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DIRECTOR OF AGRONOMY PROFILE: BALTIMORE COUNTRY CLUB BALTIMORE, MD

DIRECTOR OF AGRONOMY OPPORTUNITY AT BALTIMORE COUNTRY CLUB

Baltimore Country Club (BCC) is seeking a **Director of Agronomy**—an exceptional opportunity to lead one of the country's premier golf course maintenance operations. The ideal candidate will have a proven record of delivering exceptional playing conditions, deep expertise in transition zone turfgrass management, and a leadership style grounded in team culture and clear, confident communication. This individual will be driven by a passion for exceeding member expectations and enhancing the club's golf experience at every level.

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

BALTIMORE COUNTRY CLUB

Baltimore Country Club, founded in 1898, stands as one of America's most prestigious and historic clubs, offering a wealth of top-tier amenities and a storied legacy centered around golf. Its Five Farms campus in the Baltimore suburbs is home to two acclaimed golf courses. The crown jewel is the East Course, a Par 70 masterpiece designed by A.W. Tillinghast that opened in 1926. Renowned for its classic layout featuring 96 bunkers, minimal water hazards, and back-to-front pitched greens, it has consistently ranked among Golfweek's "Top 100 Classic Courses" and is regarded as Maryland's best course. The East Course's reputation is further cemented by hosting major tournaments including the 2026 U.S. Senior Amateur, 2028 Western Amateur Championship, and 2031 U.S. Women's Amateur. The Par 72 West Course, originally opened in 1962 and underwent a complete renovation by Tom Kite and Bob Cupp in 1990, offering a modern complement to the East's timeless design. The East Course is scheduled for a renovation in 2027 with Keith Foster.

Beyond golf, the Club operates two campuses—Five Farms and Roland Park—offering a diverse mix of amenities such as a resort-style aquatic complex, state-of-the-art fitness and wellness centers, squash and racquet programs, duckpin bowling, and elegant dining. With over 3,000 members, Baltimore Country Club maintains its commitment to excellence, hospitality, and family-focused experiences, earning its place among the top 50 country clubs in the U.S. and 103 worldwide.

MISSION STATEMENT

Baltimore Country Club is a private, family-oriented association of members committed to camaraderie, tradition and core values of dignity, courtesy, respect, and graciousness who enjoy social, golf, and recreational activities provided at the highest level of service and exceptional facilities.

BALTIMORE COUNTRY CLUB BY THE NUMBERS

- 3,300 Members in all categories; waitlist for Golf and Social membership
- 43,000 Rounds of golf
- \$3.8M Course Operating Budget
- 50 Full-time and Seasonal employees, including contract labor
- 450 Acre property
- 48 Average age of members
- Average handicap: Men 12.7, Women 27.2
- 36-Holes
- Two Campuses

Baltimore Country Club Website: www.bcc1898.com

Director of Agronomy - Job Description

The Director of Agronomy (DOA) reports directly to the Club's GM/COO. Baltimore Country Club has an organizational management structure in which the Director of Agronomy works closely and collaboratively with the GM/COO and other managers to ensure the achievement of Baltimore Country Club's mission, values, and objectives.

The Director of Agronomy works with the Golf Course Superintendents to ensure the golfing experience for members and guests meets or exceeds the Club's standards. It is imperative that the Director of Agronomy understands the high expectations, culture, and rich traditions of the game of golf at Baltimore Country Club (BCC) while continually challenging his/her team to meet and exceed member expectations by providing championship conditions on a consistent basis throughout the golf season.

The Director of Agronomy works with the Green and Golf Committees, ensuring that strong agronomics and course conditioning along with member feedback are always driving the experience at BCC. The Director of Agronomy will also be responsible for the development and achievement of annual operating and capital budgets for the department.

Must be a highly communicative, concise and dependable leader in ensuring that the BCC culture is maintained through consistent focus on priorities, goals and objectives that have been mutually established and reviewed in conjunction with the GM/COO. He/She will provide an exceptional team environment, mentoring and fostering the team members and their continuing development.

