

Carolina Country Club
Raleigh, NC

General Manager/COO
Candidate Requirements



Established in 1910, Carolina Country Club has long been the cornerstone of Raleigh's private club community. Located on its original site, the Club continues to thrive as one of the nation's premier private clubs, consistently recognized with distinguished honors including the Five-Star Platinum Club designation and recognition as a Distinguished Elite Club of the World by Boardroom Magazine.

Maintaining an impressive ten-year waitlist of over 340 members, CCC remains one of the most sought-after memberships in the region—a testament to its enduring reputation for excellence since the Club's inception. The Club's strong governance structure aligns with industry best practices, supported by a team of highly accomplished, long-tenured senior leaders and department heads.

Members enjoy exceptional facilities and programs across all areas, including championship golf, tennis, wellness, aquatics, youth activities, and world-class dining experiences—all led by talented professionals dedicated to providing the finest club experience



Looking Toward the Future

- Rolling five-year Strategic Plan updated annually
- 2024 completion of \$3.5 M Upscale Dining Restaurant
- \$11.5 M Golf Course Renovation currently underway
- Future plans in the works for Wellness, Aquatics, and Youth Area remodels as well as a new indoor Tennis, Pickleball and Cart storage facility and an Indoor Golf Performance Center

[Visit the website](#)

Club Amenities

- 18 Hole Golf Course
- Driving Range & Two Short Game Practice Areas
- 10 Soft and 2 Hard Tennis Courts
- Full-service Men's & Women's Locker Rooms
- Swimming Pool with 25-meter lap lanes, diving well, shallow area and separate children's play pool.
- Full-service Youth Activities Program with dedicated space
- State-of-the-Art Wellness Center
 - Full equipment suite
 - Massage Rooms
 - Multiple group exercise rooms
 - Locker Rooms
- Banquet & Private Dining Rooms
 - Ballroom- Seats 300
 - Main Dining Room- Seats 100
 - Living Room- Seats 30
 - East and West Rooms- Seat 25 each
 - Hayes Barton & Budleigh Rooms- Seat 12 each
- A Variety of A La Carte Dining Venues
 - Men's 19th Hole Bar and Grille
 - Grille Room- Casual Family Dining and Patio
 - Bistro 1910- Adult Casual Dining and Patio
 - The Bloomsbury- Upscale Adult Restaurant & Terrace



Club Overview

Memberships	1270 Members
Dues Volume	\$11.7 M
Gross Volume	\$25 M
F&B Volume	\$6.7 M
F&B Split	70/30
Gross Payroll	\$11.975 M
Employees	275
Average age	61
Board Members	10

Club Misson

Carolina Country Club is a family oriented private country club, founded in 1910 and located in the heart of Raleigh. We provide our members and their families with a broad set of athletic, social and dining venues of exceptional quality and superior value.

Club Vision

Our vision is to provide extraordinary facilities, activities and services as we preserve our friendly intergenerational culture and our strong financial condition.

Hear from the team at Carolina Country Club

the position



Carolina Country Club is seeking an authentic, forward-thinking, and highly capable club executive to build upon the success of its retiring long-tenured General Manager/COO.

The General Manager/COO will provide overall leadership for all club operations, with a focus on operational excellence, team development, long-range planning, and financial acumen while sustaining the Club and employee team culture.. The ideal candidate will bring proven experience in leading complex organizations, fostering collaboration, and aligning day-to-day performance with the Club's strategic vision. This role will partner closely with the Board of Directors and senior leadership team to enhance member value, steward resources wisely, and position the Club for its next generation of growth.

The General Manager/COO will champion a healthy, service-centered culture, inspiring staff at all levels while elevating member satisfaction. They will emphasize innovation, accountability, and communication, ensuring that members and employees feel heard, valued, and engaged in the life of the Club.



Personal Traits and Abilities

- A genuine and enthusiastic personality with a passion for the club management profession.
- An individual with high integrity and emotional intelligence.
- Natural leadership style with the ability to manage and set clear expectations for department heads, holding them accountable while empowering them in their roles.
- Highly visible to Members and employees; Developing meaningful relationships is of great importance.
- The ability to communicate concisely and effectively, both verbally and in writing.
- Disciplined follow-through to ensure the vision and goals of the Club come to fruition through buy-in from the Board, Committees, and Department Heads.
- The ability to listen intuitively, responding and taking thoughtful action that is in the best interest of the Club and its Members.
- Ability to cultivate a high-level of member services and satisfaction.
- A strong understanding of how to provide top-notch operations and events that intrinsically lead to an elevated experience for members and guests.
- Highly focused and passionate about fostering an environment of healthy retention and being the employer of choice for recruitment.
- Effective fiscal management through delivery of actual operational and capital results in alignment with approved budgets.
- A known track record of developing and implementing long-term strategic plans.
- A high attention to detail in administration, daily operations and facility management.
- Experience initiating and executing capital improvement plans at the direction of the Board with a strong understanding of project management.
- Assure that the highest standards are set and achieved in providing member service and satisfaction.
- Maintains and upholds a positive and healthy work environment, implementing a culture of teamwork and continued excellence.
- A firm understanding of Club governance and ability to implement best practices.
- Connected and well respected with a strong network in the industry that can be leveraged to promote the Club, serving as an ambassador of CCC.
- Adept in conflict management with the ability to think on your feet and remain flexible when needed.
- An individual that focuses on continuously improving, constantly evaluating and benchmarking performance to implement steps towards a better Member experience.
- Stays up to date with Club industry trends, ensuring the Club is upholding traditions while implemented fresh and innovative programming and ideas.

