

CHIEF FINANCIAL OFFICER PROFILE: GLEN OAKS CLUB OLD WESTBURY, NY

THE CHIEF FINANCIAL OFFICER AT GLEN OAKS CLUB

The Glen Oaks Club seeks an accomplished financial executive to serve as a trusted strategic partner to the General Manager/COO. This individual will bring expertise, confidence, and executive presence, effectively communicating financial insights and responding thoughtfully to questions from leadership. The CFO must be detail-oriented, highly responsive, and committed to delivering accurate, high-quality work in a timely manner. Strong communication skills, technological proficiency, and exceptional time management are essential.

This leader will foster a collaborative and supportive culture within the accounting/finance team while providing department heads with the financial tools and guidance needed for success. The CFO must be capable of assessing the current structure, making informed decisions to strengthen the department, and leading with transparency and accountability. With the full support of the Board and GM/COO, the CFO will have the necessary resources to succeed. However, they must also demonstrate sound judgment, adaptability, and the ability to operate effectively in a fast-paced environment. Glen Oaks Club operates within a dynamic, high expectation setting, and the ideal candidate will thrive in this culture, ensuring financial sustainability and operational excellence.

[Click here to view a brief video about this opportunity.](#)

GLEN OAKS CLUB

For nearly 100 years the Glen Oaks Club has been evolving to maintain its stature as a “home away from home” for their member families. Since the early 1970’s Glen Oaks has called its current location home and have continually evolved to accommodate the needs of their membership and maintaining the outstanding reputation which it deserves as being “a cut above the rest.”

The Club provides members and guests with a memorable 27-holes of golf originally designed by Joe Finger and recently renovated and redesigned by Joel Weiman of the McDonald Design Group and has played host to the “2017 PGA Tour FedEx Cup Playoffs Northern Trust Tournament” won by Dustin Johnson, as well as many local MET area events. The course is known to be one of the most well-conditioned in the area and is prized by members.

The clubhouse provides nearly 150,000 sq. ft. of space for members and their guests to enjoy, with multiple indoor and outdoor dining spaces, lounges and gathering areas. Known for its exceptional culinary program, Glen Oaks appropriately prides itself on the breadth and depth of its food and beverage offerings, its special events, private parties, outings and the active support its members show in large participation numbers. Recent clubhouse renovations provide the membership with an updated dining experience and an updated atrium and outdoor covered veranda, as well as renovated mixed grill areas and men’s sports bar. The Club also has two card rooms for active play; the women’s’ seating upwards of 100 and the men’s approximately 40.

Upstairs in the clubhouse are 24 rented guest rooms for members, typically for longer-term stays (as opposed to a hotel-like operation), along with offices and staff quarters. The Club has two other seasonal staff accommodations, including a dorm near the clubhouse that houses approximately 30 employees and a home near the turf maintenance facility in which a number of golf and maintenance employees reside. Other amenities at Glen Oaks include a large pool next to the clubhouse with an active upscale Snack Bar. The active racquets program includes 7 Har-Tru courts.

GLEN OAKS CLUB BY THE NUMBERS:

- Approximately 1000 members in all categories

- Dues are approximately \$16,750 for the oldest Junior category to \$27,075 for full Regular members
- Initiation fees for a Regular member are \$250,000
- Gross revenues for 2024 were \$22.0M
- Food and beverage revenues in 2024 were \$4.7M
- Overall payroll and benefits expenses for 2024 were approximately \$13.1M
- Glen Oaks employs approximately 245 staff in-season and approximately 120 in the off season
- The Club's Board is comprised of 17 members each serving up to six years, 2 three year terms and may be elected for additional terms. The President is in office for three years
- Glen Oaks Club is a 501(c)(7), not for-profit, tax-exempt corporation
- The Club has an \$1,800 annual food minimum charge and a \$200 per month capital charge.
- The JONAS system is used for POS and club accounting.
- There are a number of active committees including: Executive, Admissions, Budget & Finance, Building, Card Room, Golf, Golf Cart, Green, House/Entertainment, Insurance, Law, Long Range Planning, Parking, Past Presidents, Philanthropic, Pool, Residence, Tennis and Safety, Women's Activities and Young Membership Committee.

