



ARBUTUS RIDGE GOLF CLUB

JOB POSTING

GENERAL MANAGER

Target Start Date: End of September 2026 – some flexibility based on the right candidate

Salary: **\$120,000+** consideration will be given to commensurate with experience.

Location: Cobble Hill, BC

Arbutus Ridge Golf club located in the beautiful southern Cowichan Valley and only 30 minutes from Victoria, BC is searching for their next General Manager.

The optimal candidate will lead the day-to-day operations of the golf club under its new ownership. They are looking for an experienced individual who has a proven track record for building successful teams and can develop a strong culture. This is an opportunity for an individual who seeks to create a balance of work and overall lifestyle while driving the business toward its full potential.



About Cobble Hill & The Club:

The golf course was built in 1987 and began as a 12 month a year retirement option for those that love Golf and Tennis. From the moment you get out of your car, you see island living at its finest. With beautiful views of the Gulf Islands and Mount Baker.

Cobble Hill is only 45km from downtown Victoria and 17km to Duncan and is in the southern part of the scenic Cowichan Valley. With the neighboring communities of Shawnigan Lake, Mill Bay & Cowichan Bay which together contain a population of approximately 15,000 full-time residents (Cowichan Valley population is approx. 95,000). This creates a perfect environment for someone who appreciates nature, a slower pace of life, time at the lake, trails, ocean and of course golf.

The 18-hole golf course was recently purchased by Island born businessman Andrew Golin. The golf club has 3 covered tennis courts and a full-service Clubhouse which has large banquet areas for weddings, banquets and other community events.



Image of Mill Bay & Brentwood College School

The Role

Arbutus Ridge Golf Club is seeking an accomplished, visible, and relationship-driven General Manager to lead the Club into its next chapter.

The General Manager will be responsible for overall club operations, financial sustainability, team leadership, and delivering an exceptional customer experience.

Key Responsibilities:

People & Culture

- Develop and foster a positive service-focused workplace culture.
- Oversee recruitment, onboarding and training programs.
- Establish clear operating policies, performance expectations, and accountability structures.
- Strengthening ties to the local community through outreach initiatives.

Financial Leadership

- Lead annual budgeting, forecasting, and financial reporting processes.
- Identify opportunities for revenue growth, cost management, and long-term financial sustainability.
- Monitor and mitigate operational, financial, and enterprise risks.

Guest Experience & Club Operations

- Lead day-to-day operations while aligning exceptional, consistent, and engaging customer experience across all areas of the Club.
- Be highly visible and present throughout the Club, proactively building relationships with members and guests through regular daily interaction.

Desired Qualifications

- Post-secondary education in business, hospitality, or a related field (preferred).
- Minimum of three (3) years of senior leadership experience in hospitality, private clubs, or a related service environment.
- Proven success in financial management, team leadership, and operational excellence.

Desired Skills & Attributes

- Strong business acumen across finance, HR, IT, and risk management.
- Exceptional interpersonal, communication, and relationship-building skills.
- Proven ability to lead change, solve problems, and make sound decisions.

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

Compensation & Benefits

- Competitive base salary of \$120,000+, consideration will be given to commensurate with experience.
- Performance-based bonus and comprehensive benefits package.

How to apply

FG Club Solutions is assisting in the search for the next the General Manager. Please go to www.fgclubsolutions.ca/argc to view the dedicated webpage and apply online. Any additional inquires can be made by contacting lead recruiter Scott Kolb, at scott@vbgolf.ca

We appreciate all candidates who apply for this position; though only those selected for an interview will be contacted.