GGA Partners

Vice President of Operations

Century Golf Partners

Dallas, Texas

ORGANIZATIONAL OVERVIEW

Founded in 2005 and headquartered in Dallas, Texas, Century Golf Partners is a privately held investment and management company. It acquires and manages private clubs, golf resorts, and public golf clubs across the United States. Together with its Arnold Palmer Golf Management brand, Century's senior team has operated more than 500 golf courses, from Walt Disney World Golf to PGA WEST. That team includes veterans of ClubCorp, American Golf, and other leading club companies. Guided by its purpose to "Improve the Lives of the People We Serve," Century partners closely with boards and owners to strengthen performance, elevate member experiences, and protect what makes each club unique.

POSITION SUMMARY

The Vice President of Operations (VPO) provides strategic leadership, operational oversight, and financial management for a portfolio of clubs, golf courses, and other hospitality and recreational facilities within designated areas. Leading through General Managers and other senior club leaders, the VPO drives operational excellence, revenue growth, member/guest satisfaction, membership retention, and Team Member development while ensuring company standards, policies, and brand expectations are consistently achieved.

Operating with significant autonomy, the VPO translates Century's priorities into clear expectations and measurable results, diagnoses the operational drivers of financial performance, and serves as a trusted partner to Century's partners and ownership groups. The VPO is also a trusted partner to General Managers, Directors of Golf, Golf Course Superintendents, and support teams, fostering a culture of accountability, service quality, financial stewardship, people development, and continuous improvement.

EXPERIENCE, EDUCATION AND SKILLS REQUIRED

The ideal candidate is a proven multi-club operator who combines financial discipline, sound judgment, and a development-focused leadership style.

Education

- Bachelor's degree in business administration, Hospitality Management, Golf Management, Finance, or related field preferred.

Experience

- 10+ years of progressive operational leadership experience, including 5+ years overseeing multiple private clubs, golf courses, resorts, restaurants, and/or hospitality operations.
- Demonstrated success managing P&L responsibility of $25M+ in revenue.
- Experience leading multi-site operations, complex business models, and large management teams.
- Strong background in club/golf operations, food & beverage, revenue and membership development programs, hospitality, and facility management.
- Proven ability to assess underperforming operations, identify root causes, and lead effective turnarounds.

Knowledge, Skills and Abilities

- Strong business and financial acumen, including the revenue, labor, margin, and asset-utilization drivers of private club, public golf, and/or resort operations.
- Advanced leadership, coaching, and talent development skills, with the ability to lead through others and hold leaders accountable for results.
- Sound, timely judgment in complex or ambiguous situations, and the ability to operate with significant autonomy while maintaining transparency.
- Ability to build trust and influence stakeholders at all levels, internally and externally, including owners, investors, and boards.
- Ability to leverage and contribute to a strong peer network, sourcing ideas and talent, and sharing best practices, and leading peers without formal authority.
- Excellent communication, presentation, and relationship-building skills, adapting messages to different audiences.
- Knowledge of golf and club industry trends and operations, including membership, pricing, and revenue strategies across private, resort, and/or public golf settings.
- Strong analytical and problem-solving abilities; proficiency with budgeting, forecasting, and performance management tools.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Strategic Leadership

- Translate company objectives into portfolio- and club-level priorities, focusing leaders on the initiatives with the greatest impact.
- Set clear expectations, decision authority, and accountabilities for club leaders, converting priorities into measurable outcomes.
- Embody and reinforce Century's mission, vision, and values throughout the organization.
- Identify opportunities for growth, operational efficiencies, and market expansion, balancing near-term results with long-term value.
- Drive implementation of company initiatives, programs, and best practices, coordinating subject matter experts and club leaders.

