



Lake Mohawk Country Club

NEW JERSEY

invites your interest in the position of

General Manager



Recruitment Services Provided by
Ralph Andersen & Associates



The Opportunity

Lake Mohawk Country Club (LMCC), located in Northern New Jersey, is seeking an energetic and enthusiastic professional to join this year-round community. This talented chief executive will be an effective manager for a staff of twenty FTEs (approximately 180 Seasonal) and a combined budget of \$10 million. This top professional is expected to have strong leadership skills, exceptional interpersonal and communication skills, and a strong passion for community management. The selected General Manager will also need to have an inclusive management style combined with a hands-on approach to day-to-day operations. A thorough understanding of finance, budgeting and infrastructure projects is of high importance to the Board of Trustees. The new General Manager will need to be a highly strategic thinker to help LMCC identify opportunities for generating new revenues while still delivering high quality services and tackling the long-term needs of the community.



Lake Mohawk Country Club - Community Overview

Incorporated in 1927, Lake Mohawk Country Club is one of New Jersey's premier providers of year-round lake community living. It is surrounded by rural landscapes, rolling hills, and a quaint Swiss-Alpine inspired village. The private residential community boasts 2,700 unique single-family homes surrounding the largest man-made lake in New Jersey.

Located just 50 miles outside of New York City in the Townships of Sparta, Byram, and Andover, Lake Mohawk has a strong sense of community, including significant contributions from volunteers. The year-round community offers boating, skiing, and social opportunities. Each season, Lake Mohawk Country Club hosts both private and public events to benefit the local communities and Membership. There are dining and catering opportunities on the Boardwalk and in the Clubhouse.

The Lake Mohawk Pool is an integral part of the community and is owned by LMCC. The Lake Mohawk Tennis Club and Lake Mohawk Golf Club are located in the community but are independently owned and operated. The 2,500-acre property also encompasses 12 beaches, docks, playgrounds, walking trails, and 25 miles of private roads.

Governance Structure

LMCC is governed by a Board President and Board of Trustees. The Board consists of nine members; each Trustee is elected by the Members for a term of three years and may serve for no more than two consecutive full terms. The Board of Trustees appoints the General Manager, who in turn serves as chief executive officer of the organization.

LMCC's governance function aims to ensure the community's effective and ethical management. The Board is responsible for planning, budgeting, project selection, policy development, and financial management. The General Manager executes these policies and tasks with the help of the staff. The staff ensures effective communication, manages day-to-day operations, enforces rules, and supports the well-being of the community's members.



The Position

The General Manager is at-will and reports directly to the Board of Trustees.

In this role, the General Manager directs, coordinates, and manages all operational aspects of LMCC to maintain and enhance the community's lifestyle and value. The General Manager provides leadership to the organization while fostering an approachable, responsive relationship with and between the Board, residents, staff, guests, vendors, and other partners.

They will maintain the highest quality of services and ensure maximum member satisfaction, while securing LMCC's assets, including facilities and equipment. The new General Manager will work with the Board of Trustees to prioritize long-term infrastructure needs to support the operations of LMCC. High priority projects include the continued improvement of bridge, utility and roadway infrastructure.

Ideal Candidate

The General Manager will be an experienced leader who sets the tone and instills confidence in the staff, the residents, and in the community as a whole. As the lead executive, they will have notable experience in public and community management, and must also be highly effective in working with an elected or appointed governing body. The General Manager will lead in establishing and implementing a strategic plan for the Lake Mohawk Country Club and ensuring it continues to build and maintain successful partnerships within the region. The following are key qualities the General Manager must possess:

- Demonstrated ability to lead people, create a positive culture, and inspire and motivate others with the ability to delegate;
- Demonstrated ability to manage complex projects with adaptability and be action-oriented;
- Ability to set clear expectations and hold people accountable;
- Experience in capital projects and infrastructure management;

Ideal Candidate *continued*

- Experience working with local governments and/or similar agencies at the policy level;
- Demonstrated ability to effectively manage multi-million-dollar budgets;
- Successful and accomplished career history with executive-level oversight and responsibilities;
- Creative and entrepreneurial with strong strategic thinking skills;
- Clarity of vision, a commitment to integrity, transparency, and ethical behavior;
- Effective communicator with strong public speaking skills;
- Experience working with a Board and volunteers.

