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DIRECTOR OF AGRONOMY: HIDEAWAY GOLF CLUB LA QUINTA, CA

DIRECTOR OF AGRONOMY AT HIDEAWAY GOLF CLUB

Hideaway Golf Club is looking for a Director of Agronomy who has a history of providing exceptional golf course conditioning and is successfully managing overseeded Bermuda greens and fairways. The Director will have significant renovation experience, possess strong communication skills, and be a high-energy, detail-oriented team leader with a passion for the game of golf and a member-centric focus.

[Click here to view a brief video about this opportunity.](#)

ABOUT HIDEAWAY GOLF CLUB

The Hideaway Golf Club embodies the best qualities of California's Coachella Valley, long known as a place for rejuvenation and relaxation. Located in La Quinta, the property's 600 acres are surrounded by stunning mountain vistas and the scenic expanse of Southern California's desert. Luxurious and private, Hideaway offers championship golf with its two renowned golf courses, one designed by famed British architect Clive Clark and the other by the legendary Pete Dye.

Encompassing 51,000 square feet, the clubhouse offers diverse recreational facilities such as a premium spa, fitness center, pool, and sports courts. Nestled amidst captivating desert and mountain views, Hideaway is tailored for a luxurious family-oriented lifestyle. Members Indulge in the exquisite terrain-to-table cuisine at the Club's diverse dining venues, and unwind in the breathtaking surroundings.

HIDEAWAY GOLF CLUB BY THE NUMBERS

- 36,000 rounds annually, 18,000 on each course
- \$7.9 MM operating budget (includes golf course and landscaping)
- TifEagle Greens to be renovated and regrassed with MiniVerde starting in May
- 419 fairways and roughs on both courses, 328 on tees
- Average member handicap (men - 13.4, women - 25.4)
- Average age of members 59
- Green Committee, 6 members, 9 meetings/year
- 66 golf course maintenance team members with an additional 12 landscaping team members

HIDEAWAY GOLF CLUB WEBSITE: www.hideawaygolfclub.com

HIDEAWAY GOLF CLUB: [Video of the upcoming \\$46M Infrastructure Project](#)

DIRECTOR OF AGRONOMY - POSITION OVERVIEW

The Director of Agronomy (DoA) will report directly to the General Manager/COO and will work in partnership with other club Directors and employees. Under the supervision of the General Manager/COO, the Director's primary responsibility consists of all maintenance of the golf courses and landscaped areas in excellent repair and condition. The Director is expected to share in the long-term strategic vision of the club and contribute to its overall growth from a tactical perspective in the day-to-day operations, and a strategic, long-term planning perspective while yielding innovation and efficiency for the club.

The DoA is expected to lead the golf course maintenance team as well as provide information, recommendations, and leadership to the Green Committee to produce exceptional playing conditions. Well-articulated and candid discourse is expected and required with the GM/COO, Director of Golf, and Green Committee.

The DoA is expected to routinely play (or walk) the course to determine the actual playing conditions of the courses, and to ensure that they are consistently in top playing condition. Continuing education and staying at the forefront of research and technology are necessary for success. In addition, the DoA will provide creative leadership and foster a culture of continuing education and development of future turf professionals. The DoA must demonstrate sincere and engaged visibility with members and staff, along with a love of the game of golf and the relentless pursuit of excellence.

INITIAL PRIORITIES OF THE NEW DIRECTOR OF AGRONOMY

- Evaluate the 2024 Golf Course Renovation Plans: \$6.5M. May through July. Greens' resurfacing on both courses, Dye Course Greenside Bunkers, Dye Course Greenside Irrigation. South Range Tee Box leveling and short game area.
- Develop an enhanced organizational structure that fortifies and supports the key leadership roles in the department, while creating efficiencies and improved team oversight
- Review and refine (or develop) standard operating and course conditioning procedures
- Develop solid relations with the Club's other departments

CANDIDATE QUALIFICATIONS

The ideal candidate will be a Superintendent with a minimum of ten years of progressive experience at a golf course(s) known for high-level playability and conditioning.

Additionally, Hideaway's next DoA should be:

- An individual with exceptional character
- A high "Golf IQ"
- A student of the game of golf and the proven ability to produce exceptional playing conditions
- Extensive experience overseeding of greens, fairways, roughs, and tees, along with successful transitions
- Excited about being part of a leadership team and partnering with other department heads on common goals
- Focused on exceeding member expectations and improving member satisfaction
- An active listener with excellent communication skills
- Able to create a strong management team organizational structure
- Experienced in successfully managing Bermuda grass in a desert climate
- Experienced in consistently providing fast, smooth, and firm overseeded greens
- Known for a high level of detail work and bunker maintenance
- Experienced in irrigation system maintenance including leveling irrigation heads, valve boxes, and drains
- Possessing the California Department of Pesticide Regulation, Qualified Applicator License, and staying up to date with existing and emerging turfgrass chemicals
- Proven experience in proactively and reactively managing challenging conditions
- Experienced overseeing golf course maintenance equipment and its repairs and familiarity with turf equipment maintenance software
- A confident, resourceful leader and mentor to the golf course maintenance team
- A strong relationship builder with a history of collaboration with their Green/Grounds Chairman, Director of Golf, and General Manager/COO
- An individual with strong financial acumen, experienced in budget management and forecasting
- Strong administrative and computer / technological skills.
- An exemplary steward of all resources
- A well-organized, detail-focused observer
- A creative turf manager with strong agronomic skills – one who stays current with advances in turf technology, irrigation management, and equipment

- Acutely aware of the delicate balance that exists between cultural turf maintenance practices and member expectations of playability
- A manager who understands the value of, and importance of maintaining on-course landscaping
- Experienced in high-end residential neighbor relations
- Spanish language skills are preferred

The ideal candidate should be at an appropriate point in his/her professional career, that they'll be positioned to reach the pinnacle of their career at Hideaway.

EDUCATIONAL AND CERTIFICATION REQUIREMENTS

A degree in turf management or related field of study is required. Certification with the GCSAA (CGCS) is preferred.

EMPLOYMENT ELIGIBILITY VERIFICATION

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefits package including association membership. *Salary Range: \$250,000 – \$325,000*

INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter, in that order, using the link below. You should have your documents fully prepared to be attached when prompted for them during the online application process. Please be sure your image is not present on your resume or cover letter; that should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to Hideaway Golf Club search committee/Mr. Thor Damerval, CCM, General Manager/COO, and clearly articulate your alignment with this role and why you want to be considered for this position at this stage of your career, and why HGC and the La Quinta area will be beneficial to you, your family, your career, and the Club if selected.

You must apply for this role as soon as possible but no later than Wednesday, March 6, 2024. Candidate selections will occur shortly thereafter with first Interviews expected in late March and second interviews a short time later. The new candidate should assume his/her role in May 2024.

IMPORTANT: Save your resume and letter in the following manner:

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - Hideaway Golf Club”

(These documents should be in Word or PDF format)

Note: Once you complete the application process for this search, you are not able to go back in and add additional documents.

If you have any questions, please email Katy Eliades at katy@kkandw.com

[Click here](#) to upload your resume and cover letter.

Lead Search Executive:

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