GGA Partners

Superintendent

The Algonquin Resort

St. Andrews, New Brunswick

The Algonquin Resort
Superintendent
Job Description

CLUB OVERVIEW

Since 1889, The Algonquin Resort has welcomed travelers to rest, reconnect, and breathe the sea air of St. Andrews by-the-Sea. Today, this storied seaside icon enters a bold new chapter — with reimagined guestrooms, elevated dining led by celebrated chefs, and an award-winning golf course that captures the spirit of the coast.

Every detail is designed with care, from bell rings at dusk to candlelit Afternoon Tea, ocean views that shift with the tides. More than a getaway, The Algonquin is a place where timeless character meets modern coastal luxury — a place to gather, to celebrate, and to be restored.

The Algonquin Resort is an Autograph Collection Resort.

ABOUT THE CLUB

- Golf Course: Resort with a Membership
- Owned By: InnVest Hotels
- Total Members: 170
- Gross Golf Revenue: $3M
- Course & Grounds Expense Budget: $1.4M
- Total Resort Employees: 320
- Total Maintenance Employees: 15
- Course Overview: 7,135-yard course designed by Rod Whitman and Thomas McBroom
- Rounds Played: 30,000

POSITION SUMMARY

The Algonquin Resort is seeking a driven and progressive industry leader to successfully fill the position of Golf Course Superintendent. The Superintendent will report to the hotel General Manager and work closely with the Director of Golf to accomplish the golf course and resort's goals and vision, including setting high standards for conditioning and maintenance of the golf course.

In 2018, golf course architect, Rod Whitman, completed a renovation that served to highlight the course's connection to the ocean, and give the course a links-like feel on several holes, opening up vistas and making it more enjoyable to play. The renovation saw Whitman's team undertake extensive changes:

- Seven new green complexes.
- Two entirely new holes (10 and 11) designed to take advantage of their proximity to the ocean.
- New tee complexes on nine holes.
- Extensive tree clearing to make the course more playable and highlight the ocean views.
- A complete re-bunkering of the course. The new bunkers add drama to the course that it was previously lacking.

The result? A course that was always breathtakingly beautiful is even more so, with ocean vistas more prominent than ever. And in a contemporary fashion, the Algonquin is playable by all levels of players, with few forced carries, and readily walkable. Recently, Score Golf Magazine ranked The Algonquin Golf Course #13 on their list of the top 59 public golf courses, and #45 on their list of top 100 courses in Canada.

KEY COMPETENCIES

To be successful in this role, the Superintendent will need to demonstrate the competencies that follow:

- **Technical Skills:** Practical knowledge and abilities related to turfgrass and landscape management, irrigation system management, maintenance of equipment, pesticide and fertilizer applications, and regulatory requirements.

- **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 resort, while collaborating effectively across teams to support golf course/resort objectives.

- **Management:** Identify, assess, and mitigate risks that could impact the appearance, operations, or playability of the course. Hire, train, schedule, and motivate maintenance employees.

- **Interpersonal Skills:** Engage with employees, department heads, golfers, members, and peers, and communicate effectively throughout the Golf Department and the Resort.

- **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 resort golf courses in the Maritimes.
- 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 resort grounds.
- Maintain all non-golf property areas to the highest level of quality, as defined in collaboration with the hotel General Manager.
- 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 the Director of Golf and hotel General Manager, golf course architect and contractors to implement the vision of the golf course.
- Oversee, monitor, and adhere 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

- Inspire a shared vision for the golf course and leading a strong team of maintenance staff.
- Hiring, educating, and coaching the maintenance staff to build on our culture and encourage employees to reach their full potential.

Management

- Be an integral part of the Leadership Team and work with the Director of Golf and General Manager on achieving strategic objectives.
- Source, negotiate, and coordinate 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 with all areas of the golf course and resort.
- 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 Algonquin Resort. The ideal candidate will possess the following qualifications:

- Exceptional ability to lead, develop and inspire teams.
- Prior experience managing 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, including written, verbal, and presentation abilities.
- 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

The Algonquin Resort 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 $90,000 to $110,000, depending on experience. The compensation package includes a competitive base salary, performance bonus, extended healthcare benefits, and matching RRSP contribution. New-build townhomes available for rent as well as Marriott and InnVest travel benefits.

INQUIRIES

Interested candidates should submit their resume along with a detailed cover letter that addresses the qualifications and describes their alignment with and experience relevant to the role by June 20, 2026. Documents must be saved and submitted in Word or PDF format (save as “Last Name, First Name, The Algonquin Resume” and “Last Name, First Name, The Algonquin Cover Letter”) to: https://shorturl.at/MSr6Q.

LEAD SEARCH EXECUTIVES

Michael Gregory, Managing Director & Partner
Murray Blair, Director
Peter Holt, ECM, Director

For more information on The Algonquin Resort please visit https://www.algonquinresort.com/