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## Employment Opportunity – Golf Course Superintendent

Bob O'Connor Golf Course at Schenley Park



### Organization Overview

First Tee-Pittsburgh Is one Chapter of an international non-profit youth initiative called First Tee. First Tee was created in 1997 by the World Golf Foundation to provide young people of all ethnic and economic backgrounds an opportunity to develop, through golf and character education, life-enhancing values such as honesty, integrity and sportsmanship. By engaging young people in a combination of life skills, leadership and golf activities, they also are exposed to positive traits that will help them achieve success in life. In the process, participants become valuable assets to their community. First Tee Life Skills Experience is the unique component that sets us apart from many other successful junior golf programs and youth development programs through sport. FTP Operates the Bob O'Connor Golf Course in agreement with the City of Pittsburgh and the First Tee Golf Course at Pleasant Ridge in an agreement with the Allegheny County Housing Authority.

### Mission Statement

To impact the lives of young people by providing educational programs that build character, instill life-enhancing values and promote healthy choices through the game of golf

### Reports to

Director of Operations

### Employment Status

Full time (salary & benefits)

### Job Summary

Responsible for all aspects of golf course maintenance at the Bob O'Connor Golf Course and the First Tee Golf Course at Pleasant ridge. The responsibilities include: turf grass/plant and tree material maintenance programs, property/asset management, personnel management, budget/forecasting, financial management, scheduling/maintenance of irrigation systems, pesticide applications, related record keeping, and compliance of regulatory issues. The Golf Course Superintendent works to create an environment where staff is involved and enthusiastic, with open communications and respect for themselves, players and the property.

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**Basic Functions:**

- Responsible for all phases of Golf Maintenance and Agronomic operations, cost control, and personnel
- Works closely with, advises, and coordinates with the Director of Operations and Director of Golf on any issues related to golf course maintenance
- Directs and participates in the construction and maintenance of the grounds.
- Designs landscape plans for facility grounds and implements the plan
- Administers and enforces all regulations and policies for staff
- Works closely with the Director of Operations and Director of Golf to operate the Golf Course in a fiscally responsible and professional manner
- Must be able to work independently and be a self-starting problem solver

**Primary Duties:**

- Oversees the care and maintenance of the turf, ornamental plants, shrubs, and trees on the facility grounds
- Directs and assists the staff on the planting of new vegetation, the replacement, spraying, pruning and trimming of trees and shrubs, the preparation of soil plant beds for aesthetically pleasing arrangements and tending to high stress areas.
- Manages an aggressive water usage tracking plan and irrigation systems and provides monthly reporting on water source usage
- Recruits, supervises and retains maintenance staff
- Provides technical, operational and safety training for employees to ensure that staff is working within OSHA, club safety, state, and federal guidelines for safe working conditions
- Oversees subordinates in proper and safe operation and maintenance of mechanical and power equipment. Plans and budgets for additional or replacement capital equipment
- Supervises and participates in the application and recording of chemical applications (fertilizers and pesticides) on the grounds in compliance with all local, state, and federal regulations
- Supervises and controls all maintenance expenses associated with Golf Course Operations, including payroll, supplies, chemicals, and fertilizers
- Develops annual operating budget with the Director of Operations / Director of Golf / President & CEO and plans for maintenance and capital improvement projects
- Maintains records and completes required reporting. Order parts, supplies and equipment as needed
- Schedules maintenance practices around public play and outings to maximize efficiency and minimize disruption to players.
- Coordinates snow removal and winter maintenance activities when necessary

**Knowledge & Skills Required:**

- Knowledge of management and maintenance of greens, fairways and roughs
- Knowledge of use and operating standards of equipment and tools used in golf course construction and maintenance work
- Skill in recruiting, supervising, training, monitoring, evaluating and motivating personnel
- Interpersonal skill to resolve conflict and work with supervisors, officials, employees, members, and the general public
- Knowledge of safe use, mixing and application of chemicals and commercial products
- Knowledge of the game of golf, golf rules and methods of play
- Ability to anticipate personnel, equipment, and material requirements related to golf course maintenance and repair assignments
- Ability and knowledge to lay out irrigation patterns, drainage patterns, construct tees and/or greens

**Minimum Qualifications:**

- 3-5 years experience as a Golf Superintendent or 1st Assistant
- 2-year Degree or Certificate in Turf Management (or related field, like agronomy, horticulture, plant science, soil science)
- Advance computer skills required for financial reporting and control of operations, including use of Microsoft Office Suite and Google Office Suite
- Valid Driver's License
- Pesticide Application License
- Prefer Certification by the Golf Course Superintendents Association of America

**Compensation Package**

Director-level salary commensurate with experience, health and dental insurance, 401k, and paid holidays and vacation time

**Contact Information**

Contact: Eric Amato [eamato@firstteepittsburgh.org](mailto:eamato@firstteepittsburgh.org)

Chapter Website: [www.firstteepittsburgh.org](http://www.firstteepittsburgh.org)

Course Website: [www.thebobgc.com](http://www.thebobgc.com)

To apply for this position, please email your resume to the address above