Operational Management

- Oversee operations across multiple clubs and golf facilities, leading through General Managers rather than day-to-day club decisions.
- Evaluate performance using operating metrics, benchmarks, member/guest feedback, and site visits; implement corrective action where necessary.
- Ensure each club sets and consistently delivers clear standards and expectations across golf operations, food & beverage, agronomy, events, sports, and clubhouse functions, aligned with its identity and strategy

Financial Oversight

- Hold full P&L accountability and consistently improve profitability across the area of responsibility.
- Proactively anticipate financial risks and opportunities, ensuring each club is on sound financial footing that enables its strategy, and address the operational causes of performance as issues arise.
- Develop, review, challenge, and approve annual operating budgets, forecasts, and capital expenditure plans.
- Analyze monthly financial statements, forecasts, labor reports, and key performance indicators.
- Act as a long-term owner and steward of each club, optimizing revenues and expenses through an ROI lens and using disciplined cost control to fund future amenities, expansions, renovations, and special projects.

Private Clubs: Membership and Member Experience

- Grow revenue through membership, golf, food & beverage, sports, events, and other amenities in alignment with each club's strategy.

- Develop strategies to increase membership acquisition, onboarding, engagement, and retention.
- Monitor member satisfaction and continually elevate service standards and the member experience.

Resort / Public Golf: Revenue & Guest Experience

- Drive revenue and market share through golf, food & beverage, tournaments, outings, and ancillary services, consistent with each club's strategy.
- Tailor pricing, programming, and sales and marketing plans to each club's market and guest segments.
- Monitor guest satisfaction and elevate service standards for golfers, resort guests and groups.

Performance Improvement and Transitions

- Assess underperforming operations, identify root causes, and lead turnaround and repositioning strategies.
- Participate in acquisitions, transitions, and onboarding of newly acquired and/or managed clubs/courses.

People Leadership

- Recruit, develop, coach, and retain high-performing General Managers and senior operating leaders.
- Assess leaders' capabilities and delegate appropriate authority to support independent decision-making.
- Set high standards, conduct regular performance evaluations, and address performance concerns constructively.
- Lead succession planning and organizational change while maintaining engagement.
- Foster a culture of accountability, ownership, inclusion, collaboration, and continuous improvement.
- Support Team Member engagement and leadership development, and address Team Member relations issues in partnership with Human Resources.

Ownership Partnership and Reporting

- Serve as a trusted partner to Century's partners and executive team, providing candid, well-supported advice and recommendations.
- Build trust and credibility with owners, investors, developers, and boards, balancing ownership objectives, contractual commitments, and operating realities.
- Present performance, risks, and recommendations clearly to senior leadership; promptly escalate significant issues.

Golf Course and Facilities Management

- Collaborate with the SVP of Agronomy, Golf Course Superintendents, and club/course teams to maintain exceptional course conditions, reviewing agronomic plans, maintenance standards, and capital projects.
- Ensure club/course conditions remain safe, attractive, and aligned with brand expectations, and promote a culture of safety.
- Prioritize capital investments by operational need, member and guest impact, financial return, and risk; develop ROI projects to grow earnings.

Compliance and Risk Management

- Ensure compliance with all federal, state, and local regulations, employment policies, licensing requirements, and environmental standards.
- Oversee workplace safety programs and risk management practices, minimizing legal and operational risk through proactive leadership.

POSITION DETAILS

Location: Dallas, Texas preferred; however, qualified candidates based elsewhere in the United States may be considered.

Travel: Extensive nationwide travel is required, estimated at approximately 50%–75%, including regular visits to Century-managed clubs, meetings, and Century's home office.

Schedule and Work Environment: The position may require occasional evening and weekend commitments, including attendance at tournaments, member and guest events, and other business functions. The role operates across our home office, private clubs, resorts, and public golf courses.

The responsibilities described in this profile represent the principal functions of the position and are not intended to be exhaustive. Reasonable accommodation may be made to enable qualified individuals with disabilities to perform the essential functions of the role.

Century Golf Partners is an equal opportunity employer. Qualified applicants will receive consideration without regard to any characteristic protected by applicable law.

INQUIRIES

Interested candidates should submit a resume and a detailed cover letter outlining their qualifications and interest in the role no later than November 6, 2026. Documents must be submitted in Word or PDF format and named "Last Name, First Name, Century, Resume" and "Last Name, First Name, Century, Cover Letter." Apply here: https://shorturl.at/1MV2V

All inquiries will be held in strict confidence.

LEAD SEARCH EXECUTIVES

Michael Gregory, Managing Director & Partner
Murray Blair, Director

For more information on Century Golf Partners, please visit https://centurygolf.com/