Golf Course Superintendent
Kelly Greens Golf & Country Club
Fort Myers, Florida
http://www.kellygreens.com

About Kelly Greens Golf and Country Club
Kelly Greens is a private, bundled golfing community located between Sanibel Island and Fort Myers Beach, Florida. Sanibel is a sanctuary island in the Gulf of Mexico, famous for its world-renowned shelling and the J.N. “Ding” Darling Wildlife Refuge. Fort Myers Beach is known for its sugary white sand beaches along the Gulf of Mexico.

The Kelly Greens 18-hole par 72 championship golf course offers a fair challenge to golfers of all skill levels, including tee choices ranging from 4,455 to 7,028 yards. Facilities also include a full practice range, an extensive short practice area and a 9,000 square foot putting green. Eighty-six percent of the homes within Kelly Greens have a view of the Audubon-certified golf course and its many lakes.

Racquet sports are popular at Kelly Greens with top-class clay tennis courts near the clubhouse and a number of hard courts used for tennis and pickleball throughout the community. Weekly clinics, regular drop-ins, and inter- and intra-community tournaments offer players of all skill levels a great way to keep in shape.

In addition to golf and racquet sports, all homeowners have access to a variety of common recreational and social amenities including a full-service restaurant, a lounge, a swimming pool and facilities for club activities and exercise. With a full-time activities director and a welcoming community, you will find it easy to meet people and make new friends.

About the Position
The club seeks an experienced, dynamic, visible and accessible Golf Course Superintendent to manage golf course and grounds operations. Candidates must be strong in cost controls, labor management and development of systems and training programs. Working with the General Manager, Green Committee and the Board of Directors, a friendly, outgoing personality is a necessity as is a strong working knowledge of what constitutes a “premier club experience” and the ability to deliver it. The Golf Course Superintendent reports to the General Manager and supervises the grounds department.

The ideal candidate must be able to motivate and direct a staff to exceed the expectations of the membership and guests. They will have a verifiable track record of successfully leading and growing a premier golf course operation including exceeding expectations of golfers who appreciate the golf course playing conditions, controlling costs, and meeting or exceeding planned and budgeted bottom-line goals and objectives. He or she will be proactive, not reactive, and have a high degree of integrity, operating with an unwavering respect for staff and members alike. Potential candidates will possess all the requisite skills, leadership qualities and personal traits suited for a private club environment. A friendly, outgoing personality is a must, as is a strong working knowledge of first-class, high-end golf service and management. The club seeks an individual who can
instill in staff the importance of exceptional golf course and grounds management. The goal of the staff is to provide members with excellent service and quality on a consistent basis.

The club supports the GM/COO organizational model where the Golf Course Superintendent reports directly to the General Manager. A collaborative work environment with the Golf Professional, Controller and other team members is imperative to maintain and further develop the "team culture" which exists at KGGCC. The Golf Course Superintendent leads and manages his/her team by developing daily operational standards based on industry and regional best practices and holds the team accountable for the overall member playing experience. The Golf Course Superintendent is responsible for all Grounds Maintenance and landscaping throughout the entire club grounds.

**Kelly Greens Scorecard**

<table>
<thead>
<tr>
<th>One Tee</th>
<th>363</th>
<th>524</th>
<th>436</th>
<th>422</th>
<th>134</th>
<th>609</th>
<th>437</th>
<th>225</th>
<th>448</th>
<th>3596</th>
</tr>
</thead>
<tbody>
<tr>
<td>Two Tee</td>
<td>320</td>
<td>562</td>
<td>421</td>
<td>411</td>
<td>127</td>
<td>545</td>
<td>402</td>
<td>260</td>
<td>422</td>
<td>3320</td>
</tr>
<tr>
<td>Three Tee</td>
<td>312</td>
<td>487</td>
<td>361</td>
<td>303</td>
<td>119</td>
<td>536</td>
<td>376</td>
<td>153</td>
<td>374</td>
<td>3073</td>
</tr>
<tr>
<td>Four Tee</td>
<td>263</td>
<td>436</td>
<td>318</td>
<td>253</td>
<td>97</td>
<td>305</td>
<td>266</td>
<td>128</td>
<td>358</td>
<td>2732</td>
</tr>
<tr>
<td>Men's Handicap</td>
<td>13</td>
<td>3</td>
<td>9</td>
<td>7</td>
<td>1</td>
<td>11</td>
<td>15</td>
<td>5</td>
<td>12</td>
<td>10</td>
</tr>
</tbody>
</table>

