



Oswego Lake Country Club
Lake Oswego, Oregon

Clubhouse Manager
Candidate Requirements



Oswego Lake Country Club (OLCC), nestled on the picturesque southeastern slope of Iron Mountain, stands as one of the Portland area’s premier private clubs. Established in 1924, OLCC features a magnificent par-71 championship golf course originally crafted by the renowned H. Chandler Egan. The course offers a dynamic playing experience with sweeping vistas, multi-tiered greens, and a thoughtful layout that rewards strategy, precision, and short-game skill.

More than an exceptional course, OLCC is a vibrant community where Members connect, build lasting friendships, and create cherished memories with family, friends, and colleagues. The Club takes pride in its warm, family-friendly atmosphere, offering something for everyone—from junior golf instruction and festive holiday events to the beloved annual kids’ campout.

Beyond golf, Members enjoy a lively social calendar, exceptional dining experiences, and countless ways to engage and enrich their lives. Oswego Lake Country Club is truly a “home away from home,” where Members share a strong sense of belonging and community spirit.

With a proud legacy of excellence and a commitment to exceptional Member experiences, Oswego Lake Country Club embodies tradition, connection, and recreation—a truly special place to belong.

[Visit the website](#)

Club Amenities

18-hole Championship Golf Course
renovated in 2024

Egan’s Bay Indoor Simulator

Covered Heated Driving Range

Murray Hill Short Game Practice Area

Swimming Pool, Children’s Pool and
Hot Tub

Various Member Dining Outlets
Including:

Clubhouse – 300 seats

Palisades – 136 seats

McKendrick Room – 48 seats

Lakehouse Bar – 40 seats

North Shore Dining – 56 seats

Murphy’s – 60 seats

Club Overview

Initiation Fee	\$55 K
Dues Volume	\$5.8 M
Memberships	600 Members
Gross Volume	\$10 M
F&B Volume	\$2.6 M
F&B Split	70% A la Carte, 30% Events
Gross Payroll	\$6 M
Employees	160 in season
Average age	57
Board Members	11



Oswego Lake Country Club is searching for a genuine, passionate, and committed hospitality professional to assume the role of Clubhouse Manager.

The Clubhouse Manager plays a vital role in the senior leadership team, overseeing the entire operation of member dining, F&B outlets, clubhouse appearance, culinary, events, catering, banquets, and the pool. The Clubhouse Manager strikes a balance between operational efficiency and active member engagement, overseeing daily dining services, event execution, seasonal pool operations, and fostering a service culture that ensures members feel recognized and valued. They are responsible for maintaining high standards, facilitating seamless interdepartmental coordination, and nurturing a lively, welcoming club environment.



Club Culture and Expectations

At Oswego Lake Country Club, we believe in professionalism with heart. We take pride in delivering warm, refined service that reflects our members' expectations and our team's dedication. As a leader at OLCC, you will be expected to:

- Lead by example and with integrity.
- Champion a culture of respect and accountability.
- Serve as a steward of club traditions and a driver of continuous improvement
- Bring creative energy, clarity, and cross-departmental collaboration to everything you do.
- Keep up-to-date with the latest trends in private club best practices.

the position

responsibilities

Key Characteristics

- Leads with genuine hospitality to ensure members and guests feel welcomed, known, and well cared for.
- Brings a positive, enthusiastic presence and a true passion for the private club industry.
- Demonstrates high emotional intelligence, with the ability to read the room and adapt to member dynamics and preferences.
- Holds consistently high standards, believing “good enough” is not good enough, and reinforces clear expectations daily.
- Operates with a team-first mindset, communicating early and supporting the team, especially during peak service and major events.
- Consistently hires, trains, motivates, and develops a high-performing team in a top-tier private club environment.
- Natural, hands-on leadership style that promotes an engaged, motivated staff and nurtures team growth through coaching and accountability.
- Acts with integrity and trust in all areas, including cash handling, comps, safety, alcohol service, and fairness.
- Serves as a visible leader, maintaining a high level of presence and accessibility among members and staff.
- Thinks strategically and serves as a thought partner with senior leadership to move the Club toward the next level of excellence.
- Provides strategic leadership, operational oversight, and financial stewardship for all food and beverage operations.
- Demonstrates disciplined follow-through to ensure the Club’s vision, goals, and service standards are achieved.
- Brings a strong sense of urgency and the ability to balance multiple responsibilities and deadlines simultaneously.
- Adept at conflict management and problem solving, receiving and addressing member feedback in a timely, solutions-oriented manner.
- Addresses employee relations matters with professionalism and fairness, promoting a positive, people-first workplace culture.
- Experience developing engaging member programming and events for all demographics, often in collaboration with golf and other departments.
- Ability to cultivate a high level of member satisfaction through consistent services, amenities, and memorable events.
- Strong understanding of top-notch club experiences for members and guests and how to elevate them over time.
- Demonstrated effective fiscal management, delivering operational and capital results aligned with approved budgets, while monitoring labor, COGS, and revenue.
- Skilled at organizing master calendars and coordinating cross-department execution of events and services.
- Organized and detail-driven, building simple, repeatable systems and maintaining accurate purchasing, inventory, and vendor controls.
- Brings fresh ideas that enhance member engagement, improve operations, and create new revenue opportunities.
- Resilient optimist who remains steady, positive, and professional through busy seasons and frequent changes.

