



General Manager

Sorrento Sailing
Couta Boat Club

SPORTSPEOPLE
RECRUITMENT



- **Private member club - Pristine Mornington Peninsula location**
- **Lead both the sporting club and the food & beverage services**
- **Optimise member participation and engagement**
- **Very attractive executive remuneration package**

About the Sorrento Sailing Couta Boat Club

Sorrento Sailing Couta Boat Club ("SSCBC") is located at the southern end of the Mornington Peninsula, 90 minutes' drive from Melbourne. Home to the largest fleet of historic Couta Boats in Australia, members enjoy an active racing program every weekend from November to June.

The Clubhouse was redeveloped in 2022 and offers spectacular panoramic views of Port Phillip Bay, with expansive decks and lawn areas enjoyed by Members and their guests. The club provides a food and beverage service for members and their guests. With stunning views, fabulous food and friendly, attentive service, the Clubhouse is also available to host weddings and other events for members and their family members.

SSCBC is also home to a very active Sailing Academy, providing family friendly learn-to-sail and coaching programs tailored to ages from 5 years to adults, supporting and encouraging inclusive participation from all ages through a variety of accredited programs.

SSCBC has a very active "Nextgen" cohort, with specific sailing and social events for 18-35 year-old members, many of whom have transitioned from the club's youth training programs, and are emerging club leaders. In addition, the active SheSails program encourages girls and women of all ages to participate in sailing across all classes.

SSCBC has a large membership base (over 4000 including junior members) which provides a generous group of skilled volunteers who help the club to host national and international regattas. The Club takes pride in making visiting sailors feel welcome. In recent years SSCBC has hosted World Championships, Youth Championships as well as National and State regattas. The prevailing offshore sea breezes, flat water and perfect sailing conditions provide ideal sailing for dinghies, sailboards and off the beach boats.

"We're looking for a "hands on" manager to lead all aspects of our Club; from the clubhouse restaurant to on water activities, with a primary focus on member satisfaction and engagement" **Scott Llewelyn - Commodore**



General Manager

The General Manager is accountable to the General Committee and is responsible for:

- Providing leadership, supervision, training and support to the Service Team.
- Ensuring the provision and development of the Club's services and facilities.
- Reinforcing a strong culture of volunteering in the Club by ensuring volunteers are encouraged, appropriately trained and celebrated for their efforts as appropriate.
- Leading strategy development and execution to take the Club to a new level of membership services, financial sustainability and membership engagement.
- Developing a profile and relationship with members to deliver a 'member-centric' experience whether those members are focused on sailing, social or family activities.
- Efficient and effective financial management.
- Driving positive relationships with Club sponsors, ensuring their needs are met and they recognise the value creation their investment earns.

Supporting the GM are 10-12 permanent staff and a large team of casual and seasonal staff in the food & beverage and sail training areas (200-300 casuals over the Summer months).

The ideal candidate will likely have held key leadership roles in a sporting club, ideally one which includes a significant food & beverage offering. Not comfortable sitting behind a closed door, the GM will be someone who genuinely wants to engage with members, seeking feedback and opportunities for improvement.

To be considered for this role you will have senior management experience with P&L accountability and a track record of successfully managing and growing a like-sized business, preferably reporting to a Committee or Board of Directors. You will have the ability to manage the day-to-day business operations, willing to roll up your sleeves and work hands-on when required, whilst maintaining a focus on the long term strategic priorities.

This is a unique opportunity to develop and deliver meaningful and well patronised activities, services and programs maximising the use of the newly developed Club facilities in both peak and non-peak periods. Whilst a background in sailing would be advantageous, most important is a commitment to delivering the best possible service to members and stakeholders.



Key Challenges & Critical Success Factors

In 2024 SSCBC launched a new strategic master plan “Sailing for All, Sailing for Life”, focusing on the major priorities of continuing our growth in sailing participation across all classes, driving a member-centric culture that ensures we are a sought after and highly regarded Sailing Club, continuing the activation of our new Club House facilities, and ensuring our Committee and organisational structure support these aspirations. Specifically, the key areas of focus for the new GM are:

Financial management and loan reduction

- Maintain strong financial oversight to ensure sustainable club operations, with a strong focus on loan servicing and debt reduction.
- Identify revenue growth opportunities and cost-saving measures without compromising member services or safety.

Ongoing development and support of the Food and Beverage Team

- Support and foster a high-performing, motivated Food and Beverage team through clear leadership, training, and regular performance feedback.
- Promote a positive workplace culture that supports staff retention and upskilling.

Continual monitoring and development of food and beverage offering in line with member expectations while meeting budget

- Regularly review menus and service standards to align with member preferences and seasonal trends, while maintaining cost controls.
- Work closely with Exec Chef and House Manager to deliver quality offerings within financial targets.

Development of functions and events that drive Food and Beverage revenue while balancing member expectations

- Support the continued design and promotion of a balanced calendar of public and member-focused events that generate income and enhance club reputation.
- Ensure function bookings and member access are well-managed to maintain a strong member experience.

Ongoing support of the Sailing Academy in attracting and retaining local families into sailing

- Collaborate with Sailing Academy staff to promote youth programs and entry-level courses to local families.
- Support community engagement initiatives and club pathways to encourage long-term participation in sailing.

Delivery of Key Regattas and Sourcing of National and World-Level Sailing Regattas

- Overseeing the planning and executing event logistics, ensuring smooth delivery of high-profile regattas to professional standards.
- Securing national and international sailing events by building strong relationships with governing bodies, class associations.
- Maintaining the club’s reputation for excellence in regatta hosting, ensuring compliance with World Sailing standards and competitor expectations.
- Ensuring alignment with long-term club strategy, using regattas to grow sailing membership, sponsorship, and community engagement.

