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Employment Opportunity – Golf Course Superintendent

Montour Heights Country Club 1491 Coraopolis Heights Road Coraopolis, PA 15108

The Montour Heights Country Club Golf Course is a private, member-owned facility, available exclusively to our members and their guests. An 18-hole championship golf course that stretches across 6,632 yards from the Black Tees, is the only Pete Dye Design Golf Course in Western Pennsylvania. From its rolling hills to its green complexes, it is truly a one-of-a-kind golf experience every time, mixing traditional southwestern Pennsylvania golf terrain with the signature style of Pete Dye.

The Club has recently completed bunker renovations and installed a new irrigation system. The next phase will include tee renovations with several updates to the Club and its' outdoor spaces.

Golf Course Superintendent Job Description:

The Golf Course Superintendent is responsible for the management, planning, preparation and playing conditions of the golf course and the clubhouse grounds. He/she will be responsible for all purchasing decisions for equipment and agronomic supplies, and therefore must possess the financial acumen necessary to prepare and manage a budget of \$1,230,000. The golf course superintendent must be able to recruit, train, manage and motivate a cohesive team.

Strong planning and organizational skills plus a positive attitude are necessary for success. He/she must be able to communicate effectively with the board of directors, golfing members, employees, and vendors; and be a visible presence among those groups.

Candidate Qualifications:

The ideal candidate will be a Golf Course Superintendent or Experienced Assistant who has a proven track record for providing exceptional playing conditions and will have the following qualifications:

- Minimum 3 years of experience as an Assistant Golf Course Superintendent
- Minimum of 2-year degree in turf management and valid PA pesticide certification
- Experience maintaining *Poa annua* greens in this climate and region
- Knowledge of proper maintenance techniques for sand-based greens and a variety of tee profiles; sand and modified soils
- Adept at maintaining Bent/*Poa annua* fairways

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- Understand the importance of course aesthetics, while understanding that firm playing conditions are a priority
- Collaborate effectively with Grounds Chairman, Golf Professional and other department managers
- Appreciation for our golf course and club, with the vision to make it better
- Proven agronomic skills and be current with advances in turf technology and equipment
- Attention to detail for daily course preparation
- Excellent leadership skills, capable of building a high-performing maintenance team
- History of supervising and/or performing construction projects
- Capable of preparing, justifying and working within operational budgets
- Capable of preparing equipment packages relative to financial goals with current logistic/supply chain issues
- Solid irrigation, drainage and pond management philosophy
- Self-motivated, highly driven and a passion for their job
- Strong strategic planning skills
- Listen and respond to club members and team members
- High golf IQ who understands ideal playing conditions and how to achieve them
- Knowledgeable in safety training and adherence to government regulations
- Recognize that the golf course is for the enjoyment of the membership and their guests

Budget:

\$1,230,000 operating budget for the golf course and grounds

Salary and Benefits:

\$110,000 - \$125,000 starting salary; commensurate with experience. GCSAA Dues, Local Association Dues and Expenses, Dental, Health and Vision (on the 90th day following date of hire), 401K eligibility, Christmas Donation Bonus, Meals provided on the job.

How to Apply:

Resumes are currently being accepted, with a deadline of: September 27th, 2023. Email your resume and a cover letter (in Word or pdf format) that explains your qualifications and why you should be considered for this position to: Pat Healy, patrick.stephen.healy@gmail.com. Candidates will be selected for interviews by the application deadline with the first round of interviews: October 2nd- 6th. The second round of interviews will be: October 9th-13th. The new Golf Course Superintendent is scheduled to assume the role at the beginning of November 2023.