



Position Overview & Candidate Profile

Confidential Project "Project"
Oklahoma
Golf Course Superintendent

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ABOUT THE PROJECT

A confidential new 18-hole golf course development, located 40 minutes south of Oklahoma City, seeks a visionary Golf Course Superintendent to join at the pivotal construction phase and lead the grow-in and long-term agronomic excellence of the premier new golf course to National recognition.

Designed by a renowned architect, this exclusive course aspires to be recognized among the Top 100 golf courses in the country. The Superintendent will be an essential partner in bringing this vision to life, establishing exceptional agronomic standards from the ground up, building a team, shaping the culture, and creating a playing experience that is second to none.

This is a rare opportunity to shape a world-class playing experience from the ground up, starting with irrigation installation and construction oversight, grow-in planning, equipment selection, turf establishment, and progressing into full-scale golf course operations.

POSITION SUMMARY

This Golf Course Superintendent is responsible for the overall maintenance and turf grass agronomy of the golf course. This position involves oversight of all aspects of turfgrass management, irrigation, landscaping, equipment maintenance, and personnel. The person in this role will work closely with the ownership team, construction team, and the rest of the leadership team to create and deliver an exceptional golf and outdoor experience to players and their guests. The individual will lead, educate, and foster an environment for continuous learning and improvement.

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 Management: Identify, assess, and mitigate risks that could impact the appearance, operations, or playability of the course.

Leadership: Inspire, motivate, and guide others toward achieving goals in the golf course maintenance department.

Interpersonal Skills: Engage with employees, players, partners, and peers.

Financial Planning and Budgeting: Develop, implement, and monitor financial plans and budgets to ensure financial stability and growth.

Health & Safety: Uphold health & safety protocols, conduct training and inspections, and investigate incidents, addressing or escalating concerns when appropriate.

KEY RESPONSIBILITIES

Construction & Grow-In Phase

- Collaborate with the golf course architect, shapers, and construction team to ensure design intent and agronomic best practices are executed.
- Assist with the selection and installation of irrigation systems and drainage infrastructure.
- Oversee grassing plan execution, including soil preparation, seeding/sodding, and nutrient management.
- Develop and manage grow-in schedules, budget, and labor planning.
- Source and procure agronomic equipment and supplies; develop equipment maintenance program.
- Implement early-stage integrated pest management (IPM) and water conservation strategies.

Operational Phase (Post-Opening)

- Lead all golf course maintenance operations to deliver championship-level playing conditions daily.
- Develop and manage annual agronomy budget, staffing plan, and maintenance calendar.
- Recruit, train, and lead a skilled maintenance team; foster a culture of safety, quality, and continuous improvement.
- Manage chemical and fertilizer application programs in accordance with local, state, and federal regulations.
- Monitor and manage irrigation, turf health, environmental sustainability, and course aesthetics.
- Coordinate with golf operations on tournament and daily course setup.
- Serve as a liaison to ownership, providing regular updates and agronomic reports.

CANDIDATE PROFILE

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

- **Professional Experience:** Golf Course Superintendent status (GCSAA), proven success as a Superintendent at a player-focused course for 10+ years.
- **Technical Experience:** Advanced knowledge of agronomy and turfgrass management practices; a working knowledge of golf facility construction principles, practices, and methods; and a thorough understanding of the rules and strategies of the game of golf.
- **Education:** Must have a diploma or degree in turfgrass management. Knowledge of current regulations affecting the management of golf course operations (including employment, safety, and environmental standards, laws, and regulations).
- **Leadership:** A dynamic, results-oriented leader with a proven ability to build and motivate a high-performing team and effectively engage with ownership.
- **Strategic Thinking:** Ability to develop and implement strategies to drive revenue, enhance player satisfaction, and ensure the Project's long-term success.
- **Communication and Collaboration:** Excellent communication, presentation, and problem-solving skills, as well as the ability to build strong partnerships within the Project.

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- **Service Focus:** A deep understanding of private golf culture and a commitment to fostering exceptional experiences.
 - **Professional Development:** A passion for continuous learning and staying current with industry trends.

COMPENSATION

The Project will offer an attractive year-round compensation package, commensurate with experience, which will include a competitive base salary, benefits, and 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 **May 16, 2025**. Those documents must be saved and submitted in Word or PDF format (save as “Last Name, First Name, Superintendent Resume” and “Last Name, First Name, Superintendent Cover Letter”) respectively to: <https://shorturl.at/myOcw>

When a candidate is selected for second round interviews, additional course details will be disclosed.