

**Position Overview
&
Candidate Profile**



Marine Drive Golf Club
Vancouver, British Columbia
Golf Course Superintendent



Founded in 1922, Marine Drive Golf Club is a premier and historic private golf club located in desirable Vancouver, British Columbia. Designed by A.V. Macan, and located on the banks of the Fraser River, the golf course continues to provide an exceptional test of golf and has earned the respect of many fine players.

Marine Drive is home to legends such as Stan Leonard, Marilyn Palmer-O'Connor, Johnny Johnston, Doug Roxburgh and Richard Zokol and has hosted the Canadian Women's, Girls, Men's, Senior Men's & Junior Boys' Championships, 1999 Ladies' Commonwealth Trophy Matches, the 1992 World Amateur Championship, and many other events.

MISSION STATEMENT

To provide an exceptional member golf experience that fosters a connected and vibrant club community.

VISION STATEMENT

To be the most sought-after member golf experience in BC.

ABOUT THE CLUB

- **Member-Owned Private Club**
- **Total Members:** 1179 total members
- **Gross Revenue:** \$10.2M
- **Employees:** 90+
- **Course Overview:** 6,400-yard, A.V. Macan designed course.
- **Rounds Played:** 50,000
- **Course & Grounds Expense Budget:** \$2.5M

POSITION SUMMARY

Marine Drive is seeking a driven and progressive industry leader to successfully fill the position of Golf Course Superintendent. The Superintendent will collaborate with the Chief Operating Officer to accomplish the Club's goals and vision, including setting the highest standards for course conditioning and maintenance in the country.

The Club has recently embarked on a Golf Course Master Plan project and is in the early stages of strategizing these exciting enhancements to the golf course, which are likely to include irrigation and drainage replacement, bunker renovation at a minimum. The successful candidate will lead the Links Department through this Master Plan while setting new conditioning and maintenance standards for the Club and industry.

KEY COMPETENCIES

To be successful in this role, the Superintendent will need to demonstrate the competencies that follow; these same areas will be a focus for performance evaluation, ensuring clear expectations and ongoing support:

- **Technical Skills:** Practical knowledge and abilities related to turfgrass and landscape management, irrigation system management, maintenance of equipment, and planning.
- **Strategic Planning and Budgeting:** Develop, implement, and monitor financial plans and budgets to ensure financial stability and growth.
- **Leadership:** Inspire, motivate, and guide others toward achieving goals in the greens and landscaping departments of the Club, while collaborating effectively across teams to support Club objectives.
- **Management:** Identify, assess, and mitigate risks that could impact the appearance, operations, or playability of the course.
- **Interpersonal Skills:** Engage with employees, members, committees, and peers.
- **Health & Safety:** Uphold health & safety protocols, conduct training and inspections, and investigate incidents, addressing or escalating concerns when appropriate.

KEY RESPONSIBILITIES

The following responsibilities align with the competencies outlined above and are crucial for ensuring the Club's continued success and member satisfaction.

Technical Skills

- Oversee the development, health, and upkeep of diverse turfgrass varieties, including timely repairs and seasonal adjustments.
- Ensure green speeds and overall turf conditions meet or exceed standards set by leading private clubs and industry benchmarks.
- Design and manage a compliant chemical treatment schedule based on agronomic needs, with meticulous recordkeeping as required by law.
- Direct the care and presentation of ornamental landscaping, including trees, shrubs, and flowering plants across both golf course and clubhouse grounds.
- Maintain all non-golf property areas to the highest level of quality, as defined in collaboration with the GM/COO.
- Operate and maintain the irrigation system with precision and reliability.
- Manage the upkeep and mechanical servicing of all turf maintenance equipment.
- Promote environmental responsibility by applying sustainable practices that protect natural resources while preserving course conditions as agreed upon.

Strategic Planning & Budgeting

- Collaborate with Golf Course Architect, contractors and the Links Committee to implement the vision of the future Golf Course Master Plan.
- Overseeing, monitoring and adhering to the golf course operational and capital budgets while implementing strategic changes when necessary.
- Develop long-term goals and plans for facility improvements through capital projects and investments.

Leadership

- Inspiring a shared vision for the golf course and leading a strong team of Links Staff to understand this new vision.
- Hiring, educating, and coaching the Links Staff to build on our family culture and encourage employees to reach their full potential.

Management

- Be an integral part of the Senior Leadership Team and work with the Chief Operating Officer on achieving strategic objectives.
- Sources, negotiates and coordinates all relationships with vendors/contractors for work required on the golf course and capital projects.
- Utilize professional services and assistance where required to maintain the golf course and property to the highest standard.

Interpersonal Skills

- Communicating on a regular basis through multiple mediums (video, social media, blogs, email blasts) to the Leadership Team, Links Committee and membership when necessary.
- Develop positive relationships with employees, members, golfers, and vendors.

CANDIDATE PROFILE

The Superintendent is responsible for effectively leading the team to achieve excellence on the golf course and throughout the Marine Drive Golf Club property. The ideal candidate will possess the following qualifications:

- Exceptional ability to lead, develop and inspire teams.
- Prior experience managing large teams of seasonal staff.
- Ability to foster and build a supportive family culture where employees feel motivated and valued.
- Personal integrity, ambition, empathy and a commitment to continual education.
- Excellent communication skills: written, verbal and presentation.
- Strong work ethic and a commitment to achieving excellence.
- Experience in Project Management and implementation of golf course renovations.
- Relevant education in agronomy or plant and soil sciences.
- AGS, AAGS, MS, CGCS, CCM or commitment to professional development is an asset.

COMPENSATION

Marine Drive Golf Club will offer an attractive year-round compensation package, commensurate with skills and experience. We are open to candidates across the country with a possible relocation budget. The salary range is \$175,000 to \$250,000, depending on experience. This includes a competitive base salary, extended healthcare and RRSP benefits, and a performance bonus.

INQUIRIES

Interested candidates should submit their resume along with a detailed cover letter that addresses the qualifications and describes their alignment/experience with the prescribed position by **November 15, 2025**. Documents must be saved and submitted in Word or PDF format (save as “Last Name, First Name, Marine Drive Resume” and “Last Name, First Name, Marine Drive Cover Letter”) respectively to: <https://shorturl.at/kcumm>.

LEAD SEARCH EXECUTIVES

Michael Gregory, Partner & Managing Director

Peter Holt, ECM, Director

For more information on Marine Drive Golf Club please visit <https://marine-drive.com>