

CHIEF FINANCIAL OFFICER PROFILE: DESERT MOUNTAIN CLUB SCOTTSDALE, AZ

CHIEF FINANCIAL OFFICER AT DESERT MOUNTAIN CLUB

Desert Mountain Club, renowned as one of the world's premier private residential club communities, is seeking a dynamic and visionary leader with financial planning and analytical skills to serve as Chief Financial Officer. This role will collaborate closely with the CEO, the Board of Directors, and the Senior Team to develop, drive, and implement the Club's long-term strategy for success. He or she will oversee all strategic and financial initiatives, benefits administration, contractual obligations, membership agreements, and legal matters, ensuring the overall organizational and financial health as well as the fiscal and legal compliance of Desert Mountain Club. The ideal candidate will possess excellent financial acumen, strong business knowledge, exceptional communication and presentation skills, and organizational expertise. The Chief Financial Officer serves as a true ambassador of the Club, recognizing the critical role this position plays in its overall success. Additionally, he or she must also have the innate ability to lead a high-performing team, mentoring and developing them for future success.

[Click here to watch a brief video about this opportunity.](#)

DESERT MOUNTAIN CLUB AND COMMUNITY

8,000 acres of pristine beauty on this breathtaking expanse of high Sonoran Desert provides the canvas for a storied community that is Desert Mountain with a lifestyle like no other. Desert Mountain's commitment to excellence is evident throughout the community, from the guard-gated entryways to the exceptional amenities and service throughout The Desert Mountain Club/Community.

Named a Platinum Club of America consecutively since 2000 by Club Leaders Forum and ranked #1 in the state of Arizona and among the top 10 private clubs in the country, Desert Mountain is the only private club in the world with a collection of six private Jack Nicklaus Signature Golf Courses, as well as a distinct par 54 championship course, No. 7. The Jim Flick Golf Performance Center features the most advanced technology in the industry today. Members can enjoy the exquisite cuisine in their ten restaurants and grills in seven opulent clubhouses for an unsurpassed dining experience. The Club is financially sound and will complete \$150M in exciting facility improvements over the next 10 years in cash without the need for debt or assessment.

The Sonoran Fitness, Tennis and Spa, which is the hub for family activities, offers cardiovascular and weight training equipment, personal training, on-site physical therapy, fitness instruction, a robust variety of exercise classes, and resort-style pools. A \$12 million renovation of the facility has brought this amenity to an expansive 42,000-plus square feet for fitness training, relaxation in the luxurious spa, and even a place for the kids to enjoy. Situated on 10 acres, the Sonoran is complemented by a tennis complex with nine USTA-certified courts utilizing hard, clay, and grass surfaces. Desert Mountain has its own 15-mile private trail system consisting of seven trail segments, each varying in degree of difficulty for a different hiking experience. The system takes hikers to the eastern slope of the Continental Mountains overlooking beautiful desert panoramas and through a colorful riparian basin. Desert Mountain is a recipient of the American Trails Developer Award from the non-profit American Trails organization.

One of the club's most unique amenities is The Ranch where families can enjoy horseback rides and lessons, numerous hiking adventures for all skill sets, and a wide range of outdoor events for the entire family within a pristine 3,000-acre site within Desert Mountain. Adding to the richness of the community, Desert Mountain has created a series of exclusive member events, ranging from special themed evenings of food and wine to culturally rich experiences including music and art. To assist members with everything Scottsdale, Phoenix, and the Desert Southwest have to offer, the Member Services department is modeled after the finest concierge services found in five-star hotels throughout the world.

One of the most notable enhancements to Desert Mountain is the recent partnership with HonorHealth to deliver top-rated healthcare exclusively for Members and employees within the community gates. The Club values its employees as their greatest asset, and the Club is a certified “Great Place to Work in America” as determined by high satisfaction from all employees.

Desert Mountain is family-friendly with a full calendar of children’s activities, including junior golf and tennis, saltwater lap and resort-style pools, volleyball courts, a basketball court, hiking, and biking trails, and a Youth Activity Center. At Desert Mountain, members enjoy a lifestyle that is truly without equal.

Desert Mountain has a highly effective governance model with a Strategic Board of Directors who entrusts the CEO and the Management team to run the operations of the Club.

DESERT MOUNTAIN CLUB BY THE NUMBERS

- Approximately 2,300 members (2050 is the target for golf members)
- Approximate Club Gross Revenue: \$107.84 M
- Approximate Year-End Cash Balance: \$27 M
- Club Initiation Fee: \$200,000
- Annual Dues for Family: \$25,440
- Club CRM - Hub Spot
- Club Website Provider – Club Essentials
- Total number of board members – 9; each serving 3-year terms
- Average Member Age: 64

DESERT MOUNTAIN CLUB WEBSITE: www.desertmountain.com

CHIEF FINANCIAL OFFICER – POSITION OVERVIEW

The CFO will manage the financial accounting and reporting for the organization, including safeguarding the financial resources and maintaining the integrity of the accounting systems, reporting, and records. With significant executive presence, credibility, and confidence they will present financial data and provide strategic recommendations to the CEO, executive management, the Finance Committee, and the Board. The CFO will provide leadership and coordination in the budget development, capital planning process, business planning, accounting, and IT efforts of the Company. As a Senior Leader, the CFO must embrace Desert Mountain’s core value of providing a safe, positive, and healthy culture that treats all teammates with dignity, care, and professionalism.

