

Country Club Hotel Manager Executive Brief: What a Recruiter Needs to Prove Club Lodging Leadership

A **Country Club Hotel Manager** is not a standard hotel manager working in a prettier setting. The role sits inside a more complicated operating model: rooms, suites, cottages, villas, or guest lodging attached to a **country club, private club, golf club, yacht club, resort club, or members-only hospitality property**.

That difference matters.

In a conventional hotel, the guest is usually transient. In a club environment, the guest may be a member, member-sponsored guest, reciprocal-club guest, wedding guest, tournament participant, visiting family member, board guest, donor, VIP, or prospective member. A room failure is not only a lodging failure. It can become a member complaint, board discussion, committee issue, event problem, reputation risk, or membership-retention concern.

That is why a recruiter should not evaluate a **Country Club Hotel Manager** only through standard lodging metrics. The recruiter has to prove the candidate can manage lodging inside a club ecosystem, where rooms are part of member value, event execution, guest trust, and club reputation.

The public labour data gives only part of the picture. The Bureau of Labor Statistics classifies hotel-management roles under **Lodging Managers**. In 2024, there were **52,000 lodging manager jobs** in the United States, with projected employment growth of **3 percent from 2024 to 2034**, about **5,400 openings per year**, and a May 2024 median annual wage of **\$68,130**.

That is the lodging side. The club side is larger and more commercially significant than many people assume. A 2024 private-club economic impact study by Club Benchmarking, CMAA, and the National Club Association reported that U.S. private clubs generated **\$156.5 billion in direct revenue**, supported **\$65.5 billion in payroll**, and accounted for **1.5 million jobs**. The same report showed regional scale across the South, Northeast, Midwest, and West, with the South alone representing **\$66.7 billion in revenue, \$28.1 billion in payroll, and 573,213 jobs**.

The Country Club Hotel Manager sits between those two markets. They are not only managing rooms. They are managing rooms inside a private-club trust environment.

Executive Market and Pay Snapshot

Evaluation area	Current statistic or market signal	What it means for a recruiter	What the Country Club Hotel Manager must prove
Lodging manager market	BLS reports 52,000 lodging manager jobs in 2024, 3 percent projected growth, and 5,400 annual openings.	The lodging leadership market is real but smaller than restaurant or broad hospitality management.	Candidate must prove property-level rooms control, not generic guest-service experience.
Lodging manager pay	Median annual wage: \$68,130 in May 2024.	This is a baseline, not a true executive club-lodging benchmark.	Premium pay must be defended through club complexity, member exposure, event lodging, and cross-department control.
Private club economic scale	Private clubs generated \$156.5B in direct revenue, \$65.5B in payroll, and 1.5M jobs.	Club lodging is part of a large, labour-intensive private-club economy.	Candidate must show club literacy, not just hotel literacy.
Club compensation context	CMAA's 2024 Compensation and Benefits Report represents aggregated private-club compensation data from 550 clubs, including 471 clubs with golf and 79 clubs without golf.	Club compensation should be benchmarked by club size, golf/non-golf status, revenue, region, and role scope.	Candidate compensation should not be priced from generic hotel manager averages alone.
Head of Club benchmark	CMAA defines "Head of Club" as the top club position, including General Manager, CEO, COO, Managing Director, or GM/Vice President.	This is not the Country Club Hotel Manager role, but it frames the executive compensation ceiling in club environments.	A lodging leader moving toward broader club leadership must show revenue, member, board, and department-head readiness.
Head of Club compensation, clubs with golf	CMAA reports median total compensation by operating-revenue quartile: \$183,321, \$257,500, \$324,925, and \$490,604.	Club executive compensation can far exceed generic lodging-manager pay when scope and revenue are significant.	A recruiter should price club-hotel leadership by scope, not title.
Head of Club compensation, clubs without golf	CMAA reports median total compensation by operating-revenue quartile from \$159,168 to \$463,689.	Non-golf private clubs can still carry executive-level complexity.	Lodging inside a private club should be evaluated by revenue, membership, event

