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GOLF COURSE SUPERINTENDENT: BAY COLONY GOLF CLUB NAPLES, FL

GOLF COURSE SUPERINTENDENT AT BAY COLONY GOLF CLUB

Bay Colony Golf Club is looking for a Golf Course Superintendent (GCS) who is successfully managing warm season grasses at the highest level. The GCS will be a strong, culture-oriented, communicative, detail-focused team leader with a passion for the game of golf and providing premier golfing conditions.

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

ABOUT BAY COLONY GOLF CLUB

A short drive down a tree-lined entrance leads you to one of Naples' most spectacular golf courses. Masterfully designed to coexist with the lush flora of Southwest Florida's tropical preserve, 18 championship-caliber holes of undulating greens and rolling fairways beckon golfers of all levels. A notorious golf course that stands alone from all others in Naples, it was built by the world-famous Robert von Hagge, who's designed over 250 award-winning golf courses all over the world. People from all over Naples come to experience golf on the champion-length course that's without equal, resulting in lifelong connections from time spent with other players during this one-of-a-kind experience.

The Bay Colony Golf Club is one of the most distinguished private clubs in the country and serves a best-in-class dining experience to members and their guests. Within their two-story Carolina-style Clubhouse lies a passion for crafting sophisticated culinary adventures infused with artistry and delight. Since its inception in 1996, Bay Colony has continued to fulfill its mission as an excellent golf course with fantastic golf programs and superior dining.

VISION STATEMENT:

We will be one of the leading golf and social clubs in Naples.
We will be regarded as one of the top golf residential courses in Florida.
We will be the members' first choice for dining and social events.
We will have one of the best men's & ladies' golf programs in Naples.

MISSION STATEMENT:

The mission of the Bay Colony Golf Club is to provide all members, family & guests with a premier golf, dining & social experience in a friendly, inclusive & comfortable environment.

BAY COLONY GOLF CLUB BY THE NUMBERS

- 22,000 rounds of golf
- \$ 3 M Golf Course Maintenance operating budget
- TifEagle greens
- TifSport fairways & roughs
- TifSport, Celebration, and Tahoma tees
- Average Handicap: Men 20, women 30
- Average age of Members: 69
- Green Committee, size 8 Members, 5 Staff, meetings are one hour or less
- Practice Facilities – renovated in 2023
- Summer Course Closure Policy: closed 1 week in June, 4 weeks mid-July-mid August, 1 week in September, closed every Monday mid-May through October.
- First Tee Time in Season: 8 AM

- Irrigation system: Toro, VP Smart Satellite Controls, pump station new in 2023, satellite boxes new
- Staff size - 25

BAY COLONY GOLF CLUB Website: www.baycolonygolfclub.com

GOLF COURSE SUPERINTENDENT – POSITION OVERVIEW

At the Bay Colony Golf Club, the Golf Course Superintendent (GCS) reports directly to the General Manager/COO. The GCS will lead and manage his/her department to ensure superb golfing conditions throughout the season. He/She is responsible for all day-to-day operations of the Club's golf course and landscaping.

Frequent, open, and transparent communication with the General Manager, CFO/AGM, Director of Golf, and Green Chair is required. The GCS is expected to lead the golf course maintenance team as well as providing information, recommendations, and leadership to the GM and Golf Committee to provide superior golfing conditions.

The GCS is expected to ensure that the golf course is consistently in excellent condition and has a high level of detailing. Continuing education and staying at the forefront of research and technology are necessary for success. In addition, the GCS will provide creative leadership and foster a culture of mentorship, continuing education, and development of future turf professionals. The GCS must have a natural style of "sincere engagement" with members and staff along with a love of the game of golf and a passion for surpassing membership course conditioning expectations.

INITIAL PRIORITIES OF THE NEW GOLF COURSE SUPERINTENDENT

- Evaluate the course conditions and develop an action plan (within 60 days) for the summer maintenance program
- Become immediately engaged in the maintenance facility master planning
- Review Standard Operating Procedures
- Review soil tests and necessary nutritional inputs to all areas

CANDIDATE QUALIFICATIONS

The ideal candidate will be a Superintendent with a minimum of five years of experience at a golf course known for providing exceptional golf course conditioning.

Maintains all grounds and course maintenance equipment.

- Schedules, trains, supervises and evaluates all personnel assigned to the department.
- Supervises the care of turf, plants, shrubs, trees, and other facilities on the golf course.
- Supervises operation of the equipment repair
- Records all maintenance on course.
- Prepares annual budget; ensures budget goals are met.
- Participates in the capital planning process of assets for course and equipment.
- Selects and prepares proper fertilizers and nutrients for all flora and fauna.
- Develops and maintains drainage, irrigation, and watering systems.
- Implements and enforces comprehensive safety program for employees, members, and guests on course in with local, state, and federal laws.
- Maintains accurate work records for all personnel in the department.
- Communicate with golf professionals about maintenance plans, and scheduled events.
- Communication as necessary with grounds, golf, house committees, and/or other applicable committees.
- Ensures that all products are used, stored, and disposed of in accordance with local, state, and federal regulations. Maintains required records and strives to minimize the use of chemical and petroleum products.
- Attends turf conferences, equipment shows, workshops, and other educational programs to maintain a current knowledge of technical and turf innovations that could affect the department's operations.
- Establishes short- and long-range plans for the golf course.
- Oversees all course construction.

- Pursues professional development and mentors the professional development of the AGCS.
- Plans professional development and training activities for subordinates as well as administrative duties of record keeping, electronic communications, and planning/scheduling.
- Attends any and all department meetings.
- All other duties as assigned.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

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

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 Bay Colony Golf Club search committee/Mr. Michael Bradfield, General Manager/Chief Operating Officer, 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 BCGC, and the Naples 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 March 12, 2024. Candidate selections will occur in Late March with the first Interviews expected on April 8 and the second interviews a short time later. The new candidate should assume his/her role in late May.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - Bay Colony 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.

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

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

Lead Search Executive:

Armen Suny

Search Executive

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