

# KOPPLIN KUEBLER & WALLACE

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THE MOST TRUSTED NAME IN EXECUTIVE SEARCH AND CONSULTING

## **DIRECTOR OF AGRONOMY: BAKER'S BAY GOLF & OCEAN CLUB ABACO, BAHAMAS**

### **DIRECTOR OF AGRONOMY AT BAKER'S BAY**

Baker's Bay is looking for a Director of Agronomy with excellent agronomics, strong leadership skills, and passion for the game of golf and providing excellent golfing conditions on a daily basis.

### **BAKER'S BAY GOLF & OCEAN CLUB**

Baker's Bay Golf & Ocean Club is being developed by Discovery Land Company, a real estate development firm specializing in the creation of world-class golf and residential communities. Discovery Land Company's core philosophy is to enhance the natural character and spirit of each property it develops to provide its residents and members with a unique golf and lifestyle experience. Guided by these ideals, Discovery Land Company and its principals have become one of the country's preeminent golf and residential developers, with an impressive roster of successful, high-profile communities in the United States, Mexico, the Bahamas, and international locations.

Baker's Bay Golf & Ocean Club is limited to Members and their escorted guests. Spread over 600 acres on Great Guana Cay, the 300+ Member families have access to an exclusive collection of amenities found nowhere else in the Caribbean. From barefoot beachside golf to ocean excursions swimming with sharks and stingrays to a world-class wellness program, Baker's Bay Golf & Ocean Club has been designed with families of all kinds in mind. Amenities include a Tom Fazio-designed 18-hole championship golf course; a Beach Club with a restaurant, Dune bar, pools, world-class spa, and fitness facility; a 200-slip marina and adjacent Marina Village; and a large sports complex including, tennis, pickleball and bocce courts along with a basketball court and baseball diamond.

Baker's Bay is located just 190 miles off the southern coast of Florida. Nestled between the turquoise Sea of Abaco and the Atlantic Ocean, the community features picturesque home sites, luxurious island cottages, and colorful beach bungalows that blend in with the rich cultural heritage of the Abaco Islands.

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

### **BAKER'S BAY GOLF & OCEAN CLUB BY THE NUMBERS**

- USGA Greens and grassed with Seashore Paspalum
- Fairways and Roughs grassed with Seashore Paspalum
- 15,500 rounds of golf
- Budget \$4.4M (Including \$1.9M for water)

**Baker's Bay Website:** [www.bakersbayclub.com](http://www.bakersbayclub.com)

### **DISCOVERY LAND COMPANY**

Discovery Land Company is a privately-held, full-service real estate development company based in Scottsdale, Arizona, specializing in luxury residential private club communities and resorts in the U.S. Mexico, The Bahamas, and other international locales. Discovery's projects are all distinct from one another with their own themes and architectural styles inspired by the natural environment and traditions of the project's locale.

The private clubs have world-class resort amenities, extremely high levels of service, and club programs that work in sync to create an appealing lifestyle and a culture that is focused on family. The Company was founded in 1994 by Michael S. Meldman and has grown to be the unrivaled, premier player in the high-end resort residential niche.

### **Our Mission**

Discovery creates one-of-a-kind environments that provide individuals and families the freedom, security, and resources to learn, grow, and play in some of the most beautiful places in the world. Through these environments, we foster relationships, share unforgettable and life-changing experiences, embrace well-being, and inspire pure expressions of love, joy, compassion, and gratitude in all forms.

**Discovery Land Company Website:** [www.discoverylandco.com](http://www.discoverylandco.com)

### **JOB DESCRIPTION**

The Director of Agronomy (DOA) reports directly to the General Manager at Baker's Bay. The DOA is expected to provide quality leadership and will lead and manage his/her department to ensure superb golfing conditions: firm, fast, and green. The DOA is responsible for all day-to-day agronomy operations of Baker's Bay.

Continuing education and staying at the forefront of research and technology are necessary for success. In addition, the DOA will provide innovative and relevant leadership and in perpetuating and fostering an educational culture of developing and producing future turf professionals. The DOA must have a natural style of "sincere engagement" with guests and staff along with a love of the game of golf and a relentless attention to detail.

### **AREAS OF FOCUS**

- Provide excellent golfing conditions: Firm, Fast, and Green
- Ensure that the detail work is superb
- Team hiring, training, and evaluations
- Work side by side with existing tenured personnel

### **CANDIDATE QUALIFICATIONS & RESPONSIBILITIES**

- Proven experience providing exceptional golfing conditions on a daily basis
- Experience providing smooth, fast greens
- Successful experience with warm-season grasses
- Proactive, high-energy leader and team builder
- Strong observational skills, a good listener
- Strong budget management and forecasting skills
- Proven planning skills
- Demonstrated experience developing future turf professionals
- Excellent communication skills with both club members and team members
- Highly organized and detail-oriented
- Superior landscape management
- Ability to manage resources, specifically water management.
- Creative and stays current with advances in turf technology, irrigation management, and equipment
- A strong relationship builder collaborating with COO, GM, Director of Golf and Club members
- Ensure proper mixing, calibration, and application of all chemical/fertilizers used on the course
- Assure that effective orientation and training are given to each new associate.
- Develop ongoing training programs.
- Concise and direct

- Consistent career track record
- Passion for the job
- High Golf IQ

## **EDUCATIONAL AND CERTIFICATION QUALIFICATIONS**

A degree in turf management or related field of study is required. Certification is preferred. 5-10 years related experience and/or training; or equivalent combination of education and experience. Experience with Seashore Paspalum.

## **SALARY AND BENEFITS**

Salary is open and commensurate with qualifications and experience. The club, along with the typical (GCSAA) benefits, offers an excellent bonus and benefit package. Housing and travel subsidies will be provided. Working in The Bahamas has certain income tax benefits that you should investigate depending on your citizenship.

## **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 Baker's Bay Golf & Ocean Club search committee/Greg Downer-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 BBGOC and the Abaco, Bahamas 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, April 22, 2024.**

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

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter - BAKER'S BAY GOLF & OCEAN 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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