Evaluation area	Current statistic or market signal	What it means for a recruiter	What the Country Club Hotel Manager must prove
Private club trend pressure	Private members' clubs are evolving, with new investor/developer interest, operational risks, and regulatory challenges.	Club lodging leaders may face a more modern, experience-driven member market.	use, guest expectations, and governance exposure. Candidate must balance tradition, privacy, service, wellness, events, lodging, and member expectations.
Country club amenity expansion	Recent reporting describes country clubs adding broader family, wellness, dining, recreation, and social amenities beyond traditional golf.	Lodging may increasingly support full-family, event, retreat, wellness, and multigenerational usage.	Candidate must manage rooms as part of a broader club-experience ecosystem.

Pay Chart: Country Club Hotel Manager Benchmarking

There is no clean BLS occupation called **Country Club Hotel Manager**. The best compensation logic uses two anchors: **Lodging Manager** for the rooms function and **private-club executive compensation** for the club-governance environment.

Compensation anchor	Pay signal	How a recruiter should use it
Lodging Manager median	\$68,130	Baseline lodging-management reference. Too low for complex country club hotel manager roles with member lodging, events, cottages, villas, suites, board exposure, and club amenities.
Lodging Manager annual openings	5,400 per year	Confirms the lodging-manager market exists, but country club hotel manager roles are narrower and more specialized.
Head of Club, clubs with golf — total compensation	Quartile medians: \$183,321, \$257,500, \$324,925, \$490,604	Not the same job, but it shows the executive compensation environment inside clubs with golf. Useful when a club hotel manager has broad lodging, amenities, member, and department-head scope.
Head of Club, clubs without golf — total compensation	Quartile medians: \$159,168 to \$463,689	Useful for private club lodging, city club lodging, yacht club lodging, member suites, or club residences without golf.

Compensation anchor	Pay signal	How a recruiter should use it
Club report methodology	CMAA / Club Benchmarking data is organized by club size using total operating revenue and segmented by clubs with and without golf.	A recruiter should not use one flat salary number. Compensation should reflect operating revenue, member expectations, lodging scope, and governance complexity.

The recruiter conclusion is direct: a **Country Club Hotel Manager** should not be priced as an ordinary lodging manager if the role carries club-level complexity. If the manager oversees member lodging, guest rooms, cottages, villas, housekeeping, concierge, event blocks, guest billing, reciprocal stays, privacy protocols, and amenity access, the role belongs in a hybrid compensation conversation: lodging management plus private-club executive exposure.

The Real Search Question: Can This Manager Protect Lodging Without Damaging Club Trust?

A conventional hotel manager protects the guest stay.

A Country Club Hotel Manager protects the guest stay **and** the club relationship behind it.

That difference changes the work.

If a wedding room block is mishandled at a standard hotel, the hotel may face complaints, refunds, and reviews. If a wedding room block is mishandled at a country club, the damage may move through a member family, event committee, board member, sponsor, and future banquet pipeline.

If a VIP cottage is not ready at a resort hotel, it is a service failure. If a VIP cottage is not ready at a private club, it may become a political failure because the guest may be connected to a member, board chair, donor, reciprocal club, tournament sponsor, or prospective member.

If housekeeping misses a room in a hotel, the failure is operational. If housekeeping misses a member-sponsored guest room at a private club, the failure is personal because the sponsoring member may feel embarrassed.

That is why the recruiter has to ask a sharper question:

Can this candidate manage rooms where the guest relationship is not transactional?

What Makes Country Club Lodging Different

Country club lodging may look like hotel lodging from the outside, but the operating risk is different.

Operating issue	Standard hotel context	Country club / private club lodging context
Guest identity	Transient guest, group guest, business traveller, leisure guest.	Member, member-sponsored guest, reciprocal guest, tournament guest, wedding guest, family guest, board guest, VIP.
Complaint pathway	Guest review, front-desk escalation, manager recovery.	Member complaint, committee issue, board discussion, sponsor embarrassment, reputation risk.
Room readiness	Check-in expectation and review risk.	Check-in expectation plus member-trust risk and event-readiness risk.
Billing	Folio, credit card, corporate account, group master.	Member charge, guest charge, sponsor billing, event package, club account, reciprocal billing.
Privacy	Guest confidentiality.	Member discretion, family privacy, celebrity/VIP sensitivity, internal staff confidentiality.
Amenity access	Hotel amenities tied to room type or package.	Golf, dining, pool, racquets, spa, fitness, marina, private events, member-only zones.
Events	Group block, banquet, meeting, wedding.	Member wedding, golf tournament, board event, donor weekend, family reunion, reciprocal event.
Governance	Ownership, brand, management company.	GM/COO, board, committees, membership expectations, club policy.