- ✓ A minimum of 5-6 years of progressive leadership and management experience in a private club environment preferred.
- ✓ Certified Club Manager (CCM) designation with CMAA is a plus. Candidates who are in pursuit of this designation or interested in seeking this designation will be preferred.
- ✓ A Bachelor's degree in hospitality or business management preferred, or similar education and/or equivalent experience.
- ✓ Involvement or interest in PGA or CMAA a plus.
- ✓ 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.



Club Vision Statement

Provide a premium golf and social experience for today's community of active and engaging members, families and friends.

OLCC's Goal

To be the best private club in the PNW; therefore, we seek individuals who are passionate about hospitality and committed to providing genuine service to our members and fellow employees.

qualifications

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 11, 2026**.

These documents must be saved and emailed in Word or PDF format (save as “Last Name, First Name, Oswego Clubhouse Manager Cover Letter” and “Last Name, First Name, Oswego Clubhouse Manager Résumé”) respectively to:

Careers@thedeloziergroup.com.

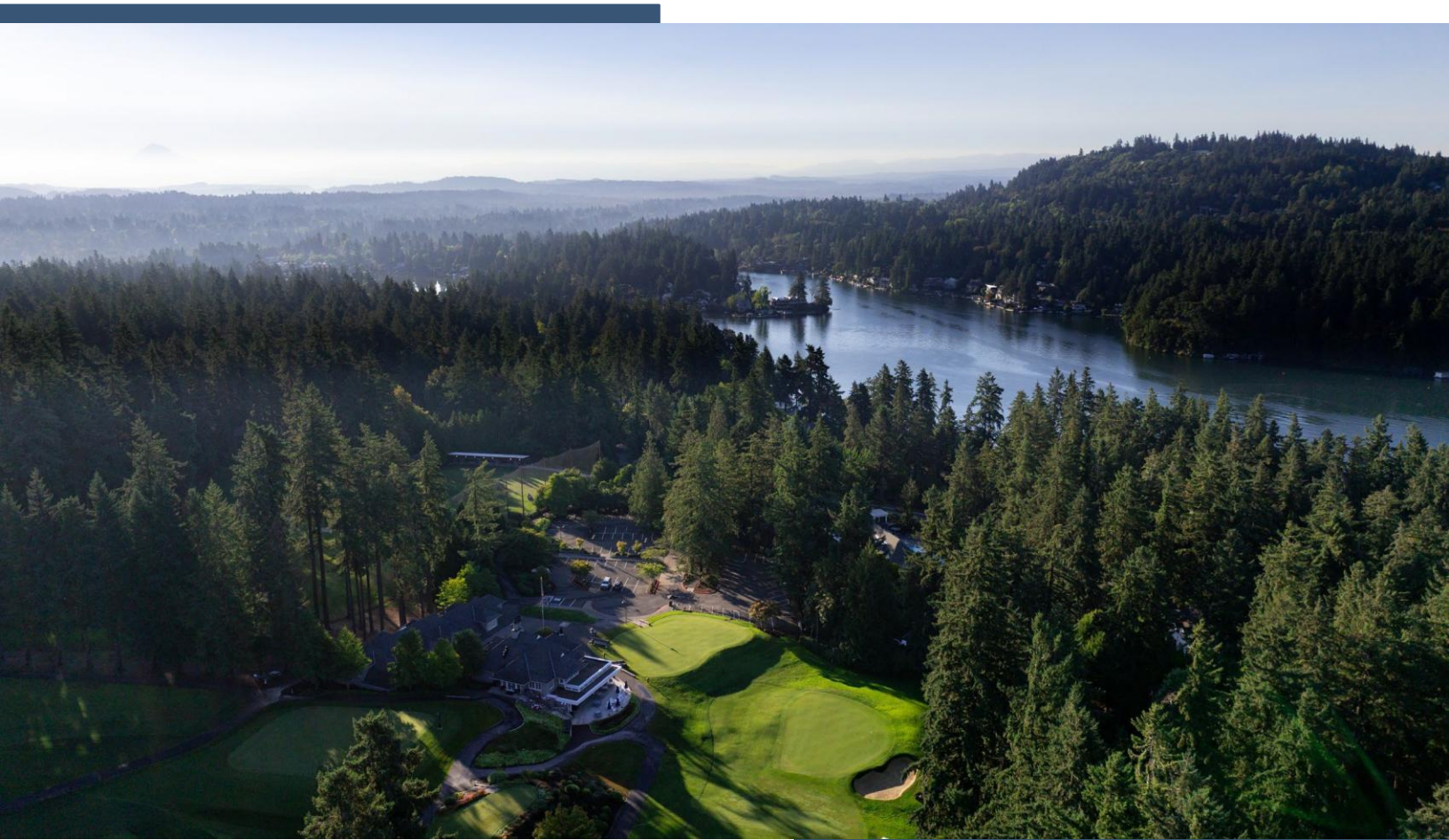
All requested information, along with references, should be emailed to the address above.

Search Executive



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