Continual maintenance and upgrading of the facilities and on-water assets

- Further develop and oversee a proactive maintenance schedule for club buildings, jetty, and sailing assets.
- Prioritise safety, compliance, and member satisfaction in all asset upgrades and repairs.

Development of SharePoint platform for committees and organisation files

- Further development and implementation of the clubs SharePoint platform to improve document management, version control, and accessibility for all club committees

Delivery of Infrastructure upgrades to Club House

- Work with the General Committee to lead feasibility, planning, approval, and fundraising processes for capital projects, ensuring alignment with the club’s strategic vision.
- Manage contractor engagement and project timelines to deliver a quality, cost-effective build with minimal disruption.

Staff Management

Direct Reports (Leadership Team):

- Sailing Academy Manager
- Sailing Operations Officer
- Maintenance Manager
- Finance Manager
- Engagement and Sponsorship / Communications Manager
- House Manager
- Executive Chef

Total staff: 40 to 300 depending on season

Selection Criteria

In addition to demonstrating **relevant experience across the core functional areas of responsibility identified in this Position Overview**, candidates applying for this role will require a range of personal and professional skills, including:

- Senior management experience with with P&L accountability
- Leadership capabilities demonstrated through experience leading a substantial team within a Club environment
- Experience working across Club functions and departments including extensive knowledge of F&B
- Very hands-on and visible, especially when the Clubhouse is open
- Experience in infrastructure development or management
- Ability to drive strategy through to execution
- An interest in leading and developing teams to their full potential
- Strong stakeholder management skills demonstrated in a membership-based environment
- Strong financial management and analysis skills
- University qualifications, ideally in a relevant area such as finance, management, marketing or hospitality
- Experience reporting to a Committee or Board of Directors preferred
- Experience or interest in sailing, while not mandatory, will be highly regarded

Candidates must be an Australian Citizen / Permanent Resident or have unlimited working rights within Australia to be considered for this position.

Hours of Work

This is a permanent full time position. Due to the nature of the business, after hours and weekend work will be essential to support Club activities and operations as required, in particular the peak period over December to January. Most Club activities are offered from Thursday to Sunday evenings (seven days a week over school holidays) and the GM must be comfortable working across these times.

Some flexibility on working hours will be available, in particular over the winter months.

Annual Leave

Four weeks' annual leave per annum. Because of the high volume of members on-site and general Club activity during summer, annual leave may not be taken during the peak summer period.

Location and Travel

The spectacular location of the Sorrento Sailing Couta Boat Club is at 3154 Point Nepean Road, Sorrento, VIC. The GM will ideally live in or around the Mornington Peninsula area.

Remuneration Guide

An attractive executive remuneration package will be available to the successful candidate, negotiable depending upon skill level and experiences. At the time of applying, candidates are invited to indicate their current salary and salary expectations.

Candidates are invited to call Sportspeople Recruitment to discuss salary before applying if that will be helpful in your decision making.

Website & Social Media

For more information and news items on all facets of activities, services and programs, visit:

Website: sscbc.com.au

Facebook: facebook.com/sscbc

Instagram: instagram.com/sscbc

LinkedIn: linkedin.com/company/sorrento-sailing-couta-boat-club

Timelines

Final interviews and the appointment of this role are scheduled for late July 2025.

The successful candidate would be expected to commence duties as soon as possible, mindful of notice periods and general availability.



Please apply now!

Please note Sportspeople Recruitment will commence screening for this role immediately. **If you are intending to apply, please do so now - we reserve the right to close the role as soon as sufficient merit applications are received.**

Applications close: 11pm Sunday 13 July, 2025

Candidates must complete and submit the COMPULSORY **Sportspeople Recruitment**

Application Form at the time of applying. The form is available as a download at the Sportspeople Recruitment website listing for this role and contains questions against which we require your specific response prior to considering your application.

Sportspeople Recruitment prefers a 1-2 page letter of introduction and an accompanying CV of no more than 6 pages, merged into the Application Form as one MS Word file.

Apply to

Your application should be sent electronically via the "apply now" link at the advertisement via sportspeoplerecruitment.com/jobs

Enquiries

In the first instance general enquiries should be directed to **Scott Oakhill** on **(+61) 0408 258 337** or **FREECALL AU 1800 634 388** or via admin@sportspeoplerecruitment.com.

About Sportspeople Recruitment

The General Manager, Sorrento Sailing Couta Boat Club search and recruitment process is being managed exclusively by **Sportspeople Recruitment**.

Sportspeople Recruitment is a leading executive search and recruitment firm servicing sport business. Celebrating 29 years in 2025 our curated Talent Network has been developed as a result of successfully filling thousands of roles across the A-Z of sport business employers.

We offer the most experienced Consultant team in the market available to assist with executive search, general recruitment, hiring strategy, remuneration planning and executive/Board advice.

We are delighted to have been appointed by Sorrento Sailing Couta Boat Club as the exclusive search partner for the General Manager position.

Australian owned - globally connected - since 1996

Merit Recruitment

Don't meet every single requirement? Studies have shown women and minority groups are less likely to apply for jobs unless they meet every single qualification. **Sportspeople Recruitment has a reputation as a leader in merit recruitment.** Everything we do has a focus on presenting the best candidates to our client Employer whilst maintaining a commitment to do what we can to address the imbalance of under-represented groups in leadership positions.

If you believe you have what it takes to perform this job but don't tick off every single qualification and experience we've listed, we encourage you to focus on the strengths, experience, qualifications and soft-skills you do have as the reasons you should apply. Believe in yourself and if still in doubt call our Consultant for a quick chat or simply apply. Without an application we can't consider you and we'll never consider your application a waste of our time.

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