

KOPPLIN KUEBLER & WALLACE

THE MOST TRUSTED NAME IN EXECUTIVE SEARCH AND CONSULTING

DIRECTOR OF AGRONOMY PROFILE:

THE CLUB AT IBIS WEST PALM BEACH, FL

DIRECTOR OF AGRONOMY AT THE CLUB AT IBIS

This is an opportunity to become an essential senior leadership team member at one of the most progressive and visible clubs in the country. The Director of Agronomy will be a strong, outgoing, energetic, communicative, detail-oriented, empathetic, positive work culture-driven team leader with a passion for the game of golf and providing premiere golfing conditions on the Club's 54 holes of championship golf.

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

THE CLUB AT IBIS

Named after the graceful white birds that call Ibis their home, the 1,900-acre community consists of 1,864 homes at completion in 33 distinct communities. The expansive newly renovated clubhouse in 2015 was originally opened in 1995 and Ibis continued to expand from there. The only country club community to boast three Nicklaus-family-designed golf courses, the Legend, the Heritage, and the Tradition, created by Jack Nicklaus Sr., Jack Nicklaus Jr., and Steve Nicklaus, make Ibis a premier location to call home. Amenities include 15 Har-Tru hydro grid tennis courts, one cushioned hard court, six pickleball courts, an innovative fitness facility, a resort-style pool and lap pool, and relaxing spa facilities. With its distinctive selection of restaurants and menus, The Club at Ibis provides Members with enjoyable dining experiences for every occasion, appetite, and mood. Ibis is the recipient of many awards including the Best of the Best awards in Palm Beach County for 5 consecutive years, Top Ranked National Culinary Experiences and Distinguished Club, Elite Status.

OUR PURPOSE

We each have a job title, but that is our function, not our Purpose. Our Purpose is much bigger. It is not bound by an organizational chart or department lines. Our Purpose acts as our communal north star, guiding us collectively toward a common goal – **Whatever it Takes to Deliver *The Ibis Experience*™.**

OUR VALUES

Integrity • Belonging • Innovation • Shared Vision

Our story of success begins with our internal culture of lateral service and acceptance. We have many voices, many faces, and many backgrounds, which are united by a Shared Vision. Our different perspectives and unique talents are balanced by our Common Purpose, our Core Values (the Core4), and a bold commitment to service excellence.

THE CLUB AT IBIS BY THE NUMBERS

- Architects - Jack Nicklaus Sr., Jack Nicklaus Jr., Steve Nicklaus
- Rounds - Legend 39k, Heritage 34k, Tradition 32k
- Cart Rounds 105k
- Average age of members 67
- Average handicap Men 18, Women 29
- First tee time in the season 7:45 off of 1st tees
- 2022/2023 Maintenance budget \$8M plus capital expenditures
- Green Committee Chair term - 2 years

CLUB NAME WEB SITE: www.clubatibis.com

DIRECTOR OF AGRONOMY – POSITION OVERVIEW

Maintains the three golf courses (54 holes), 20-acre practice facilities, and common areas to the highest possible standards within the operating budget. Provides outstanding service to members and guests in a professional and courteous manner. Evaluates, creates, and implements sound agronomy practices to deliver the best experience to the members and guests. Provides capital expenses, labor costs, and equipment/supply requirements in preparation for the annual budget process. Maintains accountability for cost, utilization, and performance of employees and equipment. Through teamwork, assists other members of the department in achieving departmental vision and goals. Responsible for upcoming course renovation projects.

INITIAL PRIORITIES OF THE DIRECTOR OF AGRONOMY

- Oversees entire golf course maintenance and common area landscaping operation in accordance with approved company standards.
- Oversees the purchasing/leasing, maintenance, and repair of landscaping equipment and machinery.
- Supervises the repairs to buildings, restrooms, rain shelters, cart paths, and retaining walls.
- Manages subordinate supervisors who supervise 90+ employees within the operation.
- Works in conjunction with the General Manager, CFO, Board of Directors, and Golf Committee to balance the membership's requests with company operational standards and goals.
- Prepares annual operating budget and a business plan, capital improvement projects, as well as a three-year projection.
- Plans, budgets, and supervises construction projects.
- Review activities, costs, operations, and forecast data to determine progress toward stated goals and objectives.
- Calculates and submits to the Chief Financial Officer monthly year-to-date variances compared to the annual budget.
- Remains current on developments of golf course equipment and practices that are trending within the industry.
- Maintains active memberships with various industry organizations. Hosts and attends events in an effort to promote Ibis.
- Coordinates with the Director of Golf the maintenance schedule of the courses to minimize the disruption to members.
- Upholds safety standards and enforces proper usage of equipment by the team.
- Disseminates information to the team regarding changes within the department and instructs on the implementation of the changes.
- Ensures employees adhere to work schedules to control labor costs.
- Assists clubhouse landscape contractors with projects outside the parameters of normal maintenance.
- Maintains accurate records for weather data, inventories, preventative maintenance, and purchasing.
- Reports quarterly water usage to South Florida Water Management.
- Purchases and maintains adequate inventory and records of pesticides, chemicals, fertilizers, and raw materials.
- Oversees the administrative duties which include; invoice processing, budget tracking, and payroll.
- Communicates effectively with General Manager/COO, CFO, Director of Golf, and other department heads, as well as with the membership.
- Anticipates needs, identifies potential problems, and implements solutions before the matter becomes an issue.
- All duties appropriately assigned by General Manager/COO.

CANDIDATE QUALIFICATIONS

www.kkandw.com

- Demonstrates and upholds Ibis's Common Purpose, Core Values, and Service Principles.
- High level of demonstrated integrity and ethical standards, with a strong sense of urgency, operational focus, and results-driven.
- Demonstrates a professional demeanor and appearance; acting as an ambassador of the Club, on and off property.
- Able to effectively lead and motivate a team toward achieving operational and budgetary goals.
- Must be fluent in English, both oral and written. Bilingual in Spanish preferred.
- Must be able to effectively communicate to subordinate managers, employees, vendors, and members.
- Highly organized and self-directed.
- Energetic and innovative problem solver.
- Excellent organizational skills.
- Strong knowledge of golf and Club rules & regulations.
- Has knowledge of golf facility construction principles, practices, and methods.
- Ability to maintain excellent professional relationships.
- Ability to successfully interact with many diverse personalities.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

Bachelor's degree (B. A.) in Agronomy or Turfgrass Management from a four-year college/university. Must have advanced experience with agronomy and turf grass management practices at an upscale multi-course facility, Requires the knowledge of current federal, state, and local laws and regulations affecting the management of golf courses including, employment, safety, environment, fuel storage, and other stored and used hazardous materials. Seven+ years' prior club experience in a senior supervisory capacity, successful completion of capital improvement projects including a golf course construction grow-in project.

- Class A certification required
- Preferred certifications: CGSC, CTEM, BPP (Best Management Practices)
- State of Florida Pesticide license
- Valid driver's license

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 a comprehensive benefits package and GCSAA 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 Stephen J. LoGiudice CCM, CAM, COO/General Manager 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 TCI and the West Palm Beach 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 Friday, June 2, 2023. Candidate selections will occur in mid-June with first Interviews expected in June 2023 and second interviews a short time later. The new candidate should assume his/her role in early August.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – THE CLUB AT IBIS”

(These documents should be in Word or PDF format)

Note: Once you complete the application process for this search, you will be unable to include additional documents.

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

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

Lead Search Executive:

Armen Suny

Search Executive

303-570-2741 – Denver, CO

armen@kkandw.com