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DIRECTOR OF WELLNESS PROFILE: JOHN'S ISLAND CLUB VERO BEACH, FL

DIRECTOR OF WELLNESS AT JOHN'S ISLAND CLUB

John's Island Club is seeking an experienced and creative Director of Wellness to develop and deliver innovative fitness and wellness services and programs for our extraordinary membership. The Director of Wellness will oversee a team of over fifty professionals in season and is responsible for making strategic operational decisions with regard to programs, people, equipment, events, and budgets. This is a highly visible and relationship-oriented role, reporting to the Assistant General Manager.

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

ABOUT JOHN'S ISLAND CLUB

John's Island was envisioned as a private, family-oriented club community that took full advantage of its barrier island location. The community's plans laid out by the legendary developer, E. Llwyd Ecclestone, Sr., called for strategically placed homes in the shadow of majestic live oaks and careful preservation of the pristine natural environment. Since its inception in 1969, John's Island has grown and evolved. It has seen both the original golf and beach clubhouses replaced and first-class recreational facilities added. But one thing has remained constant since Ecclestone's heirs sold the Club to its members in 1986: John's Island Club remains one of the only private clubs in the nation with vertical membership, which allows three, or even four generations of a family to fully utilize everything the Club has to offer under one membership with some restrictions.

John's Island Club is a private, member-owned club located in the charming seaside community of Vero Beach, Florida. Nestled between three miles of sandy beaches along the Atlantic Ocean and the sparkling Indian River Lagoon, the Club offers a state-of-the-art fitness & wellness center and spa, and an outstanding array of activities centered around a holistic view of health, fitness and wellness.

JIC is a large Club with an engaged membership, and a highly-qualified and dedicated staff that includes certified personal trainers, massage therapists, and group fitness, yoga, and Pilates instructors. We are proud to be designated a Platinum Club of the World, and are currently ranked the #6 Platinum Club in America. Vision: We are a private club of Members, their families, guests, and our extraordinary staff. We are dedicated to preserving our special culture and way of life. Our rules and guidelines are designed to enhance this environment of courtesy, civility, dignity, and respect.

JOHN'S ISLAND CLUB BY THE NUMBERS:

- Approximately 1,400 members
- The Full Member initiation fee is \$300,000 with annual dues of \$27,715
- Gross budgeted revenues 2024 of approximately \$59M
- Approximate revenue for Fitness \$1M
- Approximate revenue for Spa \$470,000
- There are approximately 64,000 visits to the Fitness & Wellness Center annually
- The Club has approximately 625 total employees at peak and the Fitness & Wellness Center has 26 Trainers/Instructors, 10 Spa, and 12 administrative and management staff.

- 72 is the average member age
- The Club uses JONAS Encore for its accounting and POS functions
- 12 members of the Board of Directors, each serving a 3-year term
- Committees include: House and activities
- JIC is a 501(c)(7) corporation

JOHN'S ISLAND CLUB WEBSITE: www.johnsislandclub.org

DIRECTOR OF WELLNESS – POSITION OVERVIEW

Through active engagement, the Director of Wellness will design and implement a comprehensive and holistic fitness and wellness program tailored to the specific physical, mental, social, and nutritional needs and preferences of Club members throughout their lifecycles. The Director will manage the daily operations of the Fitness & Wellness Center and is responsible for member satisfaction, staff competency and performance, Club facilities and equipment, and the financial success of the Fitness & Wellness Center. The John's Island Club's objective is to grow the wellness program geared toward longevity, and nutrition, and help members to live longer and active lifestyles.