| HOLE | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | IN | TOT | HCP | NET |
| Par | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 20 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 20 | 77 | |
| Five Tee | 264 | 414 | 195 | 272 | 107 | 432 | 323 | 113 | 297 | 2400 | 156 | 301 | 82 | 265 | 174 | 385 | 226 | 109 | 258 | 2307 | 4287 | 2135 | |
| Six Tee | 263 | 436 | 203 | 240 | 75 | 303 | 308 | 282 | 280 | 2394 | 156 | 301 | 82 | 265 | 174 | 385 | 226 | 109 | 258 | 2307 | 4287 | 2135 | |
| Ladies' Handicap | 9 | 3 | 13 | 7 | 15 | 1 | 11 | 17 | 5 | 12 | 4 | 16 | 6 | 8 | 2 | 10 | 18 | 14 | 23 | 22 | 42 | |

*_Golfers are responsible for any property damage they cause on or off the golf course while playing.*

**RATING / SLOPE**

**WOMEN**
- One Tee: 74.9/147
- Two Tee: 72.2/140
- Three Tee: 70.3/146
- Combo (54)/Tee: 67.5/116
- Four Tee: 66.4/115
- Five Tee: 64.1/113

**MEN**
- One Tee: 70.7/127
- Two Tee: 68.4/121
- Combo (54)/Tee: 67.3/118
- Four Tee: 66.4/115
- Five Tee: 64.1/113

*Designed by Gordon Lewis*

**Position Responsibilities and Knowledge Required**

- Evaluate departmental operations to maximize efficiency while improving overall course conditions by implementing standards and SOPs found at “peer top-100” clubs.
- Participate in the development of the annual budgets and maintain responsibility for achieving it.
- Employ best management practices for irrigation/water management.
- Provide consistent exceptional playing conditions, relating to “tee to green,” as well as practice and bunker complexes.
- Keep members informed about current and future maintenance activities by the club’s newsletter and electronic communications.
- Create an action plan to improve areas on the course that are typically challenged such as several green complexes, thin turf areas, cart path management, landscaping and high traffic areas.
- Recreate natural areas designed to improve water management and aesthetics of the overall course.
- Review soil and water tests monthly to assure all necessary nutrients are implemented within all areas.
• Maintain a top-quality playing surface during the changing seasonal weather conditions. Must have a history of employing documented “best practices” for all turf varieties at the club.

• Be a collaborative leader who fosters a member-centric work culture.

• Create and maintain ongoing staff development programs for all team members.

• Create an exceptional culture and positive work environment.

• Have a passion for growing the game of golf through the implementation of new ideas generated from a diverse membership.

• Maintain regular and timely communications with the Golf Professional and the Golf Operations team. Be a strong relationship builder with a history of excellent relations with the Golf Professional and General Manager.

• Have or acquire within six months all BMP Certifications as required by Lee County and/or the state of Florida.

• A current state of Florida Pesticide Applications License is required.

**Educational Qualifications and Compensation**

The ideal candidate will be a Golf Course Superintendent with a minimum of seven years of experience from a club noted for exceptional board/committee governance, maintaining the highest standards and matching the traditions of excellence for which Kelly Greens is known. A degree in turf management or related field of study, as well as Class A status by the GCSAA. A CGCS certification is preferred, but not required.

The Golf Course Superintendent must have a proven background as a proactive leader, communicator and manager of people, and a demonstrated track record of effectively managing course operations, overseeing a diverse team and managing capital projects. He/she must be able to build effective relationships while partnering with the senior team and Green Committee. While strategic in orientation, the Golf Course Superintendent must be comfortable rolling up his/her sleeves to get things done. The individual will be able to readily embrace the culture while suggesting new ways to enhance tradition. The individual must be willing to commit a minimum tenure of seven years, with 10 being preferable.

This position is required to work a varying/flexible schedule based on the club’s needs.

Compensation of base salary and annual performance bonus is commensurate with qualifications and experience. An excellent benefits package is included.

Qualified applicants should send a resume and cover letter to:

**Ned Welc, Principal**
**GSI Executive Search**
Ned@gsiexecutivesearch.com
440-796-7922

Golf course questions should be directed to:

**Mark Black, CGCS, Golf Course Consultant**
jmarkb38@gmail.com
239-250-6296