



Inverness Club
Toledo, OH

General Manager/COO
Candidate Requirements



Inverness Club is celebrated for its classic Donald Ross–designed championship course and more than a century of major championship tradition. Founded in 1903 by Sylvanus P. Jermain—the man often regarded as the father of golf in Toledo—the club quickly emerged as a national stage for the sport. It hosted its first U.S. Open in 1920 and has since welcomed four U.S. Opens, two PGA Championships, multiple USGA events, NCAA Championships, and the 2021 Solheim Cup.

Rooted in tradition, Midwestern hospitality, and a family-focused spirit, Inverness Club offers a membership experience that extends well beyond championship golf. Members enjoy a warm and welcoming community where harmony, integrity, and a shared passion for preserving the club’s rich legacy define daily life both on and off the course.

The Inverness experience centers on a wide range of amenities and activities. Members can choose from several dining venues for casual or formal occasions, a state-of-the-art fitness center, racquet courts, and inviting social spaces within a clubhouse steeped in golf history and memorabilia. Whether walking the course with caddies, attending championship events, or gathering for special occasions, members share meaningful experiences that strengthen the club’s close-knit, multigenerational community.

[Visit the website](#)



Tournament History and Future Events

- U.S. Open Championships- 1920, 1931, 1957, 1979
- NCAA Championship- 1944, 2009
- U.S. Amateur Championship- 1973
- PGA Championship- 1986, 1993
- U.S. Senior Open Championship- 2003, 2011
- U.S. Junior Amateur Championship- 2019
- Solheim Cup- 2021
- U.S. Women’s Open- 2027
- U.S. Amateur Championship- 2029

Club Amenities

- 18-Hole Championship Golf Course
- Swimming Pool & Splash Pad
- 10 Tennis Courts
- 3 Platform Tennis Courts
- Pickleball Courts
- Fitness Center
- Men's & Women's Locker Rooms
- Casual & Fine Dining
- Full-Service Tiki Bar
- Various Event Spaces
- Overnight Accommodations

Club Overview

Memberships	666 Members
Initiation Fee	\$40 K
Dues Volume	\$17.6 M
F&B Volume	\$3.1 M
Gross Payroll	\$6 M
Employees	190
Average age	55
Board Members	9



Inverness Club Championship History

the position



Inverness Club is seeking a detail-oriented, proactive, and strategic club professional to assume the role of General Manager. The GM will lead and motivate a high-performing team to deliver exceptional, diverse, and personalized experiences for members and their guests while advancing the Club's long-term growth and stability.

The GM will coordinate and oversee all aspects of day-to-day club operations, providing leadership across each operating department to ensure a welcoming culture of gracious hospitality, and consistently high-quality services and amenities. The role requires strong financial acumen, disciplined budgeting, strategic planning skills, and effective staff management to maintain sound fiscal policy and solid operating practices.

This individual will be highly visible and sincerely engaged with members, guests, and staff, promoting meaningful relationships and ensuring superior member satisfaction. The GM will also serve as a strategic partner to the Board and its committees, offering informed perspective on critical issues, market and club-industry trends, the competitive landscape, and evolving organizational needs.



Inverness Club

Personal Traits and Abilities

- Serve as a confident and diplomatic spokesperson for the Club, fostering a welcoming environment for all members and guests. Maintain visibility, approachability, and active engagement with both members and staff across all areas of the Club.
- Oversee the Club's Food & Beverage, guest accommodations, and other amenity operations, ensuring service and quality standards reflect destination-level hospitality.
- Implement and maintain current, effective communication technologies to improve operational efficiency, enhance security, and elevate the overall member experience.
- Interact with members daily, proactively seeking feedback on facilities and services to strengthen engagement and satisfaction. Maintain high visibility and accessibility, resolving member concerns promptly and communicating significant issues to the President.
- Lead the Club's commitment to excellence by collaborating with the senior management team to identify, implement, and recommend best practices to the Board of Governors.
- Participate in professional development and continuing education through industry organizations such as CMAA, PGA, HFTP, and GCSA.
- Develop and implement the Club's annual operating and capital budgets in collaboration with the Finance Chair, Controller, and Department Heads.
- Monitor departmental financial performance, ensuring accountability and adherence to Club standards and goals.
- Foster a "member first" culture that encourages engagement and maximizes use of the Club's facilities.
- Maintain a professional, collaborative work environment that supports staff performance and member satisfaction.
- Cultivate a strong, unified team by recruiting, mentoring, coaching, and developing staff for long-term success.
- Create and maintain a succession plan for key leadership positions.
- Ensure that strategic goals and operating objectives are clearly defined, communicated, implemented, and regularly evaluated.
- Establish high standards for recruitment, hiring, training, supervision, and performance evaluation across all departments, with active involvement from direct reports.
- Maintain the systems, staffing, and structure necessary to ensure efficient daily operations consistent with a premier, high-end Club.
- Coordinate USGA championship services in partnership with the Board and Club Championship Committees, cultivating relationships with USGA officials as appropriate.
- Monitor industry trends and integrate innovative best practices into Club operations.
- Partner with the Membership Committee to develop initiatives, programs, and marketing efforts designed to attract new members and strengthen retention, supporting the Club's growth goals.

qualifications



- ✓ A minimum of 7 years of progressive leadership and management experience in a private club environment.
- ✓ CCM designation is preferred.
- ✓ A Bachelor's degree in hospitality or business management is a plus.
- ✓ Large scale tournament experience preferred.
- ✓ The position is available immediately.

Salary and Benefits

Salary is open and commensurate with qualifications and experience. The Club offers an excellent bonus and benefit package.



IMPORTANT

Interested candidates should submit résumés along with a detailed cover letter which addresses the qualifications and describes your alignment/experience with the prescribed position **by Friday, April 3, 2026**. These documents must be saved and emailed in Word or PDF format (save as “Last Name, First Name, Inverness GM/COO Cover Letter” and “Last Name, First Name, Inverness GM/COO Résumé”) respectively to:

Careers@thedeloziergroup.com.

All requested information, along with references, should be emailed to the address above.

Search Executive



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www.thedeloziergroup.com