and prevent avoidable issues, thereby ensuring a consistent, high-quality member experience. Finally, the GM will introduce innovative ideas, programs, and activities to increase member participation and engagement. By expanding beyond traditional offerings, the GM will foster a dynamic and vibrant club atmosphere that meets the evolving interests of members, reinforcing the club as a welcoming, engaging community for all.

ESSENTIAL JOB FUNCTIONS

Leadership and Team Building

- Lead, motivate, and empower staff by fostering a sense of trust, collaboration, and accountability among department heads and team members.
- Cultivate a supportive and team-oriented culture, encouraging collaboration across all departments.
- Avoid micromanagement by empowering department leaders to take ownership of their responsibilities, while providing guidance and support as needed.

Communication and Interpersonal Skills

- Demonstrate active listening, transparency, and approachability in interactions with staff, members, and board members.
- Maintain open lines of communication, valuing diverse perspectives and fostering an environment where opinions are respected.
- Engage effectively with club members to understand their needs, priorities, and expectations, ensuring that feedback is considered in decision-making.

Strategic Vision and Business Acumen:

- Develop and implement a forward-thinking vision for the club that aligns with its mission and values while adapting to changing market conditions and member expectations.
- Utilize expertise in country club management and strategic planning to drive operational efficiency, member satisfaction, and financial growth.
- Stay informed of industry trends and bring innovative ideas to the table to ensure the club remains competitive and relevant.

Member Engagement and Relationship Building

- Foster a welcoming and inclusive club environment where members feel valued and appreciated.
- Actively engage with members, building relationships to enhance their overall club experience and sense of community.
- Implement programs and initiatives that promote member participation, satisfaction, and retention.

Integrity and Authenticity

- Lead with integrity, demonstrating honesty, respect, and a genuine commitment to the club's mission and values.
- Uphold the club's traditions while embracing opportunities for improvement and innovation.
- Act as a role model for staff, showcasing a strong work ethic, ethical decision-making, and a passion for the hospitality industry.

EXPERIENCE AND QUALIFICATIONS Including, but not limited to, the following:

- A minimum of 5 to 7 years of progressive leadership/management experience in an active family-oriented, private member-owned club or similar hospitality environment is desired.
- A bachelor's degree in hospitality and/or business management. In lieu of a degree, substantial private club or hospitality experience will be considered.
- CCE, CCM, CMC, or PGA General Management certifications are preferred.
- A leader who brings out the best in those around him/her by setting clear goals and expectations, and providing timely and appropriate feedback.
- Strong team building skills with experience recruiting, training, guiding, developing, and maintaining staff.
- Demonstrated success in managing the finances of the overall operations, including capital project management, to remain within budget, while also ensuring overall high levels of satisfaction in terms of service.

COMPENSATION AND BENEFITS

The club will provide compensation and benefits packages commensurate with experience and qualifications.

APPLICATION INSTRUCTIONS

All applications **MUST** be submitted through the PGA of America's Career Services Department as described below.

Resume deadline is November 28, 2024 at 11:59 pm Eastern Time

Please address all correspondence to - Mr. Paul LaFrance | President | Nashua Country Club

Combine your cover letter, resume, references, and any supporting documents into one (1) PDF document with the following file naming convention: Last Name, First Name, Nashua Country Club, General Manager

Please click [HERE](#) to apply