About the Oaks Club

The Oaks Club is a private, member-owned club situated on over a thousand acres just south of downtown Sarasota. Every amenity is here, on a pristine sanctuary set aside from the world at large, where sugar sand beaches, nature preserves, and green-grass golf courses live perfectly together. Inside the gates and outside every doorstep, you will find the ultimate detours from responsibility — private golf, tennis, fitness, wellness, and culinary amenities that would be the envy of any luxury resort. Golf at The Oaks Club is about much more than two incredible 18-hole courses. Golfers of all ages, skill levels, and playing preferences can feel at home here. In addition, our agronomic team consistently produces practice and playing conditions that would easily rival the best clubs in the nation. A new state-of-the art Pump Station was installed in 2020. One of the courses also recently completed a bunker/course renovation with architect Steven Forrest of Art Hills/Steve Forrest and Associates.

The Eagle course is an 18-hole championship layout, designed by legendary architect Arthur Hills. Eight sets of tees offer yardage alternatives ranging from 4,426 to 7,003 yards on a challenging yet rewarding course that offers immaculate greens and fairway surfaces, beautiful natural scenery, and plenty of water hazards and strategically placed bunkers that keep you on your toes. The recently revitalized Heron Course is designed for maximum enjoyability. Easily walkable and eminently playable, Heron features forgiving fairways, few bunkers, large chipping areas, and short carries-over hazards. Large tee complexes add possibilities for a wide variety of distances, from 4185, and 6,825.
About the Position

The club seeks an experienced, dynamic, visible, and accessible Director of Green & 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 Governors, 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 Green and Grounds reports to the General Manager and supervises the grounds department.

The ideal candidate must be able to motivate and direct a staff of approximately 45 including a management team of 6, to exceed the expectations of the membership and guests. He/She 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 Green & Grounds reports directly to the General Manager. A collaborative work environment with the Director of Golf and other team members is imperative to maintain and further develop the "team culture" which exists at The Oaks Club. The Director of Green & 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 Green & Grounds is responsible maintenance and landscaping throughout the entire club grounds and some common grounds.

Position Responsibilities and Knowledge Required

- Thorough knowledge of the construction establishment, and maintenance practices employed on golf course putting greens, tees, fairways, roughs, and bunkers; planting and culture of turf grasses used on golf courses; the planting, cultivating, and pruning of ornamental plants, shrubs, and trees; the characteristics and proper use of various fertilizers and soil conditioners; pest control methods and materials; drainage methods; and watering practices and irrigation systems, including wells, pumps, and automatic controls
- Candidates must possess a proven background in the management of 419 Tifway Bermuda grass, Tifeagle Ultradwarf (or similar) Bermuda grass. It is also preferable to have a background in the management of Paspalum grass.
- 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.
• Knowledge of construction and maintenance of the maintenance facility, shelters, fences, bridges, golf cart paths, service roads, parking lots, ponds, and lagoons.
• 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 Director of Golf 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 or Manager of Green & Grounds 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 Oaks 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.

The Director of Green & and Grounds 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 Director of Green & Grounds 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:

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