

# KOPPLIN KUEBLER & WALLACE

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## **DIRECTOR OF AGRONOMY PROFILE: SAWGRASS COUNTRY CLUB PONTE VEDRA BEACH, FL**

### **DIRECTOR OF AGRONOMY AT SAWGRASS COUNTRY CLUB**

Sawgrass Country Club is looking for a Director of Agronomy (DOA) that is successfully managing warm season grasses at the highest level. The DOA will be a strong, energetic, collaborative, communicative, detail-oriented team leader with a passion for the game of golf and the demonstrated ability to provide exceptional golfing conditions.

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

### **SAWGRASS COUNTRY CLUB**

Located on the ocean in Ponte Vedra Beach, Sawgrass Country Club is known for being a close-knit community, filled with generations of members from all over the country, seeking a private place to enjoy life's simple moments. The Club is active throughout the year offering activities for the young and young at heart.

Sawgrass Country Club is located in beautiful Ponte Vedra Beach, Florida, within a gated residential community. While protected from overdevelopment and congestion, the Club is just a 20-minute easy drive to downtown Jacksonville, a few more minutes to Jacksonville International Airport, and an equally short run south to St. Augustine.

Members include a stimulating mix of current as well as retired high-level corporate executives, military and government officials, consultants, educators, and entrepreneurs. Yet the social climate is relaxed and low-key, with 20% of their members under the age of 55. Overall, there's a delightful and refreshing absence of posturing and, as members gain new friends, they may only learn of their notable accomplishments from others. In recent years, Ponte Vedra Beach area has experienced a surge in families relocating to the area to take advantage of the excellent school systems in St. Johns County, which has been rated the #1 school district in the state of Florida for over 10 years consecutively. In response, the Club has created an exciting array of family-friendly offerings including family-friendly dining options at the Beach Club, and childcare while using the facilities.

### **MISSION STATEMENT**

Provide an exceptional Sawgrass Experience by combining our oceanfront location with excellent facilities, programs, and services for the enjoyment of our members.

### **VISION STATEMENT**

Securely establish Sawgrass Country Club as the first choice for those seeking the best private club experience in our area through a commitment to enduring excellence.

### **SAWGRASS COUNTRY CLUB BY THE NUMBERS**

- 52,000 rounds, split relatively evenly between the East, West, and South courses, 39,000 cart rounds
- \$ 3.0M Golf Course Maintenance operating budget including \$460k equipment lease
- Greens, TifEagle – 20-22 years old
- Fairways, Celebration 8-10 years old
- Roughs, 419 with St. Augustine contamination
- Green speed expectations in season - 12 ft.
- Average Handicap: Men 16.4, women 28.5

- Green Committee, size 10 with monthly meetings
- Golf Course Architect – Ed Seay, ongoing Masterplan with Davis Love
- Maintenance Facility built in 1980's, 8,000 sq/ft
- Staff size 30 FT
- Course closures – 2 per summer, each 10 days
- Irrigation System Toro E-Osmac with Toro 800 heads (2004-2006)

**Sawgrass Country Club Website:** [www.sawgrasscountryclub.com](http://www.sawgrasscountryclub.com)

#### **DIRECTOR OF AGRONOMY – POSITION OVERVIEW**

At the Sawgrass Country Club, the Director of Agronomy (DOA) reports directly to the General Manager/COO. The DOA will lead and manage his/her department to ensure superb golfing conditions throughout the golfing season. He/She is responsible for all day-to-day operations of the Club's golf course and Club grounds.

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

The DOA 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 DOA will provide creative leadership and foster a culture of continuing education and development of future turf professionals. The DOA 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.

The Club is currently working on a 10-year Capital Improvement plan to include a full renovation of all 27 holes expected to occur in the very near future.

#### **INITIAL AREAS OF FOCUS**

- Assume the lead role on Ad-Hoc Golf Course Restoration Committee with Love Golf Design
- Evaluate the course conditions and develop an action plan for the summer maintenance program
- Improve the bunker maintenance program
- Address maintenance concerns of the practice facilities
- Consistent monitoring of irrigation water conditions
- Provide consistent green speeds
- Understanding the Club culture
- Establish rapport with the long-tenured maintenance team
- Review Standard Operating Procedures
- Review soil and water tests and necessary nutritional inputs to all areas
- Raise the level of detailing on the course

#### **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.

- Successful experience providing exceptional golfing conditions
- Experience providing smooth, fast greens on a daily basis
- Proactive, high-energy leader, a team builder, a mentor
- Highly visible and accessible to both club and team members
- Strong communication skills
- Strong observational skills and detail-oriented

- Strong relationship builder with a history of excellent relations with their GM, Golf Professional, and Committee Chair
- Confident, take-charge leader, both with team and committee
- Strong budget management and forecasting (zero-based) skills
- Experience with masterplans and renovations
- Highly organized
- A creative turf manager with strong agronomic skills-stays current with advances in turf technology, irrigation management, and equipment
- Experienced managing turf and traffic conditions in the winter
- A leader and mentor for team members, with strong recruiting skills
- High golf IQ

#### **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, along with the typical (DOA) benefits, offers an excellent bonus and benefits package.

#### **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 Mr. C.W. Cook MCM, CCE, General Manager/COO** and clearly articulate why you want to be considered for this position at this stage of your career and why Sawgrass Country Club and the Ponte Vedra Beach/Jacksonville 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 Monday, July 3, 2023. Interviews will occur in late July with the new Director of Agronomy starting in September/October.***

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

“Last Name, First Name Resume”

“Last Name, First Name Cover Letter Sawgrass 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](mailto:katy@kkandw.com)

#### **Lead Search Executive:**

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