

GOLF COURSE SUPERINTENDENT PROFILE: THE COUNTRY CLUB PEPPER PIKE, OH

THE GOLF COURSE SUPERINTENDENT OPPORTUNITY AT THE COUNTRY CLUB (COUNTRY)

An outstanding opportunity is available for a new Golf Course Superintendent (GCS) with exceptional agronomic and leadership skills. Candidates should have a passion for the game of golf, classic golf course architecture and a history of providing exceptional firm and fast golfing conditions.

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

THE COUNTRY CLUB OVERVIEW

An important part of Cleveland's history for more than a century, Country is a family centric, full service traditional country club with a wide range of sport and social offerings steeped in rich memories and a timeless tradition of excellence. Founded in 1889, the Club's storied history is unique and important to the development of the game of golf and the early country club scene in America. The Club moved to Pepper Pike, opening in 1930, and William Flynn was tasked with designing the course.

Mission Statement: "To be a family-oriented country club with first-class facilities and services offering exceptional golf, athletic and social activities consistent with our tradition of excellence."

In 1935, The Country Club's still youthful course was the scene of the National Amateur Tournament, where Lawson Little completed his "little slam," winning both the British and United States Amateur titles in two successive seasons. Other tournaments contested at Country include the 1934 NCAA Men's Championship, 1949 Women's Western Amateur, 1980 World Series of Women's Golf, 2002 Ohio Women's Amateur, and the 2012 USGA Women's Amateur won by Lydia Ko.

The course record of 63 is held by Billy Burke, winner of the 1931 US Open and long-time golf professional at The Country Club. While there are many scenic and challenges golf holes, #17 was listed in a 1940's edition of Life Magazine as one of the best holes in America.

Clearly, the William Flynn designed golf course is the centerpiece of Country; the course is scheduled for a renovation by Gil Hanse in 2022. Its par 72 layout is just over 7,000 yards from the tips, and provides an outstanding test of golf abilities. The beautiful use of the natural land, a thoughtful routing, wide fairways, landform greens and strategic bunkers all combine to make Country one of Flynn's finest works!

THE COUNTRY CLUB BY THE NUMBERS:

- Architect: William Flynn, 1928; Restoration: Hanse Golf Course Design, scheduled for August 2022
- Rounds Played: 16,500
- Cart Rounds: 9,000
- Greens Budget: \$1.5M
- Green Speed Expectations: 11
- Average Handicap: Men 14.8
- Green Committee: 7
- Green Committee Meetings: 4 per year
- Greens Construction: Pushup with XGD
- Green Turf Type: Bent/Poa

- Fairway: Bent
- Roughs: Bluegrass/Rye
- Irrigation System: Toro Lynx, storage 5.3 ac-ft, well 200 gpm
- Bunkers: Best Signature Sand, Bunker Wool liners

THE COUNTRY CLUB WEB SITE: www.thecountryclub.com

GOLF COURSE SUPERINTENDENT POSITION OVERVIEW

The Golf Course Superintendent reports to the General Manager/COO at The Country Club. The GCS is expected to provide quality leadership and lead his/her department to ensure superb, firm, and fast golf course conditioning daily. The GCS is responsible for all day-to-day operations of The Country Club golf course.

The GCS must be an excellent, direct communicator and have a natural style of “sincere engagement” with members and staff. He/she will possess a passion for the game of golf, premier playing conditions and have strong agronomic knowledge and know how. Continuing education, professional development, future turf leader development, strong peer group relations and staying at the forefront of research and technology are necessary for success.

DIRECT REPORTS

- Assistant Superintendents
- Equipment Manager
- Skeet Range Officer

INITIAL AREA OF FOCUS

- Work with Hanse Golf Course Design on a restoration project

CANDIDATE QUALIFICATIONS

The ideal candidate will be a Superintendent or a Senior Assistant Superintendent with a minimum of five years’ experience at a golf course known for consistent, championship conditioning.

- Possess exceptional agronomy skills
- Successful experience in similar or more challenging climates
- Proven history of providing exceptional golfing conditions, firm and fast through the green
- Experience providing exceptional firm, fast, healthy pushup greens (with XGD)
- Strong observational skills, with the ability to see the “Big Picture” while remaining detail oriented
- Subscribes to sustainable maintenance practices
- Solid irrigation management philosophy & practices
- Strong agronomic skills-stays current with advances in turf technology and equipment
- Experience controlling/managing Poa annua
- Experience with tree management
- Golfer/student of the game, focused on providing ideal playing conditions and a passion for the game of golf
- Passion for historic golf course architecture; experience maintaining & preserving classic courses
- High Golf IQ is essential
- Strong relationship builder with a history of excellent relations with their Green Chairman, Golf Professional, and General Manager
- Confident, take-charge leader, both with Team and Committee
- Excellent verbal and written communication skills with Green Committee, members, and team members; able to explain technical issues in lay terms
- Personable, builds member rapport easily
- Strong organizational skills
- Strong budget management and forecasting (zero-based) skills
- Strong character, confident, humble personality type
- Proactive, high energy, collaborative leader, a team builder

- A history of developing a positive employee work culture
- A history of mentoring team members and advancing their careers
- Experience with internship programs
- Strong leader who inspires loyalty & respect among team

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

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

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. The Club offers an excellent bonus and benefit package along with the typical senior staff benefits.

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.

Preparing a thoughtful letter of interest and alignment with the above noted expectations and requirements is necessary. Your letter should be addressed to Eli Edgerly, General Manager/COO, and clearly articulate why you want to be considered for this position at this stage of your career and why The Country Club and the greater Cleveland area will be beneficial to both you and the Club if selected.

You must apply for this role as soon as possible but no later than Monday, October 4, 2021. Interviews are currently scheduled for (TBD).

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

“Last Name, First Name – Resume – COUNTRY”

“Last Name, First Name - Cover Letter – COUNTRY”

(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 Nan Fisher: nan@kkandw.com

Lead Search Executive:

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