Responsibilities include:

- Lead the approval and processing of revenue, expenditures, department budgets, general ledgers and account maintenance, and data entry, ensuring all are conducted with the highest integrity and fiscal responsibility.
- Provide in-depth financial analysis and assessment of new initiatives, new programs, and opportunities in the context of the company's vision, mission, and strategy, and within a changing and dynamic funding environment.
- Maintain best practices for the coordination and oversight of the preparation of all financial statements, financial reports, special analyses, and information reports. Present financial results to the Board of Directors, Membership, and its committees.
- Ensure that effective internal controls are in place and compliance with GAAP and applicable federal, state, and local regulatory laws and rules for financial and tax reporting to effectively safeguard Club assets.
- Develop and implement financial, accounting, billing, and auditing procedures.
- Analyze financial statements, prepare variance analysis, and identify risks.
- Establish and implement short and long-range departmental goals, objectives, policies, and operating procedures that match the culture and the strategic plan.
- Direct and ensure current accounting/finance-related solutions that involve software applications and related hardware for all administrative/operational functions.
- Review contracts with contractors and consultants.

- Lead the process of securing insurance for property, liability, EPLI, D&O, and commercial-related coverage.
- Assists the CEO and Senior Leadership Team in the development and implementation of the organizational strategy, budget, and annual objectives.
- Facilitate annual budget processes, including preparing capital budget and five and ten-year planning.
- Advise operating personnel on financial and business matters, internal control matters, and organizational structure.
- Enforce compliance with established procedures for contracts, POs, etc.
- Coordinate internal, external, federal, state, and city audits.
- Monitor all banking activities, manage banking relationships of the organization, and ensure adequate cash flow to meet the organization's objectives. Approves cash disbursements for accounts payable and payroll.
- Partner with the Director of Talent and Culture to lead healthcare coverage analysis, renewals, and matters associated with our onsite medical clinic.
- Ensure proper maintenance of membership roster and administration of membership agreements.
- Leads a talented finance team and develops their capabilities in support of their and the company's success.
- Other duties as assigned by the CEO.

INITIAL PRIORITIES OF THE CHIEF FINANCIAL OFFICER

- Observe, listen, ask questions, and learn about the culture and history of Desert Mountain Club. Build trust with leadership, staff, and members. Get to know and understand the DMC operation.
- Become familiar with all club documents, financials, budgets, bylaws, membership transactions and requirements.
- Integrate and support team members; work to build synergy across departments. Create partnerships within the organization.
- Learn accounting systems and reporting in use at DMC. Evaluate and make recommendations to elevate, enhance, and streamline systems and reporting.
- Onboard new position of Director of Purchasing; ensure seamless integration into the team.

CANDIDATE QUALIFICATIONS

- High ethical standards, impeccable reputation in business, and a collaborative leadership style.
- Require extensive financial experience in the hospitality industry.
- Ability to translate complex financial concepts to individuals at all levels including finance and non-finance managers.
- A team player who values the Club's internal customers (employees) with the same respect as our members, vendors, and other stakeholders.
- Adherence to employee core values and internal controls.
- Strong analytical, written/verbal, and oral communication skills.
- Excellent organizational and time management skills.
- Ability to maintain a high level of confidentiality.
- Proficient in Microsoft Office, Excel, and purchasing/contract database applications.
- Professional and positive attitude.
- A minimum of 10 years' experience; ideally beginning in accounting, followed by financial planning and analysis.
- 7 plus years of supervisory experience in a complex multi-site environment, preferably in a hospitality organization.
- Experience with a company size with a range of \$50-\$200 million in annual revenue is preferred.
- Experience in working with people and partnering across departments is required.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Bachelor's degree in business or finance.
- Master's degree is preferred.
- CPA License is encouraged but not required.

EMPLOYMENT ELIGIBILITY VERIFICATION

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefits package including association membership.

INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter, in that order, using the link below. You should have your documents fully prepared to be attached when prompted for them during the online application process. Please be sure your image is not present on your resume or cover letter; that should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to Mr. Damon DiOrio, CEO, and clearly articulate your alignment with this role; why you want to be considered for this position at this stage of your career; why Desert Mountain Club and the Scottsdale, AZ area will be beneficial to you, your family, and your career; and why you will be beneficial to the Club if selected.

You must apply for this role as soon as possible but no later than Friday, March 29, 2024. Candidate selections will occur in early April with first Interviews expected mid-April. The new candidate should assume their role as soon as possible.

IMPORTANT: Save your resume and letter in the following manner:

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - Desert Mountain Club”

(These documents should be in Word or PDF format)

Note: Once you complete the application process for this search, you are not able to go back in and add additional documents.

[Click here](#) to upload your resume and cover letter.

If you have any questions, please email Alice Stevens: alice@kkandw.com

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