

Candidate Profile

Director of Grounds
The Founders Golf Club
Sarasota, Florida
www.thefoundersgolfclub.com



Organization

The Founders Club is a beautiful community with an abundance of large lakes, old oaks, and natural green spaces. It is an award-winning private golf and social club community in Sarasota, Florida offering just 262 homes nestled along 700 acres of lakes, fairways, and nature preserves. Today, the Founders Golf Club is a traditional golf club inspired by one of the first recorded introductions to golf in the US. Brought to Sarasota by John Gillespie, long respected as a founding influence on Sarasota, the incredible game of golf and its traditions are celebrated at The Founders Golf Club. Walk or ride onto the course and experience golf as it was truly meant to be played.

With only 275 golf memberships, members of The Founders Golf and Social Club enjoy the coveted privilege of year-round golf with no tee times required. Set within the lush, sculpted surroundings of this private gated community, the 18-hole, Robert Trent Jones, Jr. signature course is par 72 and 7,049 yards in length and honors the native Florida landscape and engages the strategic thinking of golfers at all skill levels. With six sets of tees and a slope rating of 74.4/142, the course is designed to accommodate golfers of all levels. Enhanced by the luxury of Sarasota's only traditional caddie program and a high-tech, indoor training facility, The Founders Club offers a masterful blend of classic and contemporary approaches to the game of golf. The Greens are Tifeagle, and the fairways are 419 Tifway Bermuda.

No tee times are required at The Founders Golf Club, which offers one of the only caddie programs in the area. In addition, the Club has a state-of-the-art golf instruction and training facility, equipped with Flight scope Technology, and supervised by the Club's PGA professional staff. The driving range offers Titleist Pro-V1 practice golf balls.

Position Overview

The Club seeks an experienced, dynamic, visible, and accessible Director of Grounds 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 Director of Grounds must be a good communicator. The Director of Grounds 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 Director of Grounds 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 The Founders Club. The Director of Grounds 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 Director of Grounds is responsible for all grounds maintenance and landscaping throughout the entire Club grounds.

The Founders Golf Club Scorecard

Hole	1	2	3	4	5	6	7	8	9	Out	10	11	12	13	14	15	16	17	18	In	Tot	Hdcp	Net
Black	423	186	383	528	396	463	613	216	435	3643	515	203	440	377	582	229	415	136	554	3451	7094		
Pewter	354	175	339	511	349	402	570	179	386	3265	504	193	398	342	545	181	370	127	525	3185	6450		
Copper	346	161	327	492	335	388	560	167	374	3150	490	162	386	330	537	152	360	115	475	3007	6157		
Silver	315	144	289	468	305	337	528	130	335	2851	462	148	354	304	484	136	334	103	459	2784	5635		
Hdcp	5	15	13	1	7	9	3	17	11	Hdcp	6	12	2	14	4	18	10	16	8				
PAR	4	3	4	5	4	4	5	3	4	36	5	3	4	4	5	3	4	3	5	36	72		
Gold	305	116	262	451	278	286	502	91	295	2586	436	116	319	282	449	118	298	91	390	2499	5085		
White	260	116	262	401	278	286	401	91	295	2390	436	116	250	282	405	118	252	91	390	2340	4730		
Hdcp	5	13	9	1	7	15	3	17	11	Hdcp	2	14	8	12	10	18	4	16	6				

Candidate 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.
- Keeps members informed about current and future maintenance activities by the Club's newsletter and electronic communication.
- 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.
- Attend monthly Golf & Green Committee meeting.
- 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 6 months all BMP Certifications as required by Sarasota 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 Director of Grounds or 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 The Founders Golf Club 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.

He or she 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 or she must be able to build effective relationships while partnering with the senior team and green committee. While strategic in orientation, the Director of Grounds must be comfortable rolling up his or 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.

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:

GSI Executive Search
Ned Welc, Principal
ned@gsiexecutivesearch.com
(440) 796-7922

Golf course questions should be directed to:

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