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.
- ✓ 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.

Benefits of the CCC Team - Carolina
Country Club



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, May 8, 2026**. These documents must be saved and emailed in Word or PDF format (save as “Last Name, First Name, Carolina GM/COO Cover Letter” and “Last Name, First Name, Carolina GM/COO Résumé”) respectively to:

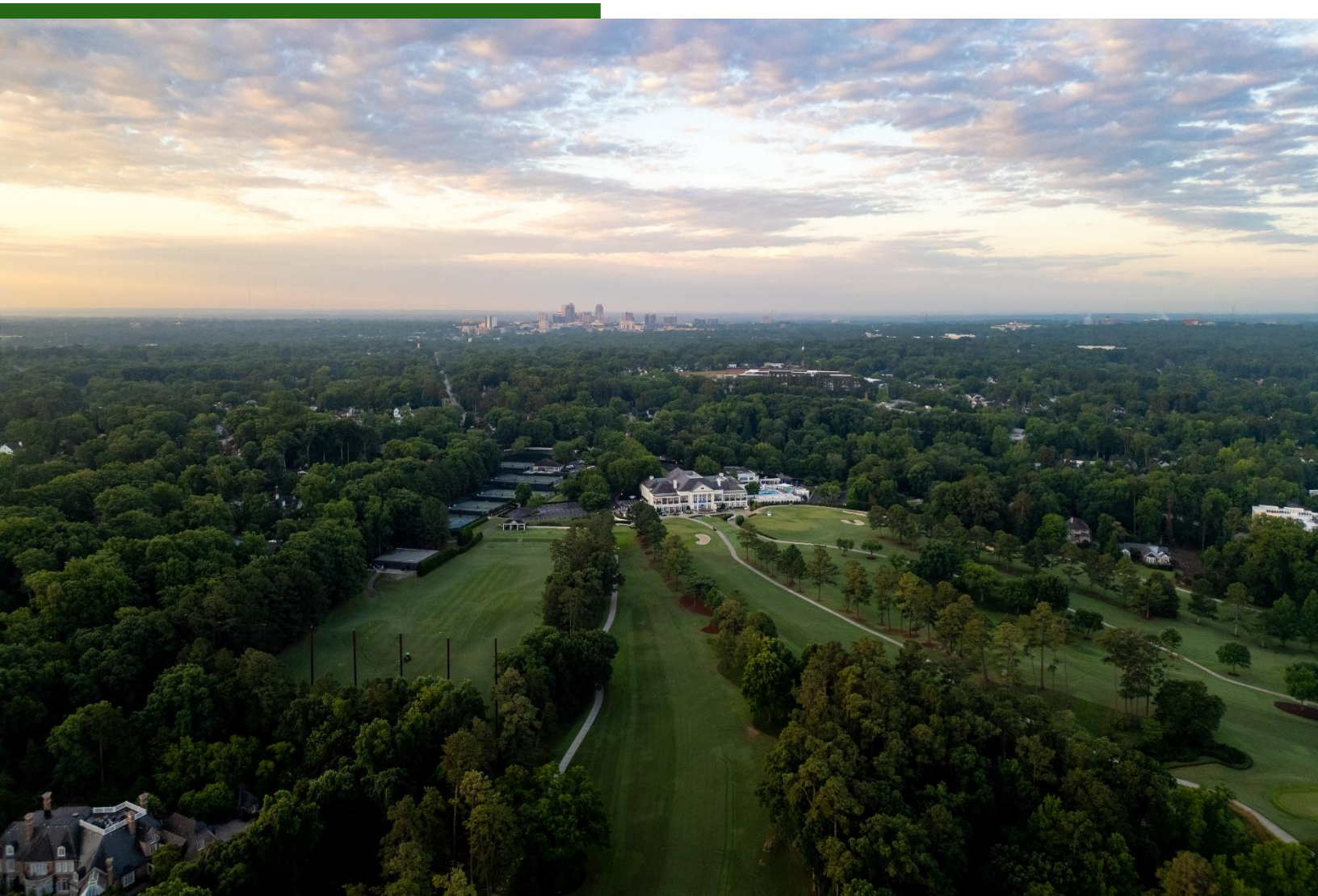
Careers@thedeloziergroup.com.

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

Search Executive



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