A Country Club Hotel Manager cannot simply “run rooms.” They have to interpret the social and governance consequences of room failures.

That is the executive value.

Operating Scorecard for a Country Club Hotel Manager

A serious Country Club Hotel Manager should be able to discuss the lodging operation through measurable controls. A recruiter should not accept vague claims like “strong guest service” or “excellent club standards” unless the candidate can show how the lodging system was controlled.

Control area	What the manager must actually control	Benchmarks / proof to prepare	What the recruiter can sell
Room readiness	Cleaned, inspected, released, and communicated rooms, cottages, suites, or guest houses.	Late-room rate, inspection pass rate, VIP readiness, room-status accuracy.	“This candidate protects lodging inventory and arrival trust.”
Member-sponsored guest experience	Stays connected to member households, event	Complaint themes, sponsor recovery, guest	“This candidate understands that club

Control area	What the manager must actually control	Benchmarks / proof to prepare	What the recruiter can sell
Housekeeping control	hosts, sponsors, reciprocal guests, and club protocol. Room inspections, linen, laundry, public areas, turndown, deep cleans, cottage readiness.	feedback, member satisfaction notes. Room inspection scores, linen par, late releases, rewash, repeat defects.	lodging failures damage member relationships." "This manager keeps lodging standards reliable under occupancy pressure."
Event lodging	Wedding blocks, tournament stays, board weekends, retreats, family weekends, VIP groups.	Block accuracy, arrival-readiness rate, event-rooming errors, guest recovery cost.	"This candidate protects event revenue and member confidence."
Club billing	Member charges, guest charges, event folios, reciprocal billing, package inclusions.	Billing error rate, adjustment volume, member disputes, event closeout accuracy.	"This candidate prevents lodging from creating finance and member-relations friction."
Amenity coordination	Golf, dining, spa, pool, racquets, marina, fitness, activities, transportation.	Amenity access errors, package fulfillment, guest itinerary accuracy, concierge issues.	"This manager connects rooms to the total club experience."
Privacy and discretion	Member information, VIP stays, family details, celebrity guests, board guests, internal gossip risk.	Incident records, staff confidentiality training, privacy protocol, escalation process.	"This candidate protects the club's trust culture."
Maintenance and asset condition	Room defects, cottage repairs, HVAC, plumbing, FF&E, preventive maintenance, seasonal readiness.	Out-of-order rooms, defect closure time, repeat maintenance issues, capital notes.	"This manager protects lodging assets, not just service flow."
Revenue and occupancy	Room nights, utilization, package revenue, event lodging capture, member usage, shoulder periods.	Occupancy, ADR if used, package revenue, room-block pickup, utilization by segment.	"This candidate understands club lodging as a revenue and member-value asset."
Policy enforcement	Guest eligibility, reciprocal-club rules, cancellation policies, amenity access, pet/family rules, noise, alcohol, conduct.	Policy exception log, incident trend, guest communication, member disputes.	"This manager can enforce club rules without escalating member politics unnecessarily."
Reporting to club leadership	GM/COO, board, membership committee, finance, events,	Weekly lodging report, event-readiness report,	"This candidate communicates lodging

Control area	What the manager must actually control	Benchmarks / proof to prepare	What the recruiter can sell
	membership, housekeeping, facilities.	room-condition notes, unresolved risk log.	risk in executive language."

What Benchmarks Should a Country Club Hotel Manager Know?

The exact benchmark depends on the club. A 30-room historic country club lodge, a private golf club with cottages, a yacht club with guest rooms, and a luxury private club with villas are not the same business. But the manager should know the property's own benchmarks and the trend behind them.