Key Duties and Responsibilities Include:

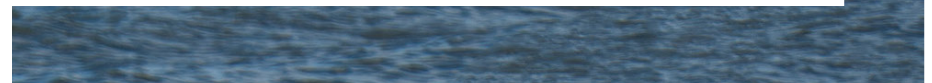
- Oversee LMCC's financials, with an annual budget of \$10 million. Enhance financial reporting and establish benchmarks and measurements for accountability and performance.



- Lead and oversee 180 employees with a demonstrated ability to attract, train, mentor, and retain a talented and cohesive staff and provide oversight regarding personnel-related matters, including compensation, job changes, and performance evaluations – including maintaining a functional understanding of labor relations and labor law.
- Develop strong relationships with the Townships and other public agencies, enhancing engagement at the regional government and policy levels.
- Provide direction/oversight in working with vendors, outside contractors, and firms providing services to LMCC.



- Maintain a proactive process for the protection of LMCC's assets, including risk management and promptly responding to emergencies such as fires, accidents, medical incidents, and security breaches.
- Ensure LMCC buildings, facilities, and systems are properly maintained; establish a long-range Capital Plan.
- Act as a liaison between the Board and residents in the execution of established policies and the conveyance of resident concerns.



- Attend and participate in all scheduled Board meetings and present a General Manager report as needed.

Ideal Candidate *continued*

Knowledge, Skills, and Proficiencies

- Must have the ability to perform each duty in a skillful, efficient, and satisfactory manner.
- Must have a public service-oriented mindset, with complex problem-solving abilities, and a flexible, resilient attitude.
- Strong written and verbal communication skills.
- Demonstrated knowledge of managerial accounting and understanding of basic principles of capital project management.
- Demonstrated ability to create and implement a multi-year strategic plan.
- Demonstrated leadership abilities through example, approachability, responsiveness, and follow-through.
- Demonstrated conflict resolution skills.
- Fulfill all other duties as assigned or directed by the Board.

Education and Experience



The Board of Trustees will review and evaluate all resumes and have full discretion on the criteria to advance candidates further in the process. The following qualifying factors will be key factors that will be considered:

- Bachelor's degree or equivalent in Business Management, Business Administration, Hospitality/Resort Management, or Public Administration. A Master's degree may be a plus.
- A minimum of 5 years as Executive Director, General Manager, Community Manager, Town/City Manager, Chief Executive Officer or comparable position in a similar large-scale self-managed community or municipal environment. Staff oversight of senior management, with comparable financial responsibility is desired.
- A proven track record in creating and implementing organizational, service delivery, and strategic programs related to the efficiency and viability of the organization.



www.lakemohawkcc.com

Compensation

The Board will offer a highly competitive salary and benefits package to its next General Manager which considers the candidate's qualifications and track record of career success. The annual salary for the General Manager is open and negotiable dependent upon qualifications, up to \$280,000/annually. LMCC also offers an attractive and competitive benefits package that includes but is not limited to retirement benefits offered through a 401(k); comprehensive medical; paid holidays, vacation and other leaves.

Further details can be obtained through discussions with Ralph Andersen & Associates.

The Recruitment Process

Interested candidates are encouraged to apply immediately, with the recruitment closing on **Monday, August 31, 2026**. Electronic submittals are strongly preferred to apply@ralphandersen.com and should include a compelling cover letter and comprehensive resume. This recruitment is confidential and will be handled accordingly throughout the various stages of the process. Top candidates will be invited for an on-site interview with the Board.

The Board reserves the right to select any combination of experience, education, and career history that will uphold the ideals and values of this organization and continue to provide the highest level of service to the community.

Confidential inquiries are welcome to Ms. Sabrina Landreth, Ralph Andersen & Associates, at (916) 630-4900.

**Lake Mohawk Country Club is an
Equal Opportunity Employer.**