



RCS Hospitality Group  
a new generation of hospitality management  
6412 Brandon Ave. #339 Springfield, VA 22150  
[www.consultingRCS.com](http://www.consultingRCS.com)

Position Available:  
GENERAL MANAGER/COO  
Fairhope Yacht Club  
Fairhope, Alabama

The Fairhope Yacht Club is seeking an experienced General Manager/Chief Operating Officer. The ideal candidate will be a professional with the highest level of integrity, competence, and business acumen, with a strong work ethic, leadership skills, and outgoing personality.

At the direction of the Commodore and Board of Governors, the General Manager/COO oversees and manages all operations of FYC while maintaining a visible and accessible presence with the membership. The ideal candidate must have General Manager/COO expertise leading a private club, preferably a Yacht Club, as well as operation and management experience, with proven progressive growth in the hospitality industry. He/she will have proven experience hiring, training, and motivating a team of high performers. Hospitality and member service excellence must always be at the forefront while being cognizant of financial responsibilities and employee engagement. The successful candidate must demonstrate resourceful and innovative thinking coupled with personal and professional integrity. He/she will implement and monitor the Club's budget, monitor the quality of the Club's products and services, and ensure maximum member and guest satisfaction.

#### REQUIRED SKILLS/DUTIES

- Ability to create and deliver an elevated level of hospitality: ensure members feel welcome, comfortable, important, and understood
- Proven leadership skills, with the ability to engage and inspire staff to optimum performance and delegate responsibilities as necessary; must be a hands-on leader and advocate for Club employees
- Success with employee development and an attitude of hiring superior candidates while taking immediate performance management action with employees not engaged or adhering to Club standards
- Demonstrated ability and willingness to work in all aspects of the Club
- Friendly, energetic, and enthusiastic personality; able to demonstrate a respected presence throughout the Club, and a desire to be visible and accessible to staff and members
- Ability to articulate and direct a clear vision for the success of the Club; coordinate the development of the Club's long-range and annual business plans; initiate improvements as necessary
- Well organized with strong written and verbal communication skills; demonstrated skills in member communications
- Strong planning and business acumen - demonstrated experience working with Board of Directors, various committees, affinity clubs, and Members within a member-owned private club; must have a strong presence with community events and represent the Club in local business settings
- Tech savvy with experience in email communications, web abilities, computer software, general knowledge of website use for marketing and membership interaction
- Proven success with coordinating vendors across multiple business channels, ability to forecast for time management, staffing, product inventory, best pricing/vendor options, and achieve on-time and on-budget success

#### ESSENTIAL FUNCTIONS

- Chief Operating Officer of the Club - Assist with developing the Club's Annual Budget, in conjunction with the Treasurer and Board of Governors while also adhering to those financial guidelines set forth in the budget throughout the fiscal year
- Assist in planning, developing, and implementing the Club's policies and goals



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- Coordinates development of operating and capital budgets according to the budget calendar; monitors monthly and other financial statements for the Club; takes effective corrective action as required
- Coordinates activities of all departments to effect operational efficiency and economy
- Maintain a sincere rapport with the membership
- Acts as Chief Personnel Director of the Club
- Maintains the physical integrity of the Club facilities and assets by supervising the maintenance personnel and outside service vendors; works in conjunction with the house committee to keep the Club in a well-maintained condition and appearance
- Handles emergencies such as fires, accidents, and breaches of security or house rules promptly and in person; emphasizes prevention through training, inspection, and preventive enforcement
- Performs other duties as directed by the Commodore or Board of Governors

#### COMPENSATION & BENEFITS

Annual compensation range between \$80,000 - \$125,000. Compensation will include salary and performance-based bonus based on improved restaurant, lounge, club operations P&L, and membership retention.

#### REPORTS TO

Commodore of the Club

#### DIRECT REPORTS

- Controller
- Executive Chef
- Food & Beverage Manager
- Sailing Director- TBD based on experience
- Front Desk
- Maintenance

#### CLUB OVERVIEW

Located in Fairhope, Alabama, Fairhope Yacht Club (FYC) has been a Mobile Bay institution since 1942 and is a private club for members and guests only. We are located on the beautiful Eastern Shore of Mobile Bay and welcome sailors of all ages, both racers, and cruisers. FYC offers spirited racing, plus a wide variety of social and family events. The Club is a family-oriented environment with a casual atmosphere where members can come and relax while enjoying beautiful sunsets from our 200' pier extending out into Mobile Bay, the gazebo, beach, or the Club's wrap-around porch.

Membership allows you to visit and use the facilities of all reciprocal clubs of the Gulf Yachting Association, and clubs throughout the world welcome you to their facilities. Membership applications must have an FYC member sponsor.

Like many clubs along the Gulf Coast, our clubhouse, much of our harbor, and many of our boats were destroyed when Hurricane Katrina made landfall to our west on August 29, 2005. Members quickly rallied and renovated the boat barn which served as a temporary clubhouse. In 2007 we completed the construction of a new swimming pool and the reconstruction of our harbor; then on August 29, 2008, three years to the date after being destroyed, we commissioned our new clubhouse, which is a beautiful, grand facility. Throughout the rebuilding process, our spirit for the love of sailing was never diminished and our members continued to enjoy racing and social events on the FYC grounds. We continue to be a vibrant and growing organization with a broad-based and diverse group of individuals with a common goal: to advance the sport of sailing.



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#### CLUB DETAILS

- 650 equity members with a hard cap of 650 members
- 10 membership types totaling 967 members:
  - Equity
  - Associate
  - Transitional (19-29 years of age)
  - Out-of-Area Non-Equity
  - Out-of-Area Equity
  - Sr. Equity
  - Century Heritage
  - Surviving Spouse
  - Honorary
  - Honorary Life
- Equity membership waitlist count - 50
- 3 dining areas:
  - Main Restaurant,
  - Bar
  - Jubilee Room (private parties)
- Total Club Revenue - \$2,424,484
- Total F&B Revenue - \$1,145,550
- Amenities and programs include:
  - Swimming pool
  - Beach
  - Bay Pier
  - Bay Gazebo
  - Harbor
  - Year-round Jr. Sailing program
  - Adult Sailing and Racing Programs
  - Active Entertainment Committee
  - Ladies Auxiliary
- The Club currently has 13 full-time employees and 7 part-time employees not including seasonal help.
- Governance: The Board consists of 7 members on rotating 2-year terms.
- 20 Committees, including Adult Sailing, Associates, Building/Grounds, Cruising, Entertainment, FYC Auxiliary, GYA Coordinator, Harbor, Guardian, Historians, Insurance/Marine Safety, Juniors Advisor, Junior Commodore, Long Range Planning, Mainsheet Editor, Membership, Memorial, Offshore, Race & Regatta, Sailing Director
- The Club Bar & Restaurant is open Wednesday through Sunday (closed Monday & Tuesday)
- Website: <https://fairhopeyachtclub.com/>