



OVERVIEW

The Golf Course Superintendent will report to the President/Vice President and will work closely with the Director of Golf. The hands-on Golf Course Superintendent, through effective management and leadership, will ensure the best possible golf course, surroundings and facility conditions on a day-to-day basis. The Golf Course Superintendent will continue to ensure a high level of standards and lead the golf course maintenance team by example, not hesitating to “get his/her hands dirty.” A culture of teamwork and staff support/development is crucial to success, as is a genuine passion for the industry, a sincere appreciation for the game of golf and uncompromising attention to detail. Continuing education is required to stay current with technologies, certifications, and trends. Involvement with the local and national superintendent’s chapters is encouraged. Industry best practices will be sought out and utilized.

KEY FUNCTIONS

- Establish professional relationships with fellow management, staff, and membership
- Intimate and detailed familiarization with entire property
- Assessment of current turf, equipment, and inventory conditions. Supervise repair and maintenance of mechanical and motorized equipment used on the golf course
- Assessment of current staff while creating a culture of respect and teamwork. Perform supervisory duties within area of responsibility including: makes daily work assignments, authorize overtime, recommend disciplinary actions, participate in hiring decisions, conduct performance appraisals, authorize leave time and conduct training
- Update standard operating and course conditioning procedures
- Evaluate turf and soil conditions along with current maintenance practices and long-term recommendations to improve the golf course experience
- Maintain adequate inventory of fertilizer, herbicides, soil conditioners and other related supplies
- Manage operation of golf course irrigation and drainage systems on an established irrigation schedule. Ensure wells and pumps are in good working order
- Enforces industry safety practices including adherence to relevant federal, state and local regulations. Maintains current applicator’s license for application of chemicals
- Works with Golf Shop staff to ensure smooth golf course operations and minimum disruption to golfers. Assists Golf Professionals with requests for Shotgun starts and event set-up and more as business dictates
- Develop team training, evaluation, and development systems
- Preparation of annual operating budget for approval. Monitors expenditures to ensure fiscal responsibility
- Management of operational & capital budgets
- Perform other duties as needed and/or required

KNOWLEDGE, SKILLS and ABILITIES

- Advanced knowledge of agronomy and turf grass management practices
- Familiarity with irrigation and drainage systems
- Continuing education to remain current in common practices and technologies
- Self-motivated and high energy leader with a contagious proactive and professional approach



- Ability to create long-lasting and strong professional relationships with Director of Golf and other management
- Strong budget management and capital planning skills
- Excellent communication skills
- Strong, detailed observational skills
- Highly organized and creative
- Confident and level-headed, with strong observational skills used to develop a high-performance team
- Strong equipment management skills and understanding of modern equipment technologies
- Understanding of all pest control techniques including excellent understanding of controlling nematodes
- High level of knowledge and appreciation for the game of golf

MINIMUM QUALIFICATIONS

Superintendent with a minimum of five years' experience at a golf course with a reputation for consistent superior conditions. To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and or/ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Mechanical skills preferred. PA Pesticide Applicators License preferred

- A degree in turf management or related field of study required. Certification is preferred.

REPORTING TO THIS POSITION

- Maintenance staff

PHYSICAL REQUIREMENTS

Must be able to exert up to fifty pounds of force occasionally and/or a negligible amount of force to lift, carry, push, pull or otherwise move objects when needed. It may be necessary to remain on feet for extended periods of time.

All Interested applicants should submit resumes to: dbaxter@southpointegolfclub.com