

## Candidate Profile

Director of Grounds  
Round Hill Country Club Alamo, CA  
[www.rhcountryclub.com](http://www.rhcountryclub.com)



### Organization

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Round Hill Country Club was originally founded in 1959 as a combination golf course and luxury housing community. The course opened in the fall of 1960, followed by the clubhouse, tennis facility, and pool in 1961. Round Hill, a for-profit private club, offers full-service catering facilities to both members and outside clients.

In August of 1996, Round Hill Country Club opened its 48,000 square foot clubhouse - the ultimate setting to entertain family, guests, and clients. From an intimate dinner for two to a gala banquet for 400, Round Hill offers the same impeccable service and fine food that has satisfied its discriminating membership for over 60 years. Round Hill has recently completed a 9-million-dollar renovation of its 18-year-old clubhouse. Since the renovation, member activity has increased by 1/3 over prior use!

Nestled in the hills of Alamo, the golf course at Round Hill Country Club offers all the beauty and shot value expected from a classic California design. The yardage on the scorecard doesn't tell the story of this challenging yet enjoyable test of golf. Stretching to 6,500 yards, members enjoy using each club in their bag as they navigate the beautiful fairways and immaculate putting surfaces of this par 72 layout. The golf staff honors the traditions of the game by offering exceptional golf events and state-of-the-art instruction. Stop in the golf shop to view golf's latest fashions or test-drive a new driver from some of golf's most recognized manufacturers. This is the best golf experience in the East Bay.

Top professionals recognize Round Hill Country Club as one of the most complete tennis facilities in Northern California. There is a 4,000 square foot tennis clubhouse, which features a 2,800 square foot viewing deck to all of the upper courts, 15 championship tennis courts all with lighting for evening play, 4 pickleball courts, a sports bar-style atmosphere open 7 days and nights a week with a fully stocked bar, food service, the latest tennis merchandise, and 24-hour stringing service. Round Hill's Tennis Club attracts the Bay Area's most competitive and social tennis players, and it is certainly the most active! All the teaching staff members at Round Hill Country Club are USPTA Pro-1, the highest level of certification. Round Hill's experienced professional staff has developed a complete calendar of activities and programs for all tennis levels and ages.

During Alamo summers, member families enjoy many relaxing hours in and around the state-of-the-art Aquatics Facility. Some initiate their children into Round Hill's renowned swim team program and others are avid lap swimmers. The pool remains open year-round.

The Fitness Center is enthusiastically received by the membership. With its state-of-the-art equipment and certified staff, the Fitness Center is the perfect supplement to an active social Membership. Round Hill's staff aspires to exceed expectations in every way by providing a full complement of social activities and unique events, which are all part of the magic of Round Hill Country Club.

#### Club Facts:

Number of Members: 1350

Gross Dollar Volume: \$18,000,000

Food & Beverage Revenue: \$6,500,000 (50% banquet, 50% ala carte)

Rounds of Golf: 46,000

## Position Overview

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The Golf Course Superintendent is entrusted with the development and management of the golf course. The candidate should take special pride in delivering exceptional playing conditions for members and guests by providing extraordinary turf conditions. The Director will be responsible for managing the daily operations of the entire golf course.

The Director of Grounds will supervise the maintenance team, including organizing, directing, and overseeing all facets of the department, including but not limited to staffing, training, safety protocol, chemical/fertilizer plans, working relationships across departments, interaction with golf members, and financial controls for the department.

The responsibilities also include supervising the construction and maintenance of the golf course and supervising the servicing and repair of turfgrass maintenance equipment. This position will also oversee some employees covered under a Collective Bargaining Agreement.

This position will report to the General Manager.

## Duties and Responsibilities

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- Plans, organizes, and directs the maintenance program for greens, tees, fairways, rough, and bunkers.
- Supervises the planting and cultural practices involved in growing various turfgrasses, trees, and ornamental plants.
- Supervises the efficient operation of an equipment service and repair shop. Procures supplies and materials within budgetary limitations.
- Keeps records of annual maintenance activities and costs.
- Prepares and presents the annual golf course maintenance budget.
- Participates in interviewing, hiring, and discharge of employees.
- Coordinates operations with the Club Manager and/or the golf professional.
- Communicates and coordinates with all relevant membership and committees.
- Assumes responsibility for managing and maintaining club properties, which include:
  - The golf course
  - Maintenance equipment
  - Clubhouse grounds and landscaping
  - Tennis courts, swimming pool landscape, and other recreational facilities
  - Open spaces, wooded areas, unused acreage, and areas outside the perimeter fence
  - Sod farm and nursery
  - Other properties as specified in writing by the superintendent's supervisor
  - Vineyard and apiary located on club grounds
  - Well and Irrigation system management

## Requirements

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- A 2 or 4-year degree/certificate in agronomy horticulture/plant/soil sciences is required.
- Experience in all phases of golf course management and turf culture.
- Participating in the knowledge of the game of golf, a golfer.
- Thorough knowledge of the construction, establishment, and maintenance practices employed on golf course putting greens, tee, fairways, roughs, and bunkers; planting and culture of turfgrasses used on golf courses; the planting, cultivation, and pruning of ornamental plants, shrubs, and trees; the characteristics and proper use of various fertilizers and soil conditions; pesticide control methods and materials; drainage methods; and watering practices and irrigation systems, including wells, pumps, and automatic controls.

- Knowledge of construction and maintenance of the maintenance facility, restrooms, fences, bridges, golf cart paths, service roads, parking lots, ponds, and streams.
- Must have some bi-lingual skills.
- Licensed in pesticide usage.
- Warm, outgoing engaging personality who can interface with Club members and staff. High member visibility is a must.
- Financial acumen to encompass budgeting, labor, and cost controls.

### Competitive Compensation & Benefits

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- Competitive compensation/salary and an annual performance bonus.
- Medical, life insurance, and paid vacation.
- Professional dues and expenses in accordance with the annual budget.
- Relocation assistance (if from outside the area).

To be considered for this outstanding opportunity all cover letters and resumes should be submitted by December 15, 2021.

Professionals who meet or exceed the established criteria are encouraged to contact:

GSI Executive Search  
Terry Anglin, CCM, CCE, ECM  
Terry@gsiexecutivesearch.com  
901-550-9338

Or

Shawn Emerson, Agronomy Associate  
[semerson@ethosclubandleisure.com](mailto:semerson@ethosclubandleisure.com) 602-818-5818

This position is available immediately.