

GOLF COURSE SUPERINTENDENT WANTED

Landscapes Golf Management and **Kokomo Country Club** are seeking an individual to lead the team in maintaining the golf course and facility grounds in **Kokomo, Indiana**.

The Kokomo Country Club began in 1904 with the construction of a nine-hole golf course designed by renowned course designer and a founder/charter member of the American Society of Golf Course Architecture, William Diddle. In 1906 the first clubhouse was constructed to provide a locker room and dining facility for golfers. The course was expanded in 1924 to 18 holes with the purchase of land South of Boulevard Street. Turf coverage on the course includes Bentgrass Greens, Tees and Fairways, along with a predominant Blue Grass Rough.

The Superintendent duties and responsibilities are: Responsible for directing the entire maintenance operation of the golf course and associated grounds including maintenance equipment, irrigation system, and facility maintenance. Create both short and long-term planning goals for the golf course. Also, to include ensuring all safety requirements and reporting are being met and followed, facilitating chemical and fertilizer applications, as well as irrigation and equipment maintenance and small projects.

ESSENTIAL JOB FUNCTIONS

The essential functions include, but are not limited to the following:

1. Supervises the entire operation of the maintenance center and facility complex including the operation of the equipment repair shop. Supervises the ordering of materials and supplies, and records daily maintenance activities.
2. Hire, train, schedule and develop maintenance personnel including assistant superintendents, equipment technicians, equipment operators and other grounds maintenance staff. Monitors the scheduling of all maintenance operations and directs the work of the staff team members within the department.
3. Directs and implements the policies and procedures established by Landscapes Golf Management.
4. Implements and oversees the golf course operations safety program. Develops and monitors all regulatory compliance programs to include Hazardous Communication, GHS Safety Data Sheets, and all other associated rules and regulations.
5. Develops programs and directs the application of fertilizers and plant protecting pesticides. Monitors the record keeping of the applications and adjusts programs as required. Obtains and upholds pesticide and/or fertilizer license.
6. Ensures all Human Resources, payroll, administrative and reporting requirements set by the Company are completed timely and accurately.
7. Gathers, processes, and submits completed employee information and time records for payroll processing on time.
8. Maintains membership in the GCSAA and other professional organizations, both state and local. Attends seminars, workshops, and conferences to stay abreast of current industry events and information.

9. Develops and monitors the annual maintenance operating budget within the appropriate calendar. Monitor's budget and takes corrective action to ensure financial goals are met.
10. Develops the annual capital equipment and projects budgets.
11. Provides appropriate information and makes recommendations to the General Manager and Management Team about facility maintenance, construction, changes, materials, supplies, services, and equipment not provided for and approved within the business plan and/or budget.
12. Monitors compliance with departmental purchasing policies and procedures.
13. Manages all components of the irrigation system—supply, pump station, central and field controllers, piping and valves, and sprinkler heads.
14. Complies with golf course etiquette rules.
15. Must be well mannered, always display a smile, greet guests, member and fellow employees when encountered, show appreciation to the guests and the members, and demonstrate a willingness to help guests and members at all times.
16. Possesses and understanding of the importance of safety and sees that safe operation procedures are observed in all daily activities. Administers the Safety Program.

KNOWLEDGE, SKILLS AND ABILITIES

The requirements listed below are representative of the knowledge, skills and/or abilities required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.

1. Requires thorough working knowledge of the maintenance of golf course tees, fairways, greens; the seeding and maintenance practices for golf course turf; the planting cultivating, pruning, and caring for plants, shrubs and trees; the characteristics and proper use of various fertilizers and soil conditioners; herbicides and pest control methods and materials; drainage control methods; and irrigation systems, including wells, pumps and automatic controls.
2. Requires a high degree of administrative and management ability, especially in terms of problem solving and decision making, Excellent oral and written communication skills.
3. Requires knowledge of current federal, state and local laws and regulations affecting the management of golf course operations.
4. Ability to operate and maintain tools and machines associated with the upkeep of the golf course.
5. Basic computer skills using a variety of computer software applications, including Word and Excel.
6. Possesses an understanding of the game of golf.

EDUCATION AND EXPERIENCE

1. Associate degree in turf management, agronomy, horticulture or other related field
2. 3 years' experience as a Golf Course Superintendent including Demonstrated experience and capability in the areas of budget development, fiscal management, strategic planning, staff management.

Total Compensation Package:

- Compensation package is \$65,000 - \$70,000 with benefits, commensurate with the applicant's experience.

Resume Deadline:

- Friday September 10th, 2021.

Resume Submission Process:

- All resumes are to be submitted to Kyle Matson, General Manager at Kokomo Country Club. kmatson@kokomocountryclub.com

Landscapes Golf Management is an equal opportunity/affirmative action/E-Verify employer. All employment decisions at Landscapes Golf Management are based on business needs, job requirements and individual qualifications, without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity/expression, age, disability, genetic information, military service, covered/protected veteran status or any other class or status protected by federal, state or local law.