

## **DIRECTOR OF ATHLETICS & SONORAN CLUBHOUSE PROFILE: DESERT MOUNTAIN CLUB SCOTTSDALE, AZ**

### **DIRECTOR OF ATHLETICS & SONORAN CLUBHOUSE AT DESERT MOUNTAIN CLUB**

Desert Mountain Club, one of the finest private residential communities in the world, has an extraordinary opportunity to join the organization as the Director of Athletics & Sonoran Clubhouse. This executive leadership position oversees a high-level operation of quality services focused on all non-golf recreational activities, programs, and facilities including Tennis, Spa, Pool, Fitness Center, Youth Activities, Pickleball, Bocce, Croquet, Outdoor Recreational Pursuits and the Ranch property.

The ideal candidate will be an exceptional, engaging, and dynamic leader with the keen ability to coach, mentor, and inspire a team of high-caliber professionals. This high-energy and creative individual will also possess excellent communication and organizational skills with the ability to establish and deliver a consistent “world-class” service culture experience to the membership.

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

### **DESERT MOUNTAIN CLUB**

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.

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. Significant capital investments are being made this summer to include the addition of 2 Pickleball courts and all new fitness equipment (\$800k), as well as 50 ancillary parking spots. 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 on each. 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, luxury camping, 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 within the community gates.

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 CLUB BY THE NUMBERS**

- Approximately 2,300 members (2050 is the target for golf members)
- Club Gross Revenue Approximately: \$107.84M Club Initiation Fee: \$165,000
- Annual Dues for Family: \$25,440
- 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](http://www.desertmountain.com)

#### **DIRECTOR OF ATHLETICS & SONORAN CLUBHOUSE – POSITION OVERVIEW**

The Director of Athletics & Sonoran Clubhouse reports directly to the Chief Executive Officer and is responsible for leading, inspiring, and supervising all personnel of the Sonoran Clubhouse. He or she operates and maintains all amenities, facilities, and activities in a “world-class” fashion and in accordance with non-golf recreational activities, the Desert Mountain mission statement, core values, and policies and procedures.

#### **INITIAL PRIORITIES OF THE NEW DIRECTOR OF ATHLETICS & SONORAN CLUBHOUSE**

- 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.
- Maintain a highly visible presence and engage in all activities in the facility and foster a caring trusted rapport with all the members.
- Develop and manage the Sonoran's annual budget.
- Participate in the production of monthly financial reports. Supervise inventory management, cost control, payroll and revenue streams for the Sonoran Clubhouse.
- Coordinate and prepare all annual calendar events at Sonoran Clubhouse including lectures, health fairs and special events.
- Oversee the staffing and programming of Tennis, Spa, Fitness Center, Youth Activities, Ranch property, and the success of Pickleball, Bocce, Croquet, Outdoor recreational pursuits, and Café Verde.
- Work with the Clubhouse Operations team to exceed expectations at Café Verde.
- Supervise repairs and maintenance of all equipment at Sonoran Clubhouse, including fitness, tennis, playgrounds and pool area.
- Enforce all the club rules and regulations governing the use of the Sonoran Clubhouse.
- Assist in new member orientations.
- Evaluate and assess standard operating procedures, staffing levels, training, programs and activities.
- Actively monitor all member services to ensure standards of operation constantly meet or exceed the presently established guidelines. Meet with members and follow up with all member issues and suggestions.
- Place a high priority on name recognition and encourage all team members to personalize all services provided.
- Host agenda-driven all staff meetings, one on one leadership meetings, and weekly leadership meetings to ensure continuity, a shared vision, and communication.
- Foster a high level of teamwork, communication, and respect amongst all staff.

## CANDIDATE QUALIFICATIONS

- Professional, self-motivated and high-energy leader who embodies the Desert Mountain Club culture.
- Possesses a naturally high degree of Emotional Intelligence (EQ) along with positive self-awareness, and social adeptness.
- Being respectfully confident and “connected” to the membership and team is critical, as is the ability to work with leadership to deliver a cohesive and inviting club culture and environment.
- Possess exceptional advanced planning skills, attention to detail, time management, communication, and organizational skills. Ability to organize and complete work in accordance with established timelines.
- Ability to work well under pressure, handling high-volume activities based on business demands.
- Have passion for providing high-quality Member service and a commitment to exceeding expectations.
- Excellent knowledge of Club/Membership practices, regulations, and operational procedures.
- Ability to proactively lead a Team with a transparent and uplifting, inspirational style.
- Possesses excellent listening, verbal and exceptional written communication skills to interact professionally with a diverse group of executives, managers, and team members.
- Solid understanding of computers and software programs including Microsoft Office (Word, Excel, Outlook, and PowerPoint). Experience with CRM systems is an added benefit.
- Motivated by learning with a desire and passion to lead at a high level.

## EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

A bachelor’s degree is preferred with a focus on Hospitality or Business Management. In lieu of the degree, substantial private club or hospitality experience will be considered. Industry certifications recognizing ongoing involvement and commitment to lifelong personal and professional development are 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 CMAA 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 Tuesday, May 30, 2023. Candidate selections will occur in early June with first Interviews expected in late June. The new candidate should assume his/her role in Summer 2023.**

**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](mailto:alice@kkandw.com)

**Lead Search Executives:**

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