Benchmark	What the manager should know	Weak answer	Executive answer
Room count and room type	Number of rooms, suites, cottages, villas, cabins, or guest houses and how each is used.	"We have guest rooms."	"We have 42 keys: 24 standard rooms, 10 suites, and 8 cottages; cottages drive event and VIP demand."
Occupancy by segment	Member use, sponsored guest use, reciprocal guest use, wedding/event use, tournament use, corporate/retreat use.	"Occupancy is seasonal."	"Summer weekends are member/family driven; shoulder periods depend on weddings and golf tournaments."
Late-room rate	How often rooms miss release timing and why.	"Housekeeping gets busy."	"Late rooms were concentrated on Sunday turnovers after wedding blocks and late checkouts."
Guest complaint pathway	Whether failures come through guests, members, sponsors, committees, or board channels.	"We handle complaints."	"Most lodging complaints came through sponsoring members, so recovery had to include both guest and member communication."
Billing accuracy	Member-charge errors, guest-billing corrections, event package disputes, reciprocal billing issues.	"Billing is handled by accounting."	"Billing errors were creating member friction, so we built pre-arrival package verification with events and accounting."
Housekeeping productivity	Rooms per attendant, inspection pass rate, linen constraints, cottage complexity, public-area burden.	"Rooms are cleaned daily."	"Cottages took 2.4x standard room labour because kitchens and outdoor areas were not built into the board properly."

Benchmark	What the manager should know	Weak answer	Executive answer
Maintenance defects	Repeat room defects, out-of-order rooms, seasonal readiness, capital needs.	“Maintenance fixes issues.”	“Repeat HVAC complaints in cottages were affecting VIP stays and should be treated as capital risk, not only work orders.”
Event lodging capture	Whether the club captures lodging revenue attached to weddings, tournaments, retreats, and family weekends.	“Events use rooms.”	“Wedding room-block pickup improved after lodging and events aligned release dates, package inclusions, and sponsor communication.”
Amenity access accuracy	Whether guests receive correct golf, dining, pool, spa, racquets, transportation, or event access.	“Guests use the club.”	“Amenity-access mistakes caused member embarrassment, so we built a stay-profile checklist tied to guest type.”
Privacy incidents	Staff discretion, VIP confidentiality, family information, room assignments, internal communication.	“We are discreet.”	“We trained staff on member-sponsored guest confidentiality and restricted VIP rooming details to approved managers.”

A recruiter should not advance a candidate for a premium Country Club Hotel Manager search unless the candidate can explain these benchmarks in the context of lodging **and** club relationships.

Why This Role Is Not the Same as Hotel Manager

A hotel manager can be strong and still fail in a country club hotel environment.

The failure usually comes from treating every guest as a standard hotel guest. In a club, the guest’s relationship often extends beyond the stay. The guest may be attached to a member family, event host, sponsor, committee, board, or future membership conversation.

That makes service recovery different.

In a standard hotel, recovery may be a room move, amenity, credit, apology, points, or refund. In a country club hotel, recovery may require a private conversation with the sponsoring member, event manager, GM/COO, membership director, and sometimes the club president or board liaison. The recovery has to protect the guest and the member relationship.

That is why “guest service” is not a strong enough phrase.

The correct executive phrase is **relationship-sensitive lodging recovery**.

A Country Club Hotel Manager should be able to explain how they handled:

Member-sponsored guest complaints.

VIP cottage failures.

Wedding room-block errors.

Tournament arrival problems.

Reciprocal-club guest expectations.

Family weekend noise or conduct issues.

Amenity-access disputes.

Privacy concerns.

Billing disputes charged to a member account.

Those are not beginner hotel problems. They are club lodging problems.

Why This Role Is Not the Same as Private Club Manager

A private club manager may understand governance, members, committees, capital planning, dining, golf, and events. That does not automatically mean they understand lodging.

Lodging adds a 24-hour operating layer.

