General Manager Search

November 16th, 2026

Position:	General Manager	**Salary range:**	Commensurate with skills and experience
Reports to:	Board of Directors	**How to apply:**	www.fgclubsolutions.ca/reddeer
Start Date:	March 1, 2027	**More information:**	charles@freshgolf.ca

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Founded in 1922, the Red Deer Golf and Country Club has evolved into a premier destination for golf enthusiasts across Alberta. The 18-hole, par-72 course stretches over 6,974 yards and is celebrated for its seamless integration with the natural landscape of the Red Deer River valley. The course offers a challenging yet scenic experience for golfers of all skill levels, with meticulously maintained fairways and greens that reflect the club's commitment to excellence. The Golf Club, located in the heart of city, minutes from downtown, and a short drive from anywhere in the city.

Beyond golf, the Red Deer Golf and Country Club offers a full suite of amenities including a pro shop, driving range, golf simulator centre, club fittings, golf lessons, leagues, and junior programs, making it a well-rounded hub for recreation and personal development. Its central location—midway between Edmonton and Calgary—adds to its appeal, offering easy access while maintaining the charm of a close-knit community. For those seeking a refined and rewarding golf experience, Red Deer Golf and Country Club stands as a benchmark of quality and tradition in Alberta.

The Club seeks a dynamic and visible leader who is passionate about delivering a first-class membership experience, one who creates memorable experiences to the members, guests, and the team.

The club is exploring significant capital projects for both the clubhouse and course improvements, which will be spread out over several years to minimize disruption in play.

With this in mind, the Club requires a strong communicator with an understanding of private club culture, industry knowledge, such as club trends and best practices but most of all a desire to continuously elevate the member experience.

The Club supports the professional development of their General Manager; therefore, the successful candidate will possess a thirst for industry knowledge and will have obtained their CCM designation or in progress of the CCM designation.

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More About Red Deer and the Club

Red Deer stands out for its affordable cost of living, which is approximately 13% lower than the Alberta average. Money Sense, Fairstone, and others have frequently ranked Red Deer as one of the most affordable places to live in Canada. Housing is reasonably priced, and residents enjoy access to essential amenities, schools, and healthcare services without the financial strain often found in larger cities. The city of Red Deer is the 3rd largest in Alberta with a population of over 100,000. It has all the amenities for your day-to-day living. Red Deer is also a perfect fit if you love the outdoors. It boasts a ski resort 10 minutes from town with both winter and summer activities, 110km bike trail system, several local beaches, excellent fishing, numerous arts & cultural events and four great indoor facilities for recreation. The city's size contributes to a more relaxed pace of life, ideal for those seeking a quieter, community-oriented environment.

Red Deer boasts a diverse and thriving economy, with over 4,000 businesses contributing to more than 62,000 jobs across sectors like healthcare, retail, construction, energy and manufacturing. Red Deer's central location between Edmonton and Calgary—less than a two-hour drive from either—makes it a strategic hub for commerce and transportation. This accessibility not only benefits businesses but also residents who enjoy day trips to the major urban centres while living in a more affordable and peaceful setting. The median household income in Red Deer surpasses the national average by 9%, reflecting strong employment prospects.

GM Key Responsibilities

Member Experience

- Lead the management team in implementing the clubs Mission, Vision, and Core Values with a deep appreciation of the club's history and culture
- Grow strong relationships with the Board of Directors and Membership ensuring trust and confidence in the operation
- Collaborate with the Board and management team to enhance the overall club experience
- Visible and engaging with members and guests of all ages
- Address member concerns with an educated and professional consistency
- Create a thorough on boarding process for new club members and support / assist the Board in orientation and onboarding of new Board members

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Human Resource Management

- Lead management in creating a vibrant and engaging workplace culture
- Develop an industry leading on-boarding process for staff. Create and maintain a detailed Standard Operating Procedure manual
- Timely, pro-active communication with the Board, management, members and industry partners
- Continue education in pursuit of the Certified Club Manager certification and encourage management team in their pursuit of higher education and professional development

Finances

- Work with the Board of Directors on restructuring membership dues, capital funds and potential share restructuring
- Ensure timely presentation of monthly financial statements and annual audit reports
- Ensure timely presentation of annual operational and capital budgets
- Pro-actively respond to the financial position and offer creative opportunities for financial success

Capital Projects

- Frequent and transparent communication of future capital projects
- Ensure accurate cap ex budgets and project schedules are generated
- Deliver capital projects on time and on budget

Candidate Profile

The ideal candidate will possess strong interpersonal skills, be a proven collaborator, and relationship builder, and will be action and results oriented.

- An innovative and strategic thinker with strong business acumen and passion for continuous improvement and revenue generation
- Able to display sound judgement and make complex decisions
- A dynamic leader and motivator that prides themselves on the accomplishments of their team and has the willingness to provide ongoing constructive feedback
- Demonstrates exceptional verbal, written and interpersonal communications skills

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Desired But Not Required Qualifications

- A post-secondary education in business or hospitality
- PGA of Canada Class A or CMAC CCM designated member
- Seasoned experience and understanding of key elements of golf course management
- 5+ Years of leadership in the private club or Hospitality Industry

Additional Information

In addition to a competitive compensation package, Red Deer Golf & Country Club offers an excellent working environment, professional development support, and a comprehensive health and dental program. Compensation is competitive in the industry and commensurate with experience and skillset.

To Apply

Red Deer Golf and Country Club has retained FG Club Solutions to assist in the search for a new General Manager.

A dedicated webpage has been created including a process to apply directly online www.fgclubsolutions.ca/reddeer . If you have any further questions, please reach out directly to Lead Recruiters Charles Lorimer and Jason Clarke of FG Club Solutions at charles@freshgolf.ca and clarke_je@yahoo.com .

Applications close on December 4th, 2026. However, the process will begin immediately.