



Candidate Profile

Golf Course Superintendent (GCS)
Redlands Country Club
Redlands, CA
<http://www.redlandscountryclub.com>

Organization

Redlands Country Club (Redlands) is a family-oriented private club, committed to membership satisfaction through its outstanding facilities and quality service. The Club is situated on 95 beautifully wooded acres overlooking the San Geronio Mountains and enjoys a legacy that is rich in tradition with a warm and relaxed formality. The Club is one of the oldest in California with the opening in 1896 as a nine-hole “skinned course” of 2,129 yards in length. The course was expanded in 1927 to 18-holes with contributions by Alister MacKenzie who then hailed from Leeds, England. Mr. MacKenzie had previously aided in the design for such famous courses as Cypress Point, Pasatiempo, the Valley Club and Augusta National Golf Club along with others of note throughout the Nation. When the course was opened for play in 1927, it boasted 6,130 yards in length with par of 70 and has remained basically the same over the years with the members enjoying the original MacKenzie design. The present clubhouse was renovated in 1995 featuring over 22,000 square feet for the members to enjoy. The facilities include several dining options for the members and guests.

A premier family club in the area, distinguished by its friendly and welcoming atmosphere, the Club’s Mission is to provide exceptional experiences for generations of families by combining the uniqueness of the picturesque property with excellent dining, golf, recreational, social and cultural activities. The Club is fortunate to have a membership that has worked to support a legacy that has now passed through many generations. Members serve on the Club’s Board of Directors with rotating terms. There is an active committee structure that works in a collaborative partnership with the General Manager/COO and entire senior leadership team in the development of club policy, programming and golf course operational budget and capital needs.

Redlands has a golf course strategic plan in place to ensure member relevancy for future generations and to shape the long-term capital investment strategy for the golf course.

Redlands was recently awarded the #1 course of the Inland Empire, which speaks to the standards of excellence and resulting high member satisfaction. The entire membership is proud of their Club and supports the overall vision for long-term improvement.

About the Position

Redland supports the GM/COO organizational model where the Golf Course Superintendent (GCS) reports directly to the General Manager/COO (GM/COO). A collaborative work environment with the Assistant General Manager, Golf Professional and Business Manager is imperative to maintain and further develop the “team culture,” which exists at Redlands. The GCS 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 GCS is responsible for the entire Club grounds maintenance and landscaping.

Redlands is preparing to embark on a significant course renovation which is in the process of membership approval. The incumbent must have the ability to think strategically to assist in the development of the renovation plan and then be the responsible manager to execute the plan with the team. The GM/COO expects the GCS to be proactive in senior team communication, budget administration, and day to day management of the operation with the goal of continual improvement in the member and guest playing experience.

The GCS must be an educator and mentor as he/she develops a diverse workforce. The expectation is there will be a culture of mutual respect, professional development and continual learning through the implementation of industry best practices in the advancement of future turf professionals. The incumbent will share the passion of excellence enjoyed by the long-tenured senior team at Redlands and the committed Board of Governors in the growth in the game of golf.

Golf Course Statistics:

- Total acres - 86
- Total acres maintained - 77
- Total payroll - \$625k
- Operational budget - \$1.2M
- Number of staff - 15
- Turf varieties (green, fairways) - bermuda fairways, winter perennial ryegrass overseed, bermuda, poa greens
- Bunker info - Alister MacKenzie design

Position Requirements

- Highly visible with the membership.
- Improve the overall level of detail in the turf management department and club campus.
- Evaluate departmental operations to maximize efficiency while improving overall course conditions by implementing standards and SOP's found at "peer top 100" clubs.
- Employ best agronomy practices in irrigation / water management.
- Provide consistent playing conditions relating to "tee to green," practice and bunker complexes.
- 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, landscape and tree wells 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 to all areas.
- Must be able to maintain a top-quality playing surface during the changing seasonal desert environment. Providing a well-planned and executed overseeding program. A history of employing documented "best practices" for all turf varieties at the Club.
- A history of effective water and energy management practices.
- A collaborative leader who fosters a member-centric work culture.
- Ongoing staff development programs leading to hourly employee proper assistant superintendent development.
- Create an exceptional culture and positive work environment for team members.
- A passion for growing the game of golf through the implementation of new ideas generated from a diverse membership.
- Maintains regular and timely communications with the Golf Professional and the Golf Operations Team. A strong relationship builder with a history of excellent relations with the Golf Professional and General Manager
- Actively communicates with the various constituencies, the Club Board, Club President, staff, committee chairs, community liaisons and members at large to ensure an appropriate level of awareness and feedback according to need.

- Provides oversight and support for all budgets using a zero-based approach.
- Acts as the focal point with the GM/COO for communications on all course related capital projects. Additionally, provides advice and recommendations to the GM/COO and appropriate committees regarding construction, maintenance, materials, supplies, equipment and services as they relate to approved plans or budgets.
- Maintains a strong network of industry peers and membership in the GCSC.

Requirements

The ideal candidate will be a Superintendent with a minimum of seven years of experience from a club noted for exceptional board/committee governance, maintaining the highest standards matching the traditions of excellence for which Redlands is known. A degree in turf management or related field of study, as well as the CGCS Certification, is preferred.

The GCS must have a proven background as a proactive leader, communicator and manager of people; a demonstrated track record of effectively managing course operations and overseeing diverse team; managing capital projects. The GCS must be able to build effective relationships while partnering with the senior team and committees. While strategic in orientation, GCS 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 ten being preferable.

Competitive Compensation and Benefits

- A base salary and bonus.
- Standard benefits which include vacation/personal time, health insurance and participation in the club's 401(k) plan.
- Professional dues and expenses subject to the annual budget.
- Club vehicle.

A full background check and drug testing will be conducted. Professionals who meet or exceed the established criteria are encouraged to contact:

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