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Approved 11/12



BIDERMANN GOLF COURSE of the VICMEAD HUNT CLUB



Golf Course Superintendent

Bidermann Golf Course is a small, private, member-owned facility of the Vicmead Hunt Club, designed by Dick Wilson and opened for play in 1965. The golf course encompasses 175 acres and is described as a "meadowland course" with fine fescue areas separating each hole. The course averages 9,000 rounds per year.

Golf Course Operations Overview

- \$1.3M Budget; \$131,000 equipment operating lease
- Seven full-time staff; twenty-one total staff members in-season
- Twenty-two greens (4 acres) consisting of A1-A4 bentgrass re-grassed in 2006, including three built to USGA specifications
- Two acres of bentgrass tees
- One acre of L93 bentgrass approaches
- Twenty-eight acres of bentgrass, *Poa annua* and ryegrass fairways
- Seventy-five acres of rough consisting of tall fescue, bluegrass and ryegrass
- Forty-five acres of fine fescue roughs
- On-site tree nursery valued at \$100,000
- Golf Course Master Improvement Plan by Andrew Green

Job Description

The Golf Course Superintendent reports directly to the General Manager and works in conjunction with him/her to handle daily operational issues, planning and to ensure an exceptional golf experience. The Golf Course Superintendent shall coordinate all operations with the Green Chairs. The Golf Course Superintendent will have extensive communication with the Head Golf Professional to achieve the objectives of the membership. The Golf Course Superintendent is expected to be an engaged leader of the management team to ensure continued communication among departments and throughout the club. The Golf Course Superintendent is responsible for regular communication with the membership including distributing emails on course conditions, updates on projects ongoing at the course, and keeping an active blog regarding happenings related to the grounds maintenance at the golf course. The Golf Course Superintendent must be actively engaged with members and staff, and have a relentless attention to detail.

The Golf Course Superintendent is responsible for the maintenance, care and management of the Bidermann Golf Course, grounds, personnel and equipment fleet. The Golf Course Superintendent is responsible for the integration of modern agronomy techniques to the existing turf grass management program practiced at the golf course and to provide continually better ways of maintaining the facility. The Superintendent is responsible for successfully meeting financial responsibilities of the grounds department.

INITIAL AREAS OF FOCUS

- Ensure a smooth transition of duties to include management of renovations and construction to maintenance operations facility.
- Complete projects on the golf course approved as capital improvements to include tees and bunkers.
- Suggest, plan and implement course wide improvements to improve playing conditions.
- Explore desirability of practice tee alterations, including turning and leveling tee surface, and installation of TurfHound® system, and relocation of target greens.

Candidate Qualifications

It is required the Superintendent have a four or two-year degree or certificate in Turfgrass Management or similar field from an accredited university. The position requires at least four years' experience as a Superintendent or six years' experience as an Assistant Superintendent at a private golf facility. Experience must include growing environments in the Mid-Atlantic region while managing both cool and warm season turf varieties.

The candidate must possess the following characteristics:

- Understanding and implementation of all pest control techniques in accordance with state and federal regulations
- Solid irrigation management philosophy, practices and diagnosis/ repair
- Use of technology to stay current with agronomic skills and equipment
- Subscribes to sustainable maintenance practices (e.g. firm and fast, sound irrigation philosophy) and blend these practices with the environment
- Golfer/student of the game with a sound understanding of ideal playing conditions
- Possesses leadership qualities that have resulted in high employee satisfaction, proven staff retention and low turnover
- Proven success in developing assistants to promotion
- Excellent communication skills, both written and verbal
- Will listen to and respond to both club members and team members
- Seeks continuous feedback regarding course conditions and areas in need of attention
- Strong relationship builder with a history of excellent relations with their General Manager and Golf Professional
- A history of excellent working relationships with the Green Chairs and Committee
- Respected in industry and maintains a network of progressive peers at all levels within the industry
- Strong budget management and detailed forecasting (zero-based) skills
- Proven record of establishing and operating within budget
- Experience developing capital equipment replacement and master improvement plans

Salary will be commensurate with qualifications and experience. The club offers an excellent benefit program, along with the typical GCSAA benefits to include housing, continuing education, dues for associations and licensing; golf privileges; uniforms; meals; medical and dental; 401K (after one year of employment); paid time off; club provided vehicle.

Application Instructions: Please email a detailed cover letter outlining your interests and qualifications, along with your resume to btwilley@vicmead.com. Submissions will be received through November 17th.