Rooms must be sold, blocked, cleaned, inspected, released, maintained, billed, secured, recovered, and connected to the guest's itinerary. If the club has cottages or villas, the complexity may include kitchens, fireplaces, patios, golf carts, special amenities, private entrances, parking, luggage handling, housekeeping schedules, and separate maintenance requirements.

A private club manager without lodging experience may underestimate:

Room-status accuracy.

Housekeeping productivity.

Linen and laundry flow.

Night audit or overnight coverage.

Guest security.

Room maintenance.

Arrival sequencing.

Event block management.

Revenue capture.

Privacy protocols.

Room-package billing.

A Country Club Hotel Manager therefore has to speak both languages: **club governance** and **lodging operations**.

That is the search value.

What Training Means in Country Club Hotel Management

Training in this role is not generic hospitality training. It is role-specific training for lodging inside a club environment.

Training area	What must be trained	How competency is verified	What it should improve
Member-sponsored guest protocol	How staff identify guest type, sponsor relationship, privacy rules, and escalation path.	Scenario testing, manager sign-off, complaint review.	Fewer member-embarrassment incidents.
Club lodging privacy	Rooming information, VIP stays, member family details, guest confidentiality, staff communication limits.	Privacy audit, incident log, restricted-access process.	Lower reputational and trust risk.
Room-readiness standards	Inspection sequence, club-specific amenities, cottage/suite standards, arrival timing.	Inspection pass rate, late-room tracking, VIP readiness checks.	Fewer room failures and delayed arrivals.
Amenity access	Golf, dining, spa, pool, racquets, marina, fitness, transportation, event access, guest rules.	Stay-profile audit, guest itinerary check, front-desk accuracy.	Fewer access disputes and guest confusion.
Event lodging coordination	Wedding blocks, tournament blocks, retreats, guest lists, billing, arrival gifts, transportation.	Event postmortem, billing review, rooming-list accuracy.	Stronger event execution and fewer sponsor complaints.

Training area	What must be trained	How competency is verified	What it should improve
Club billing	Member charges, guest folios, reciprocal billing, package inclusions, deposits, event master accounts.	Billing-error rate, adjustment log, finance review.	Fewer disputes and cleaner closeout.
Housekeeping discretion	Member belongings, VIP rooms, guest privacy, lost and found, room-entry protocol.	Supervisor observation, incident review, lost-and-found audit.	Better trust and fewer privacy failures.
Recovery protocol	When to recover as hotel issue, member issue, event issue, or board-sensitive issue.	Recovery log, sponsor follow-up, GM review.	Fewer escalations and cleaner relationship management.

The benchmark is not “staff received training.” The benchmark is whether training reduced lodging failures that became member or event problems.

What a Recruiter Should Ask in a Country Club Hotel Manager Search

A recruiter should not start with “Tell me about your hotel experience.” That is too broad.

Use questions that expose whether the candidate understands the hybrid nature of the job.

Recruiter question	What it reveals
How many rooms, suites, cottages, villas, or guest houses did you manage?	Actual lodging scale.
Who used the rooms: members, sponsored guests, reciprocal guests, weddings, tournaments, retreats, VIPs?	Guest complexity.
What made room readiness different from a standard hotel?	Club-specific operating insight.
How did you coordinate lodging with events and banquets?	Event-lodging integration.
How did you handle member-sponsored guest complaints?	Relationship-sensitive recovery.
How were member charges and guest charges controlled?	Billing discipline.
What privacy protocol existed for VIP or member-family stays?	Trust and discretion.
How did housekeeping standards differ for cottages or suites?	Rooms complexity.
What amenity-access errors occurred, and how were they prevented?	Club-experience integration.
What maintenance issue affected lodging trust?	Asset and facilities awareness.

Recruiter question	What it reveals
What reporting did you provide to the GM, COO, board, or committee?	Executive communication.
What did the club stop worrying about because you managed lodging well?	Executive value.

The last question is the most important.

The best Country Club Hotel Manager makes lodging less politically noisy.

Where Country Club Hotel Managers Are Overvalued

Some candidates are overvalued because they come from luxury hotels and assume luxury service automatically transfers into private club lodging.

It does not.

