

Director of Finance

La Cumbre Country Club
Santa Barbara, California

Club Overview

Nestled between the Pacific Ocean and the Santa Ynez Mountains in the historic hideaway of Hope Ranch, La Cumbre Country Club offers a haven for recreation and relaxation in the comfort of our casually elegant clubhouse and community. Encapsulating our Purpose & Values, the La Cumbre family embodies the Santa Barbara lifestyle, known for our uncommon kindness, enjoyment of beautiful weather, outdoor activities, and beach charm. We combine this with sophistication and a commitment to setting high standards for our Club. Our Vision is to consistently deliver an excellent club experience that brings our Purpose to life.

We believe in integrity, accountability, collaboration, and continuous improvement. We are honest and authentic in all our interactions. We are accountable to each other and ourselves. We collaborate to build something bigger and better than we could alone. Continuous improvement will be the only path to greater success as individuals and as a team.

As the Club evolves to embrace modern amenities while maintaining its charm, we are seeking a dynamic Director of Finance to lead and manage the Club's financial strategy and operations. The ideal candidate will play a critical role in shaping the Club's future through their financial acumen, communication, analysis and ability to articulate this to our stakeholders through meticulous detail, creative communication and by using the best tools available to them to do so.

Position Overview

The Director of Finance (DOF) will serve as a key strategic partner to General Manager/Chief Operating Officer (GM/COO), Board of Directors, and department heads. The DOF is responsible for leading the Club's financial health, developing financial strategies, ensuring sound financial management practices, and driving long-term sustainability.

This role includes oversight of all financial operations, including accounting, budgeting, reporting, payroll, and compliance. The DOF will enhance the Club's financial systems, controls, and reporting processes while fostering collaboration with department managers to ensure they understand financial principles and budgeting. Extensive experience with large capital projects and a partner mentality are essential for this role.

Key Responsibilities

Financial Leadership & Strategy:

Partner with the GM/COO and Board to develop financial strategies aligning with the Club's goals.
Provide financial analysis, forecasting, and budgeting for long-term planning.
Advise the GM/COO, department leads, and Finance Committee on trends, risks, and opportunities, delivering clear financial results.

Accounting & Reporting:

Oversee general accounting, accounts payable/receivable, payroll, and internal controls, ensuring compliance with GAAP.

Manage the preparation of monthly, quarterly, and annual financial statements, ensuring timely reporting.

Collaborate and lead department heads on budget preparation and financial guidance.

Financial Systems & Controls:

Mentor department heads on financial best practices to empower effective budget management.
Lead automation of financial processes and improvements to internal controls.
Continuously assess financial systems to drive efficiency.
Oversee audit functions, ensuring successful completion of audits.

Compliance & Risk Management:

Ensure compliance with legal, regulatory, and reporting requirements.
Manage relationships with external auditors, tax advisors, and banks.
Evaluate the Club's insurance and risk management to ensure financial security.

Member & Staff Relations:

Communicate financial insights regularly to staff and members through quarterly reporting.
Collaborate with the GM/COO and Finance committee to develop and consistently provide clear financial reports suited for: daily flash reports, COO / Senior Leadership KPI's, detailed departmental reports that support a culture of excellence and teamwork across all departments.

Loan & Debenture Management:

Understand loan structuring, including repayment terms, interest rates, and deferred payments.
Manage cash flow to ensure timely loan repayments.
Oversee debt financing, including the impact on balance sheets and financial ratios.
Prepare accurate financial forecasts and budgets tied to loan repayments.
Ensure compliance with loan agreements and manage related contracts.
Understand tax implications for both the Club and members involved in loan agreements.
Evaluate credit risk and manage scenarios involving delayed repayments or financial hardship.

Large Capital Projects & Partner Mentality:

Lead financial oversight of large capital projects, ensuring alignment with budget and strategic objectives.
Partner with department heads and project managers to appropriately allocate financial resources for capital developments.
Play a key role in long-term capital planning, integrating financial strategies into project timelines and execution.

Long-Term Planning & Capital Projects:

Integrate member loans into long-term financial strategies and ensure alignment with capital projects.
Use data analytics tools to assess loan impact, member participation, and repayment schedules.

Candidate Profile**Education & Experience:**

Bachelor's degree in finance, Accounting, Business Administration, or related field (CPA certification preferred).
A minimum of 10 years in a similar role within a private Club, hospitality, or resort.
Extensive knowledge of financial planning, GAAP, and Club-specific financial principles.
Must have experience managing large capital projects and working in a collaborative, partner-like capacity with stakeholders.

Skills & Competencies:

Strong analytical skills with the ability to turn financial data into actionable insights.
Expertise in financial reporting, auditing, and compliance.
Proven leadership ability to manage, mentor, and develop a team.
Excellent communication skills to present financial information clearly to various stakeholders.
Familiarity with financial software (NorthStar, Club Essential or similar) and advanced accounting tools.

Personal Attributes:

Collaborative and approachable leader who can foster strong relationships across departments.
High ethical standards and professionalism in managing sensitive financial matters.
Energetic and forward-thinking with a passion for innovation.

Compensation & Benefits

- Competitive salary commensurate with experience, ranging from \$175,000-\$225,000.
- Performance-based annual bonus.
- Comprehensive health, dental, vision, and life insurance.
- 401(k) plan with employer match.
- Paid vacation, meals provided, professional development opportunities.

How to apply:

<https://recruiting.paylocity.com/recruiting/jobs/All/6daf52e5-dd98-41ed-b6bc-fa2ad80a5d32/La-Cumbre-Golf-and-Country-Club>