The DOA is the 'face' of BCC agronomics & golf course conditions and is expected to ensure that the best interests of the Membership are maintained and enhanced through his/her leadership, which must be one of natural positive engagement, strong communicative style, and an infectious enthusiasm for the role he/she has assumed. Of extreme importance is the continued development and motivation of an effective and dedicated team, leading to increasing levels of course conditioning and Membership satisfaction.

Respect for the heritage and traditions of BCC are most important. The Club has an incredible culture that values its staff members, and wherein the commitment to excellence and creating exceptional experiences for members is paramount. At the heart of our culture is the belief that *Great People Make Favorite Places*. We live this truth every day by upholding our Core Four values. We *do what's right, not what's easy*, acting with integrity even when no one is watching. We foster empowerment through opportunity, encouraging every staff member to grow, take initiative, and thrive. We build genuine relationships, creating trust and connection not only with our members and guests, but with one another. And we strive to be extraordinary in every interaction, delivering experiences that go above and beyond. Together, these values shape a culture where our staff feel valued, supported, and inspired to bring their best selves to work on a daily basis.

The Director of Agronomy must also be the ultimate team player, earning the respect of both colleagues and peers, and demonstrating a proven ability to collaborate effectively with the leadership team to ensure an exceptional experience for members.

CANDIDATE QUALIFICATIONS

The ideal candidate will be a Director of Agronomy at a club renowned for providing exceptional golfing conditions.

- Proven history of providing consistent, firm, fast and green golfing conditions in the Mid-Atlantic or transition zone and managing all aspects of the golf course and landscape at the highest level
- Successful experience managing USGA greens
- Familiar with and successful experience managing cool season turfs; including bentgrass greens, tees and fairways
- Experience with multi-course operations is preferred
- Solid irrigation management philosophy and practices (deep & Infrequent)
- Strong agronomic skills, an innovative turf manager that stays current with advances in turf technology and equipment

- Experience utilizing industry consultants
- Proven success in Poa annua control
- Experience with “high priority” bunker maintenance
- Strong budget management and forecasting (zero based) skills, a steward of the Club’s monies
- Experience in tree maintenance, management and shade mitigation to improve the turf growing environment
- The ideal candidate will be a courageous thought partner with experience managing golf course renovation projects
- High energy, focused leader, that understands the club business
- Possesses leadership qualities that have resulted in high employee satisfaction-proven staff retention, low turnover
- Strong relationship builder with a history of excellent relations with their Golf Professional/Director of Golf, General Manager/COO, Green & Golf Chair and Committees
- Experience developing standard operating procedures and training programs to onboard new staff and ongoing training of team members
- Experience mentoring team members
- Proven success in developing superintendents/assistants to promotion
- History of developing Turfgrass Intern programs
- Excellent, proactive communication skills-listens to and responds to both club members and team members
- Successful experience with 3rd party relationships, including permitting bodies, vendors, contractors, etc.
- Experience developing capital budgets from reserve studies
- Strong observational skills, detail oriented
- Highly organized
- Subscribes to sustainable maintenance practices (e.g. firm and fast, sound irrigation philosophy)
- Golfer/student of the game with a sound understanding of ideal playing conditions
- High golf IQ is essential
- Spanish language skills are preferred

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

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

EMPLOYMENT ELIGIBILITY VERIFICATION

In compliance with federal law, all hired employees must verify their identity and eligibility to work in the United States and 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 the order listed using the link below. When prompted for them during the online application process, you should have your documents fully prepared to attach. Please be sure your image is not on your resume or cover letter; it should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to the **Baltimore Country Club search committee/Mr. Kent Johnson**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why BCC and the Baltimore area will benefit you, your family, your career, and the Club if selected.

You must apply for this role as soon as possible but no later than June 17, 2025. Candidate selections will occur end of June, with the first Interviews expected in early July 2025 and the second interviews a short time later. The successful candidate should assume his/her role in early August Month.

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

“Last Name, First Name Resume” &

“Last Name, First Name Cover Letter” – Baltimore Country 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

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