Luxury hotel experience may prove service polish, rooms standards, VIP handling, and brand discipline. But it does not automatically prove understanding of members, boards, committees, reciprocal relationships, club billing, sponsor sensitivity, or private-club politics.

A recruiter should be cautious when a candidate speaks only in hotel language.

Warning signs include:

They describe guests but not members.

They discuss complaints but not sponsor relationships.

They know room blocks but not member event politics.

They understand hotel amenities but not club access rules.

They know VIP service but not board-sensitive discretion.

They understand revenue but not dues/member value.

That candidate may still be strong, but the recruiter has to test club literacy before presenting them as a Country Club Hotel Manager.

Where Country Club Hotel Managers Are Undervalued

Other candidates are undervalued because their lodging operation is small but highly complex.

A 32-room country club lodge may carry more political sensitivity than a 160-room transient hotel. A handful of cottages may represent board guests, tournament sponsors, wedding families, prospective members, or high-dues families. A small lodging operation attached to a prestigious club may require tighter discretion and more careful recovery than a larger commercial hotel.

That is where generic pay benchmarks fail.

A recruiter should look at operating burden, not only room count.

Undervalued candidates often have proof in these areas:

VIP cottages.

Member family stays.

Wedding and tournament lodging.

Reciprocal club guests.

High-discretion environments.

Club billing.

Amenity access.

Board-sensitive complaints.

Housekeeping and maintenance coordination.

Small-room-count, high-reputation properties.

Those candidates may not have the biggest hotel on paper, but they may understand the risk profile better than someone from a larger generic hotel.

Recruiter Proof Sheet for Country Club Hotel Manager Candidates

A Country Club Hotel Manager candidate should not approach a recruiter with a standard hotel resume. They need a club-lodging proof sheet.

Proof-sheet section

What to include

Club type

Country club, private club, golf club, yacht club, city club, resort club, residential club.

Lodging inventory

Rooms, suites, cottages, villas, cabins, guest houses, keys, seasonal units.

Proof-sheet section	What to include
Guest mix	Members, sponsored guests, reciprocal guests, weddings, tournaments, retreats, VIPs, prospective members.
Revenue model	Room revenue, package revenue, event lodging, member charges, guest charges, reciprocal billing.
Operating scope	Front desk, concierge, housekeeping, laundry, maintenance, transportation, night coverage.
Amenity coordination	Golf, dining, spa, pool, racquets, marina, fitness, family programming, event access.
Housekeeping proof	Inspection results, late-room reduction, linen control, cottage readiness, public-area standards.
Event proof	Wedding blocks, tournament lodging, retreat packages, event-rooming accuracy, sponsor feedback.
Privacy proof	VIP protocol, member confidentiality, staff training, incident prevention.
Billing proof	Error reduction, dispute handling, package accuracy, member-account controls.
Governance exposure	Reporting to GM/COO, board, committee, membership director, finance, or events.
Best operating wins	One rooms-readiness win, one event-lodging win, one member-recovery win, one billing/control win.
Compensation target	Base, bonus, housing if relevant, club privileges, relocation, seasonal expectations.

This is the evidence a recruiter needs to defend the candidate.

Executive Summary

A **Country Club Hotel Manager** is a hybrid executive role. It combines lodging management with private-club sensitivity. The role is not properly evaluated through hotel metrics alone or club management language alone.

The lodging side requires room readiness, housekeeping reliability, maintenance coordination, billing accuracy, guest recovery, privacy, and event-room-block execution. The club side adds member sponsorship, reciprocal guests, board sensitivity, committee politics, amenity access, event reputation, and long-term relationship management.

That is why the recruiter case must be built around the candidate's ability to control lodging inside a membership environment.

The market data supports the hybrid framing. BLS shows the lodging-manager market at **52,000 jobs, 5,400 annual openings**, and a **\$68,130 median wage**, while the private-club sector shows far larger economic scale, with **\$156.5 billion in direct revenue, \$65.5 billion in payroll**, and **1.5 million jobs** across the United States. CMAA's compensation report also shows that top club

leadership is paid as executive work, with Head of Club compensation rising sharply by operating-revenue quartile.

The best Country Club Hotel Manager is not simply a hotel person who can work at a club.

