

# A Solid Approach to Club Recruiting



# No mulligan needed.

Club industry recruiting  
like you've never  
experienced before.

Trust Gecko with your club's recruiting  
and you'll never need a "do-over" again.  
Your needs are our #1 priority and our  
unmatched guarantee proves we're in  
this together.



## Recruiting for:

- » GM / COO
- » CFO / Controller
- » Director of Food and Beverage
- » Executive Chef / Sous Chef
- » Director of Golf / Golf Pro
- » Golf Course Superintendent
- » Director of Membership
- » Marketing Director
- » Clubhouse Manager
- » Activities Director



# Our difference is your advantage.

With a combined 1,900+ years of industry-related experience, Gecko partners know how to match candidates that will help you achieve your goals.

## National network

Gecko's local experts have access to more than 750,000 top-tier candidates from relevant industries across North America.

## Local experts

Our CPC-certified team uses a rigorous interview process in combination with an applicant tracking system to connect professionals from our national network of referrals and organizations to yield extraordinary results.

## Committed candidates

The professionals we recommend are loyal to Gecko because we treat them well and provide not only the support they need to succeed, but the respect they deserve.

## True partnership

We routinely go the extra mile to learn about your business, your culture, and the person that is going to help you achieve the success you desire – **because finding the right candidate is the most important thing we do.**

We stand behind you to ensure a productive, mutually beneficial, long-term relationship. Our partners are invested in your success, so we find the right candidates that perfectly match your needs and your culture.

# We're behind you, 100%.

To demonstrate our commitment to the long-term success of our relationship, we offer an unprecedented one-year guarantee.



And, ask us about our “12/22” guarantee. It’s a game-changer!

## Our process

Our seven-step process ensures that every candidate we bring to you is properly vetted not only as the best fit for the job, but as a great addition to your team.

And we do it on your timeline, because we understand how an unfilled position can affect your bottom line.

80

Gecko offices in North America. We're in your area and ready to visit your club personally!

### Gecko's Proven Process





We know the best person for the position can come from a variety of industries – not just the obvious one.

Our network includes thousands of high-end hotel, resort, and club candidates, allowing us to expand your search for the most qualified people in *and* outside private clubs who understand how to deliver complete member satisfaction that goes beyond their expectations.



# The candidates.

# The recruiters.

We've earned our distinction as world-class recruiters because we work for you and with you to find the right candidate. We stand behind our work. Our guarantee proves it.

Your club industry recruiting partner can place proven leaders for open positions including:

- Activities Director
- Chief Engineer / Facilities Director
- Clubhouse Manager
- Director of Banquets
- Director of Catering
- Director of Finance / Controller
- Executive Chef
- Director of Food and Beverage / Manager
- General Manager / Chief Operating Officer
- Golf Course Superintendent
- Housekeeping Manager
- Human Resources Director
- Membership Director
- Spa Manager
- Tennis Professional
- Tournament Director

**92.5%**

National retention rate of  
all the candidates we place.



# What others say:

“Because of the unique needs of a yacht club – small restaurant, bar, fuel dock and moorage – it can be a challenge to find a general manager with the skills and personality to meet the needs. Gecko only referred candidates that could meet our qualifications. This saved the yacht club time and energy having to “wade” through the normal list of unqualified candidates that will generally apply for job openings. The selection committee was able to concentrate on only good candidates and we could not be happier with the person that was ultimately selected.”

**Captain Gil MacGregor,**  
Portland Yacht Club Commodore

“I wanted to thank you and your company for the tremendous guidance we received on our recent hiring of a Food and Beverage Manager for Westwood Golf Club. Our Recruiter was outstanding in guiding us through the process and made my job very easy. He culled through the candidates only aligning us with the candidates he felt would be a good fit for our operation from a skills perspective. Then it was all about finding the right cultural fit. I believe we have found the right person and it is in large thanks to your organization.”

**Ricky Lyons, General Manager,**  
Westwood Golf Club

“I have twice used [Gecko’s] services to recruit new staff members. The talent pool we were provided was far superior to that we had found on our own. In both cases, we made a big upgrade in the position by using Gecko Hospitality.”

**Steve Hall, General Manager,**  
Seattle Yacht Club



Gecko Hospitality was founded to serve the hospitality industry honestly and prudently. We operate on a lean overhead and share our savings with those who support us. Competitive research will confirm that our moderate fee structure sets us apart.

*Over the past 21 years, we've placed more than 21,000 professional managers and earned the respect and loyalty of our clients.*

**Recruiting all levels of management positions for the club industry:**

Country Clubs  
Golf Clubs  
Yacht Clubs  
Tennis Clubs  
City Clubs  
Business Clubs  
Equestrian Clubs

**Contact us today. We'll connect you to your next awesome employee.**

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**Connecting people and changing lives, one career at a time.**