GLEN OAKS CLUB WEBSITE: www.glenoaksclub.org

CHIEF FINANCIAL OFFICER - POSITION OVERVIEW

The Chief Financial Officer will report to the General Manager/COO and be an integral part of the Leadership Team. The CFO will attend all staff meetings, Finance Committee meetings, and Board meetings on an ongoing basis, and other meetings as required by the GM/COO.

THE CHIEF FINANCIAL OFFICER OPPORTUNITY AT GLEN OAKS CLUB

The Chief Financial Officer (CFO) will provide strategic oversight and operational excellence, leveraging financial data and forecasting models to assess the club's financial position and deliver insights that drive informed decision-making and ensure financial sustainability. Reporting directly to the General Manager/COO, the CFO will align financial strategies with the goals and objectives set by the General Manager/COO and the Board of Directors.

The CFO will serve as an educator, mentor, and resource for department heads, fostering a deeper understanding of their budgets, financial data, and the rationale behind key decisions. By equipping department heads with this knowledge, the CFO will enable them to confidently manage their budgets and effectively oversee their operational areas. Under the CFO's leadership, the finance and accounting department will embody a welcoming and supportive environment that prioritizes listening, clear communication, and collaboration with club members and staff across all levels of the organization.

This role requires a hands-on approach involving direct oversight of payroll, accounts payable, accounts receivable, and expense management. The CFO will ensure the accurate and timely completion of financial audits and oversee the implementation of any necessary corrective actions.

A key responsibility of the CFO will be to assess the existing finance and accounting team to ensure the department is structured for success. This includes evaluating the current talent to confirm they are in the right roles, determining the optimal number and type of positions needed, and making informed recommendations on how the department should be staffed. The CFO will then implement any necessary changes, restructuring the team thoughtfully and collaboratively to enhance its effectiveness. The CFO will foster a supportive environment that prioritizes growth, communication, and collaboration by taking ownership of the department, developing its capabilities, and leading it with clarity and vision.

Additionally, the CFO will play a critical leadership role, mentoring, coaching, and developing the finance and accounting team. By maintaining transparency and collaboration with the Club Leadership Team and Board of Directors, the CFO will provide clear, actionable financial data and analysis to support Glen Oaks Club's day-to-day operations and strategic planning.

This opportunity is ideal for a finance professional passionate about strategic problem-solving and dedicated to fostering a culture of financial stewardship and member satisfaction within a private club environment.

KEY CHARACTERISTICS

OPERATIONS

- Collaborate with the GM/COO to direct financial operations, develop and recommend accounting, auditing, budgeting, and cost control policies, and ensure policies are reviewed and updated annually.
- Support the GM/COO and Leadership Team by maintaining strong internal controls, anticipating and addressing financial variances, and communicating regularly with the Treasurer and Finance Committee.
- Analyze cash flow, expenses, and cost controls to identify improvement opportunities, tailoring reporting and analysis to the materiality of business decisions.
- Provide data-driven analysis to guide the GM/COO and Leadership Team, assisting in developing Key Performance Indicators (KPIs) to monitor and improve performance.
- Ensure timely, accurate financial reporting to the Board of Directors and members, fostering strong committee and member relations.
- Partner with the GM/COO to prepare and present the annual budget to the Board of Directors, explaining variances and advocating for critical line items to support success.

CAPITAL EXPENDITURES

- Develop and execute long-term financial strategies aligned with the club's strategic goals, supporting major capital projects and renovations.
- Oversee capital budget planning, allocation, and management, monitoring expenditures and ensuring projects stay on budget.
- Identify and mitigate financial risks for capital projects while ensuring compliance with regulations and policies.
- Communicate project financial status and progress regularly to stakeholders, including the Board, investors, and management.
- Review and approve all contracts before execution and prepare detailed financial reports and presentations weekly, monthly, and annually.
- Serve as the primary financial contact for the Leadership Team, Board, and external vendors or contractors.
- Implement cost-saving measures and efficiency improvements to enhance financial performance without compromising quality or timelines.
- Establish and track key performance indicators (KPIs) to drive continuous financial improvement across projects.

LEADERSHIP

- Lead with a clear financial vision, ensuring consistent, timely, and accurate financial controls and reporting.
- Actively participate in Finance Committee meetings, respectfully presenting and defending data-driven recommendations while considering feedback.
- Deliver weekly financial updates and monthly forecasts to the Leadership Team, comparing performance against targets.
- Enhance the member experience by improving all aspects of financial interactions, including billing and charges.