The best Country Club Hotel Manager is the person who can make lodging feel seamless inside a private-club environment where every room, guest, event, bill, and service failure can affect member trust.

That is the executive case.

That is the recruiter case.

That is the role.

Here is the **Country Club Hotel Manager pay chart**. Because **Country Club Hotel Manager** is a hybrid role, the cleanest pay benchmark is not one generic salary number. Use **Lodging Manager** as the baseline for the rooms side and **Head of Club / club executive compensation** as the private-club context.

Country Club Hotel Manager pay benchmarks

Relevant compensation anchors for club lodging leadership: lodging-management median pay plus private-club executive compensation by operating-revenue quartile.

\$0\$150K\$300K\$450K\$600KLodging Manager m...Head of Club with...Head of Club with...Head of Club with...Head of Club with...Head of Club with...Head of Club with...Head of Club with...Head of Club with...

Sources: BLS Lodging Managers; 2024 CMAA / Club Benchmarking Compensation and Benefits Report.

Country Club Hotel Manager Pay Chart

Compensation anchor	Pay signal	How a recruiter should use it
Lodging Manager median	\$68,130	Baseline rooms-management reference. This is too low as the only anchor for a Country Club Hotel Manager when the role includes member lodging, cottages, suites, events, club billing, privacy, amenity access, and board-sensitive guest recovery. BLS reports 52,000 lodging manager jobs in 2024 and about 5,400 openings per year.

Compensation anchor	Pay signal	How a recruiter should use it
Head of Club, clubs with golf — Q1 total compensation	\$183,321	Lower quartile club-executive benchmark. Useful when the club lodging role is close to department-head level but still exposed to member expectations and club governance.
Head of Club, clubs with golf — Q2 total compensation	\$257,500	Stronger club-executive benchmark for established clubs with meaningful operating revenue, golf, F&B, lodging, events, and member-service complexity.
Head of Club, clubs with golf — Q3 total compensation	\$324,925	Premium club-executive benchmark. Relevant when the Country Club Hotel Manager role is attached to high-value member lodging, cottages, tournaments, private events, and executive reporting.
Head of Club, clubs with golf — Q4 total compensation	\$490,604	Top-quartile private-club executive context. This is not a direct hotel-manager wage, but it shows the compensation environment at large, high-revenue clubs.
Head of Club, clubs without golf — Q1 total compensation	\$159,168	Lower quartile non-golf club-executive benchmark. Relevant for city clubs, yacht clubs, private members' clubs, or club lodging without golf operations.
Head of Club, clubs without golf — Q2 total compensation	\$255,050	Mid-market non-golf club executive benchmark. Useful where lodging is attached to dining, events, private membership, reciprocal stays, or club residences.
Head of Club, clubs without golf — Q3 total compensation	\$326,440	Premium non-golf club benchmark. Relevant when the property has high membership expectations, complex amenities, event lodging, privacy concerns, or strong governance exposure.
Head of Club, clubs without golf — Q4 total compensation	\$463,689	Top-quartile non-golf club executive context. This supports the argument that private club lodging roles should not be priced from generic hotel data alone.

Article-ready interpretation

A **Country Club Hotel Manager** should not be priced from the **Lodging Manager median** alone. BLS reports the lodging-manager median at **\$68,130**, but that category includes broad hotel and accommodation roles and does not isolate private-club lodging complexity.

The better compensation logic uses a two-anchor model: **lodging-manager pay** for the rooms-management baseline and **private-club executive compensation** for the club environment. CMAA states that its 2024 Compensation and Benefits Report presents aggregated compensation results from private clubs for the 2024 calendar year, and the report includes executive club positions such as Head of Club.

For a recruiter, the pay argument should be built around scope: lodging inventory, room count, cottages or villas, member-sponsored guests, event blocks, tournament lodging, reciprocal guests, club billing, amenity access, housekeeping, privacy, maintenance, GM/COO reporting,

and board sensitivity. A small club lodge may sit closer to lodging-manager pay. A high-end private club lodging operation with executive exposure should be benchmarked much closer to club leadership compensation.