KEY FUNCTIONS AND RESPONSIBILITIES

- Ensures that the Club offers dynamic, state-of-the-art personal training, spa, and wellness programs that attract a high level of member participation.
- Relate regularly and intentionally to Club members. Develop and maintain relationships based on mutual respect and a sense of shared community in the Fitness & Wellness Center.
- Plan, develop, and implement programs for all areas of the Fitness Center, including wellness activities, spa services, personal training, group fitness, and Pilates.
- Select, train, supervise, coach, and direct the work of Fitness & Wellness Center employees. Provide orientation, training, mentoring, and coaching to ensure the delivery of extraordinary experiences for Club members.
- Plan and deliver presentations about fitness, wellness, and other health topics, ensuring that members have the opportunity for continuous personal growth and the achievement of balanced and healthy lifestyles. Arrange for expert speakers on select topics.
- Plan and execute the annual event calendar and collaborate with the Marketing team to communicate and promote upcoming events. Contributes to articles and newsletters.
- Remain active in the private club industry and develop a vision for the trajectory of the Fitness & Wellness Center, based on trends and best practices.
- Plan, develop, and manage operating, payroll, capital, and five-year capital budgets.
- Ensures the fitness and exercise equipment areas are pristine and fully operational by ensuring routine cleaning and inspection of equipment and initiates repairs and maintenance as required/needed.
- Plan for the appropriate purchase and replacement of equipment and other assets.
- Perform administrative and financial duties to include payroll processing, purchasing, evaluation/hiring of staff, and scheduling/directing staff meetings.
- Develops and conducts orientation programs for new members.
- Understands the membership and their needs and then fosters an extraordinary member experience.
- Researches, evaluates, recommends, and implements ideas on ways to improve processes, to better serve members with our equipment, and/or improve productivity in other areas with personal trainers and spa therapists.
- Receives member feedback, assesses/researches, and responds in a timely manner.
- Adheres to and enforces workplace safety policies and guidelines
- Maintains inventory of supplies, equipment, and retail merchandise.
- Responsible for establishing timely evaluation of fitness and wellness staff and consistent development.
- Promotes, adheres to, and enforces the Club's standard operating procedures and promotes and adheres to the Code of Professional Ethics as set by recognized fitness associations.

- Stays informed on current industry trends in fitness, and research, and recommends and implements opportunities to expand personal training, programs, and wellness offerings.
- Acts as Club representative for fitness, wellness, and personal training in the community, at events and activities.

The next Director of Wellness must demonstrate the following personal attributes:

- Enjoys being visible and engaging with members and staff
- Is a true visionary leader
- Have keen problem-solving skills
- Have a strong operational management record
- Has superior communication skills
- Has the entrepreneurial spirit to create new programs and respect what currently works for the membership
- Is member-focused, dedicated, and delighted to meet the expectations and requirements of the members and their guests
- Possesses high energy and genuine desire to interact actively with the membership on a professional and hospitable level
- Has strong time management abilities, concentrates efforts on the more important priorities
- Has personal character and charisma
- Understands and lives the John’s Island Club culture

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Bachelor’s Degree in sports or exercise science or relevant field or relevant experience preferred. Master’s degree preferred.
- A current certification in fitness, nutrition, or group exercise.
- Preferably a minimum of 3+ years of experience as a Director of Athletics or Director of Fitness and Wellness in a top-rated private club.
- Minimum of 5 years of personal or group training experience
- Fundamental skills and knowledge of personal training, massage, esthetics, exercise physiology, and biomechanics.
- Proficiency in using PC software such as Microsoft Office applications and Excel.

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.

INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter, in that order, using the link below. You should have your documents fully prepared to be attached when prompted for them during the online application process. Please be sure your image is not present on your resume or cover letter; that should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to Mr. David Colclough, General Manager, and clearly articulate your alignment with this role and why you want to be considered for this position at this stage of your career, and why JIC and the Vero Beach area will be beneficial to you, your family, your career, and the Club if selected.

You must apply for this role as soon as possible but no later than August 9, 2024. Candidate selections will occur in mid-August with first and second Interviews in late August. The new candidate should assume his/her role at an agreed-upon time after that.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – John’s Island Club”

(These documents should be in Word or PDF format)

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

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

If you have any questions, please email Katy Eliades: katy@kkandw.com

Lead Search Executive:

Len Simard

Search & Consulting Executive

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