

CANDIDATE PROFILE

Director of Agronomy

Escondido Golf and Lake Club
Horseshoe Bay, TX



www.escondidotexas.com

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The Organization

Tucked into the storied hills of the Texas Hill Country, Escondido Golf & Lake Club is more than a luxury retreat — it is a philosophy of excellence, a pursuit of perfection and a lifestyle without compromise. As one of the most elite private golf clubs in the country, Escondido blends Fazio-designed championship golf with warm lakeside charm, forging a culture that is at once gracious, detail-driven and relentlessly member-focused.

Our Tom Fazio golf course is the heart of this experience. With immaculate Zoysia fairways, Champion ultra-dwarf greens, and strategic routing that balances challenge and playability, the course is not just played, it is felt. Members come to Escondido for golf that is pure, purposeful and pristine, every single day.

The Great House, Lake Club, world-class dining and vibrant lifestyle programming reinforce our commitment to creating unforgettable moments. But it is our people — those who carry forward our culture with pride, discipline and hospitality — that define the Escondido difference.

Escondido Golf & Lake Club Details

- Memberships: 444
- Full Golf Members: 365
- Men's Locker Room Lounge and Women's Locker Room Lounge: Full Service
- Annual Golf Rounds Per Year: 20K
- Annual Merchandise Revenue: \$1.2M
- Gross Revenues: \$15M
- Average Membership Age: 62
- Governance:
 - 9 Board Members, 3-year terms
 - Standing Committees: Finance, Membership, Golf, House, Long Range Planning
- Operating System: Jonas
- Open: 6 Days/Week, 12 Months/Year
- No Tee Times
- Full-time Employees: 105

- Average Handicap:
 - Men: 16
 - Women: 22
- Total Calendar Events (including Club Championships): 8
- Annual Course Closures for Agronomic Practices: 2 weeks in July
- Green Committee Size and Frequency of Meetings: 8 monthly or as needed
- Golf Course Architect: Fazio Golf Design
- Golf Course Maintenance Team:
 - Full-Time Employees: 28
 - Part-Time Employees: 4
- Primary Equipment Used: John Deere
- Irrigation System: Rain Bird

Position Overview

Escondido Golf & Lake Club seeks a Director of Agronomy who embodies our elite standards and shares our pursuit of excellence. This leader will own the agronomic vision and execution with full autonomy and accountability, working directly with the General Manager and Director of Golf to deliver a championship-caliber golf course experience every single day.

This is not a maintenance role, it's a leadership calling. The successful candidate will be "hands-on, hands-in." Not only will they be visible, but they will be fully immersed in every detail, from moisture management to mowing lines. They will implement Quality Assurance Management (QAM) processes that instill discipline, create replicable excellence and ensure the course is tournament-ready at all times.

A Legacy-Defining Restoration

Beginning Summer 2025, Escondido will embark on a two-phase Golf Course Restoration Project, securing its status as one of Fazio's finest. The successful candidate will serve a critical leadership role in planning, overseeing, and executing this work, including grow-ins, contractor management, and QAM adherence.

Phase One – Summer 2025 (no closure):

- Practice range expansion (Stadium Zoysia)
- Chipping green renovation (Stadium, Lazer, Mach 1 Ultradwarf Bermuda)
- New short-game and nursery green
- 2,300+ sprinkler head replacements

Phase Two – Summer 2026 (course closure):

- Complete restoration of all 19 greens with Mach 1 Ultradwarf Bermuda
- Re-grassing collars/approaches with Lazer and Stadium Zoysia
- Bunker reconstruction and drainage upgrades
- Tee box leveling and resurfacing

Responsibilities

- Lead, inspire, and develop a team culture grounded in urgency, accountability, and precision
- Consistently deliver a golf course presentation that rivals national championship standards
- Communicate daily with the Director of Golf to align on setup, agronomic adjustments, and member preferences
- Execute a structured QAM system that includes SOPs, checklists, weekly performance evaluations, and improvement planning
- Partner with the General Manager and CFO on proactive budgeting, forecasting, and capital improvements
- Strategically oversee all irrigation, fertilization, and pesticide programs with environmental sensitivity and regulatory compliance
- Drive innovation in sustainability, native area integration, and precision resource management
- Ensure workforce excellence through hiring, onboarding, coaching, and leadership modeling
- Serve as the club's agronomic voice in Green Committee and Board meetings—translating technical data into member-relevant updates
- Anticipate seasonal challenges in Central Texas and proactively mitigate impact through data-driven planning and crew training
- Champion a culture of safety, consistency, and professionalism throughout the grounds department

Candidate Attributes

- Relentless in detail and discipline, with a leader's presence and a technician's pride
- Enthusiastic about building a team-first culture that rewards curiosity, urgency and hard work
- Highly organized and technology-forward in operational planning and execution
- Deeply understands the connection between course conditioning and member satisfaction
- Obsessively proactive, not reactive. Anticipating challenges before they emerge
- A visible presence on the course, equally fluent in team huddles, member dialogue, and Board-level reporting
- Calm under pressure, fast to act and loyal to the standard, not just the task

QUALIFICATIONS

- Degree in Turf Management or related field (required)
- 5+ years of experience as a Director of Agronomy or Class A Superintendent (required)
- GCSAA CGCS designation (preferred)
- Deep experience with warm-season turf, especially Zoysia and Champion ultra-dwarf
- Texas Pesticide Applicator License (T&O) or ability to obtain quickly
- Demonstrated QAM implementation and team leadership success
- Proficiency with modern irrigation tech, Excel, moisture meters, GPS mapping and fertility software

Competitive Compensation

- ▶ Competitive salary, commensurate with experience
- ▶ Full benefits package, including health, 401(k), continuing education, and housing support
- ▶ Relocation assistance
- ▶ Start Date: August 2025

To be Considered

Submit a single PDF (LastName_FirstName.pdf) including a cover letter, resume and portfolio (in that order) to:



Mark J. Woodward, CGCS, MBA
Principal



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Principal



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All communication must go through GSI Executive Search. No direct inquiries to the Club.