



Candidate Profile

Golf Course Superintendent

Search Overview

GSI Executive Search is conducting a search for a golf course superintendent at an 18-hole golf course in the Southwest, United States. Below is a comprehensive Job Profile, Job Responsibilities, Job Qualifications, Salary and Benefits and How to Apply for this position. The golf course owners have a strong desire to elevate the golf course conditioning and the overall operation as soon as possible and additional details will be provided and discussed with a short-list of candidates at the appropriate time. The facility consists of 18-holes of golf, a golf shop, restaurant, practice facility, putting green, etc. It is the desire of the owners to fill this position as soon as possible.

Position Overview

The Golf Course Superintendent is responsible for the day-to-day operation and management of the golf course maintenance department including:

- All Turfgrass and Plant Material Maintenance Programs
- Property/Asset Management
- Personnel Management
- Budget Preparation and Financial Forecasting
- Customer Service and Member Relations
- Scheduling and Maintenance of the Irrigation System
- Pesticides Management, Application and Proper Record Keeping
- Keeping the Club in Compliance with all Regulatory and Compliance Issues
- Creating a positive, enthusiastic, and safe work environment and culture in the Maintenance Department where staff is involved. Melding in with and changing the Maintenance Department culture, so it is commensurate with the overall culture of the club and ensuring strong working relationships with all staff
- Demonstrating a strong leadership style and having the ability to lead the maintenance department by example and exhibiting a hands-on approach daily.
- Having the ability to set expectations for the maintenance department and follow through on ensuring that the departments goals and objective are met or exceeded.
- Having the ability to ensure delivery of the mission, vision, brand delivery and goals of the new owners.
- Must have excellent communication skills and use these skills to ensure staff and members are fully informed on the operations of the maintenance department.
- Must have proven experience in like positions.
- Implement a creative and innovative approach to managing the maintenance department.
- Possess the necessary technical expertise to perform the duties of the golf course superintendent's position at a high level.

Responsibilities

- Maintain the golf course and entire club grounds according to the owner's standards including all daily mowing and course set-up duties. Supervise the staff in all turf maintenance activities including turf care, fertilizing, pesticide applications, water management (including pump maintenance, controller maintenance, and irrigation heads), equipment preventative maintenance and repair, and every other aspect of managing a golf course maintenance operation.

- Be proactive in bringing forward innovative ideas to club management and the owners to facilitate the continual delivery of exceptional quality course conditions.
- Must have the ability to formally document and log all daily maintenance activities including weather, course conditioning, cultural practices, equipment maintenance, fertilizer and pesticide applications, fuel usage, etc.
- Strong ability to mentor, coach, encourage, supervise, train, and develop team members to ensure their maximum value to the club.
- Possess the ability and skills to hold all team members accountable for their respective areas of responsibility.
- Implement a comprehensive safety program and conduct regular safety meetings with all Maintenance staff.
- Must be effective and proficient at interviewing, hiring, and progressively disciplining all staff under the Superintendent's supervision.
- Must take a hands-on approach to managing the Maintenance Department 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.
- Must complete all required administrative tasks in a timely manner including payroll, employee performance reviews, accounting procedures, staff scheduling, and daily reporting documentation.
- Must have the ability to prepare and manage a budget according to the club's financial procedures and deadlines.
- Must have the ability to work weekends, holidays, and potentially flexible hours as required for this position.
- Required to attend all staff meetings and other meetings that are directly related to the Golf Course Maintenance Department.

Requirements

- Must possess a Bachelor of Science degree in Turfgrass Management or an Associates degree in a related field such as horticulture, turfgrass management, agronomy, or soil science.
- Must have 3-5 years' experience as a golf course superintendent or 5-7 years as an assistant golf course superintendent at a comparable golf facility.
- Pesticide Applicators License that meets all the requirements in the state.
- Valid driver's license and a clean driving record.
- Must possess computer skills to perform report writing, electronic payroll, financial reporting, budget management, email, and internet.
- Must have a good understanding of purchasing procedures, ordering supplies, inventory control, and reading P&L statements.
- Must have excellent communication skills with staff, golfers, members, vendors, and contractors and always conduct business representing the club in a professional manner.
- Must have a basic understanding and good working knowledge of the mechanical operation of golf course equipment, preventative maintenance programs and irrigation hydraulics, 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 golf club.
- There is potential for a merit-based bonus at the discretion of the owners.
- Standard benefit package including Participation in a group health plans, 401(k) plan, paid time off, educational and professional development, and association benefits, etc.

To be considered for this opportunity all cover letters and resumes should be received by September 1, 2022. Superintendents who meet or exceed the established criteria are encouraged to send a cover letter and resume to markw@gsiexecutivesearch.com.

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