



# The Club Council

Private Club Consulting

## Director of Fitness & Wellness

### Houston Country Club

**Location:** Houston, TX

**Entity Type:** Member-Owned

**Tax Status:** 501 (c) 7

**Club Established:** 1908

**Fitness Department revenues:** \$1.15M

**Number of FT Fitness Department Employees:** 12

**Number of Fitness Department Independent Contractors:** 15

### Fitness Center Hours of Operation:

- Monday – Friday 5:00AM – 9:00PM
- Saturday – Sunday 7:00AM – 7:00PM

### Club Overview

Founded in 1908, Houston Country Club has thrived as a generational family club recognized for its excellence in its facilities, programming, services, membership, and staff. With a cherished history spanning over a century, the Club remains steadfast in its original purpose and enduring values, evident in its consistent growth from its humble beginnings of several hundred members in 1908 to its current membership of 1,300 today, and a recent capital investment in the future.

Recent campus renovations include a new world-class fitness facility completed in 2020, an event lawn, the pool Club Café, pickleball courts, a full clubhouse renovation with nine dining venues, and a standalone pro shop facility.

The two-story, 20,000 sq ft Fitness Center includes beautifully appointed women's and men's locker rooms with massage treatment rooms; Pilates studios; Yoga studio; Spin studio; Physical Therapy room; Open Exercise and Group Exercise studios; trainer break room; laundry room; and administrative offices.

**Mission:** Houston Country Club is a family-oriented social and recreational organization whose purpose is to create a sense of community among its members by providing the highest quality services and facilities in a fiscally responsible manner.

**Purpose:** The purpose for which this corporation is formed is to support and maintain a country club for the promotion and encouragement of outdoor life, innocent sports and amusements, and for social intercourse and the cultivation of the higher ideals of life.



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**Title:** Director of Fitness & Wellness

**Classification:** Exempt

**Reports to:** Assistant General Manager

**Direct Reports:** Group Ex. Coordinator, Personal Trainers, Front Desk Personnel, Physical Therapists (Outsourced), Estheticians, Massage Therapists, Fitness Housekeeping, Independent Contractors

**Committee Engagement:** Fitness Committee

## THE POSITION

The Director of Fitness & Wellness will identify and develop an extraordinary Fitness and Wellness program. This position will be highly visible and an accessible leader for the members and guests of Houston Country Club. The Director of Fitness & Wellness will be responsible for developing, implementing, and managing comprehensive fitness and wellness programs that enhance the overall health and well-being of members. This role involves overseeing all operations of the Fitness Center, leading and developing the team, coordinating all related programs and activities, and ensuring a safe and welcoming environment for members and guests. The Director of Fitness & Wellness will collaborate with other Club department heads and embrace the Houston Country Club culture with a high degree of integrity. Our goal is to provide members and their guests with exceptional service, enhancing an extraordinary lifestyle experience on a consistent basis.

## THE CANDIDATE

The ideal candidate is an innovative and engaged leader in fitness and wellness, committed to continuously evolving the club's wellness offerings and maintaining the highest standards in programming and service. They must be highly organized and adaptable, capable of managing multiple projects while ensuring exceptional service. A member-focused professional, the Director of Fitness will provide strong leadership and team management, fostering a culture of engagement, innovation, and professional development for both themselves and their staff.

They will have a strong background in developing comprehensive wellness programs, incorporating physical, emotional, social, and lifestyle programming, with expertise in personal training, massage, esthetics, exercise physiology, and biomechanics, particularly for an older adult clientele.

The ideal candidate is a proven leader in fitness and wellness, with at least five years of Director-level experience in a private club, luxury resort, or high-end fitness facility

and eight years of personal training experience. A Bachelor's degree in Exercise Science or a related field is required (Master's preferred).

**Additional Requirements:**

- Current/non-expired CPR/AED Certification.
- Must hold one of the following certifications: NASM, ACSM, NSCA, ACE, AFAA, or NFPT.

**THE HIRING PROCESS**

If you would like to propose a candidate for consideration, please contact tCC Partner, David Chag, or Director of Recruitment, [Alison Savona](#). Interested candidates may apply by visiting our [website](#) or by submitting your information directly to tCC Recruiting Coordinator: [Kathleen Donovan](#). Should you have any questions regarding submitting your information, please contact Kathleen.

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