

CANDIDATE PROFILE

Assistant Golf Course Superintendent
Coronado Country Club
El Paso, Texas

www.coronadocountryclub.com



Organizational Overview

Coronado Country Club Where Friends Become Family

Located on the foothills of the notorious Franklin Mountains with a sweeping panoramic view of beautiful El Paso and its bordering neighbors, Coronado Country Club provides an incomparable experience for all ages. Our private, family-oriented club is known for its rich history and quality in both service and membership. Spanning over 125 acres of rolling terrain, members and their guests can enjoy a challenging 18-hole mountain golf course, 7 hard-surfaced, professionally lighted tennis courts, a stylish indoor feature bar coupled with five-star indoor/outdoor dining, a fitness facility with several training programs, a heated swimming pool with private cabanas, and a kid-approved 15-foot waterslide. Additionally, we offer various meeting and banquet rooms fit for any occasion.

The culture at Coronado Country Club is marked by a balance of family and social activities within a tight knit community that distinguishes itself through a strong sense of neighborhood, camaraderie, and belonging.

Position Overview

The Assistant Golf Course Superintendent is a vital member of the management team in the golf course maintenance department at the Coronado Country Club.

The Club is about to begin a significant greens restoration project in January 2024. The Assistant Golf Course Superintendent will play a key role in this project and play a key role in the grow-in of the course once the construction is complete and the turf grass is planted.

The Club is looking for an assistant who is well-versed in the traditional duties of a golf course superintendent such as the daily operation, setup, and maintenance of the golf course for member play, but the Club is also looking for candidates that have strong grow-in experience and irrigation experience to ensure the turf grass is grown in properly after the green's renovation project is complete.

The Club also has a strong desire to raise the level of golf conditioning overall and elevate Coronado Country Club to the status of being one of the best clubs in the region.

The Assistant Golf Course Superintendent working under the direction of the Golf Course Superintendent or Director of Agronomy will provide leadership, direction, management, and mentoring to the golf course maintenance staff to build to a cohesive and motivated team fostering collaboration with all departments at the Club.

Attributes

- Property asset management
- Personnel/HR management
- Customer service and member/guest relations
- Pesticide management, application, and proper record keeping/documentation
- Excellent communication skills
- Proven experience in similar positions
- Construction and renovation experience is highly desirable
- Technical expertise and experience to perform the duties of an Assistant Golf Course Superintendent at a high-level private club
- Ability to take a “hands on” approach to managing the golf course maintenance staff and lead by example, setting the bar in terms of employee performance.
- Ability to create an environment where there is a “sense of ownership” amongst the staff.
- Ability and willingness to work weekends, holidays, and potentially flexible hours in order to get the job done as required for this position.

Responsibilities and Essential Functions

- Schedule and perform regular maintenance of the irrigation system including pump stations, computerized controls, valves, irrigation heads
- Ensure the Club remains in compliance with all local, state, and federal regulatory guidelines.
- Possess proven turf management and grow-in experience at comparable clubs in El Paso area and this region of the U.S.
- Set expectations for the maintenance department and follow through to ensure that the departments goals and objectives are met or exceeded.
- Ensure delivery of the mission, vision, brand delivery, and goals of the Club leadership and members.
- Assist the Superintendent/Director of Agronomy in implementing a creative and innovative approach to managing the Maintenance Department.
- Embrace the maintenance staff culture so it is commensurate with the overall culture of the Club and ensuring strong working relationships with all staff, Club leadership, members, and guests.
- Help the Superintendent create a positive work environment and culture in the Agronomy Department, where staff is involved, engaged, enthusiastic and safe.
- Assist in hiring, training, supervising, and mentoring staff in the maintenance operation.
- Professionally hold all Maintenance team members accountable for their respective areas of responsibility per Club policies and procedures.
- Under the direction and supervision of the Golf Course Superintendent or Director of Agronomy, maintain the Coronado Country Club and the appropriate grounds according to the Club’s standards including all the daily mowing and course set-up suites.
- Directly supervise the Maintenance staff in all golf course maintenance activities including turf care, fertilizing, pesticide applications, water management, pump station operation, irrigation heads and controller repairs and maintenance, and equipment preventative maintenance and repair.

- Perform all related golf course maintenance activities as required for this position.
- Be proactive in bringing forward innovative ideas to Club supervisors and leadership to facilitate the continual delivery of exceptional quality course conditions.
- Formally document and log in all daily maintenance activities including weather conditions, cultural practices, equipment maintenance, fertilizer and pesticide applications, fuel usage, etc.
- Assist the Superintendent or Director of Agronomy in developing a comprehensive safety program and conduct regular safety meetings to ensure a safe work environment.
- Complete all required administrative duties in a timely manner including payroll, employee performance reviews, accounting procedures pertinent to the maintenance operation, staff scheduling, and daily reporting documentation.
- Assist the Golf Course Superintendent or Director of Agronomy in developing and managing the Department's budget according to the Club's financial procedures while meeting all of the deadlines.
- Attend and participate in all staff meetings and other meetings that are directly related to the position of Assistant Golf Course Superintendent.

Education, Experience, and Qualifications

- Associates or Bachelor of Science degree in a related field such as agronomy, turf management, horticulture, or soil science is preferred.
- Must have 3-5 years of experience as an Assistant Superintendent or equivalent position at comparable facilities to Coronado Country Club.
- Experience in growing the appropriate turf grass in this region of the country is desirable.
- If necessary, must possess or have the ability to obtain a pesticides applicators license that meets all the requirements of the State of Texas.
- Must possess a valid/current Texas Driver's License and have a clean driving record.
- Must possess basic computer skills to perform report writing, electronic payroll functions, some financial reporting, budget management, email, and internet.
- Must have a basic understanding of purchasing procedures, ordering of materials and supplies, inventory control, etc.
- Must have good communication skills with staff, members, guests, vendors, and contractors and always conduct Club business in a professional manner while representing the Club.
- Must have an understanding of the mechanical maintenance operation of all golf course maintenance equipment, preventative maintenance programs, irrigation hydraulic systems, and components.

Competitive Compensation & Benefits

- A base salary will be commensurate with education and experience and will be competitive with like facilities in the general area of the Coronado Country Club for the position of Assistant Golf Course Superintendent.
- Standard Coronado Country Club benefits package including participation in a group health plan, 401K plan, paid time off, educational and professional development opportunities, and professional association benefits, etc.

Professionals who meet or exceed the established criteria are encouraged to send a resume and cover letter as soon as possible but no later than October 31, 2023 to GSI Executive Search, attention GSI Principal Mark Woodward, CGCS:



Mark Woodward, CGCS

Principal



markw@gsiexecutivesearch.com

GSI Executive Search has been serving the private club industry for over 25 years, providing a wide range of executive search and placement services. In addition to GM searches that have been performed recently, GSI consultants have done over 70 GM searches around the US in the last two years. GSI also conducts searches for all leadership roles at private clubs including Assistant GM's, Directors of Agronomy, Golf Course Superintendents, Assistant Golf Course Superintendents, Executive Chefs, etc.