TAX, BENEFITS, BUDGETS, REPORTING

- Collaborate with the HR Director to evaluate and manage benefits negotiations, balancing competitive employee packages with budgetary requirements.
- Oversee the 401K plan, monitor investment decisions, and ensure bi-annual reporting compliance.
- Manage bank account reconciliations, approve transfers, and ensure timely preparation and filing of annual 1099, 1096, and year-end audit requirements in partnership with the CPA firm.
- Review 1120 filings prepared by external auditors and ensure timely submission.
- Ensure prompt payment of federal, state, payroll, sales, and occupancy taxes while preparing accurate journal entries. Remain current on tax law changes to leverage the club's financial reporting advantages.
- Analyze general ledger, accounts payable, accounts receivable, and fixed assets to maintain financial accuracy.

- Lead the budget process by establishing policies, collaborating with the GM/COO and department heads to ensure alignment with the Club's mission, and providing real-time reporting to address financial issues.
- Regularly compare relevant financial data, such as year-to-date results versus budget or current versus prior year, to proactively identify trends and address concerns.

IT INFRASTRUCTURE AND RISKS

- Evaluate and enhance finance and IT procedures, processes, and administration, implementing and managing recommended improvements.
- Develop and implement an enterprise-wide cybersecurity policy and program.
- Inform the General Manager/COO and Board of Directors on risk trends, the Club's risk profile, and cyber mitigation strategies.
- Oversee technology investments, policies, and vendor contracts to ensure alignment with the Club's operational goals.

STAFF DEVELOPMENT

- Assess, hire, train, mentor, and develop finance and accounting staff to build a strong, high-performing team.
- Lead the finance team to ensure effective operations, support for capital projects, and a culture of collaboration, innovation, and efficiency.
- Foster a results-driven financial culture that emphasizes excellence, accountability, and a sense of urgency.

LEGAL AFFAIRS AND CONTRACT MANAGEMENT

- Build and maintain strong relationships with banks, insurers, and contractual partners while effectively managing risk and insurance matters.

CANDIDATE QUALIFICATIONS

- 10+ years of progressive financial experience with a strong team orientation and ability to meet deadlines.
- Possesses "executive presence" with excellent presentation and communication skills.
- Experience in contract review, negotiation, and collaboration with outside counsel.
- Proficient in current technology, software programs, 401K administration, and defined benefit retirement plans.
- Experience working with volunteer Boards and committees is a plus.
- Experience managing construction and renovation projects; a strong emphasis on financial reporting is desired.
- Skilled in collecting diverse inputs to create accurate forecasts, analyses, and sensitivity evaluations.
- While experience in the private club industry is beneficial for an expeditious transition, candidates from related industries with strong 'hospitality DNA' are encouraged to apply.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Bachelor's degree (B.A.) in Finance, Economics, Accounting, or a related field with at least five years of relevant experience or equivalent education and training.
- MBA, CPA, and/or CHAE certification is a plus; HFTP membership is encouraged.

EMPLOYMENT ELIGIBILITY VERIFICATION

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefits package, including association membership. Salary Range: \$190,000 - \$250,000

INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter, in that order, using the link below. Ensure your documents are fully prepared to attach when prompted during the online application process. Please ensure your image is not included in your resume or cover letter; it should be used only on your LinkedIn profile.

Prepare a thoughtful cover letter addressed to the **Marius Ilie, General Manager/COO at Glen Oaks Club** . Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why GOC and the Old Westbury area will benefit you, your family, your career, and the Club if selected.

You must apply for this role as soon as possible but no later than Monday, April 7, 2025. Candidate selections will occur in mid-April 2025, with the first Interviews expected in late April 2025 and the second interviews a short time later. The new candidate should assume his/her role in early May.

IMPORTANT: Save your resume and letter in the following manner:

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – Glen Oaks”

(These documents should be in Word or PDF format)

Note: Once you complete the application process for this search, you cannot go back in and add additional documents.

[Click here](#) to upload your resume and cover letter.

If you have any questions, please email Bethany Taylor bethany@kkandw.com

Search Executive:

Michelle A. Riklan

Search Executive

New York Tri-State Area & Philadelphia | 908-415-4825 (M)

michelle@kkandw.com