



GOLF COURSE SUPERINTENDENT

Reports to: General Manager

Revised Date: Summer 2021

Department: Maintenance

Exempt Status: Exempt

Job Overview:

Responsible for operation of the golf course operation and maintenance. The responsibilities include, but may not be limited to, turf grass/plant material maintenance programs, property management, personnel management, budget/forecasting, financial management, scheduling/maintenance or irrigation systems, pesticide applications, related recordings, and compliance of regulatory issues. The Golf Course Superintendent works to create an environment where staff is engaged and enthusiastic, with open communications and respect for themselves, NCGA members, guests, and the property.

Basic Functions:

- Responsible for all phases of Golf Maintenance and Agronomic operations, cost control, and maintenance personnel management.
- Works closely with, advises, and coordinates with the General Manager/COO on any issues related to golf course maintenance.
- Supervises and executes the maintenance and repair of the Golf Course and grounds.
- Designs landscape plans for facility grounds and implements the plan.
- Administers and enforces all Club rules, regulations, and policies for staff.
- Works closely with the GM and Management team to maintain the Golf Course in a fiscally responsible and professional manner.
- Must be able to work independently and be a self-starting problem solver.

Primary Duties:

- Oversees the care and maintenance of the golf course features, turf, vegetation, and wetlands on the facility grounds.
- Manages a sound water usage tracking plan and irrigation systems and provides monthly reporting on retaining ponds, wells, and other water source usage.
- Recruits, supervises, and retains maintenance staff. Conducts periodic employee performance evaluations and performs necessary disciplinary action, as appropriate.
- Provides technical, operational and safety training for employees to ensure that staff is working within OSHA, club safety, state, and federal guidelines for safe working conditions.
- Supervises the maintenance staff in proper and safe operation and maintenance of mechanical and power equipment. Plans and budgets for additional or replacement capital equipment.

- Supervises and participates in the application and recording of chemical applications (fertilizers and pesticides) on the Club's grounds in compliance with all local, state, and federal regulations.
- Directs and assists the staff on the planting of new vegetation, the replacement, spraying, pruning, and trimming of trees and shrubs, as allocated for in the annual maintenance budget.
- Supervises and controls all maintenance expenses associated with Golf Course Operations, including payroll, supplies, chemicals, and fertilizers.
- As requested by Management, assists in the development of the annual maintenance operating budget and any maintenance related capital improvement projects.
- Maintains records and completes required reporting. Order parts, supplies and equipment, as necessary.
- Schedules maintenance practices around daily play and any tournament or outings to maximize efficiency and minimize disruption to golfers.

Knowledge & Skills Required:

- Knowledge of management and maintenance of greens, fairways, roughs, tees, and bunkers.
- Knowledge of use and operating standards of equipment and tools used in golf course construction and maintenance work.
- Skill in recruiting, supervising, training, monitoring, evaluating and motivating personnel.
- Interpersonal skill to resolve conflict and work with supervisors, officials, employees, members, and the general public.
- Knowledge of safe use, mixing and application of chemicals and commercial products.
- Knowledge of the game of golf, golf rules and methods of play.
- Ability to anticipate personnel, equipment, and material requirements related to golf course maintenance and repair assignments.
- Ability and knowledge to manage irrigation patterns, drainage patterns, construct tees and/or greens.

Minimum Qualifications:

- 3-5 years demonstrated experience as a Golf Superintendent or 1st Assistant Superintendent.
- 2-year Degree or Certificate in Turf Management (or related field, such as agronomy, horticulture, plant science, soil science).
- Requisite computer skills required for financial reporting, irrigation system management and other maintenance operations.
- Valid Driver's License.
- Valid State Pesticide Applicator's License
- Prefer Certification by the Golf Course Superintendents Association of America
- Prefer working command of Spanish language

COMPENSATION AND BENEFITS : A comprehensive compensation package including base salary, incentive compensation and related benefits package including health insurance, PTO, PAR profit sharing opportunity and 401(K) plan is available for this position.

Interested, qualified candidates should submit a cover letter and professional experience history to Ms. Jamie Cordova, Human Resources Director, 3200 Lopez Road, Pebble Beach, CA 93953. All candidate submittals should be e-mailed to jobs@poppyridgegolf.com on or before August 6, 2021.