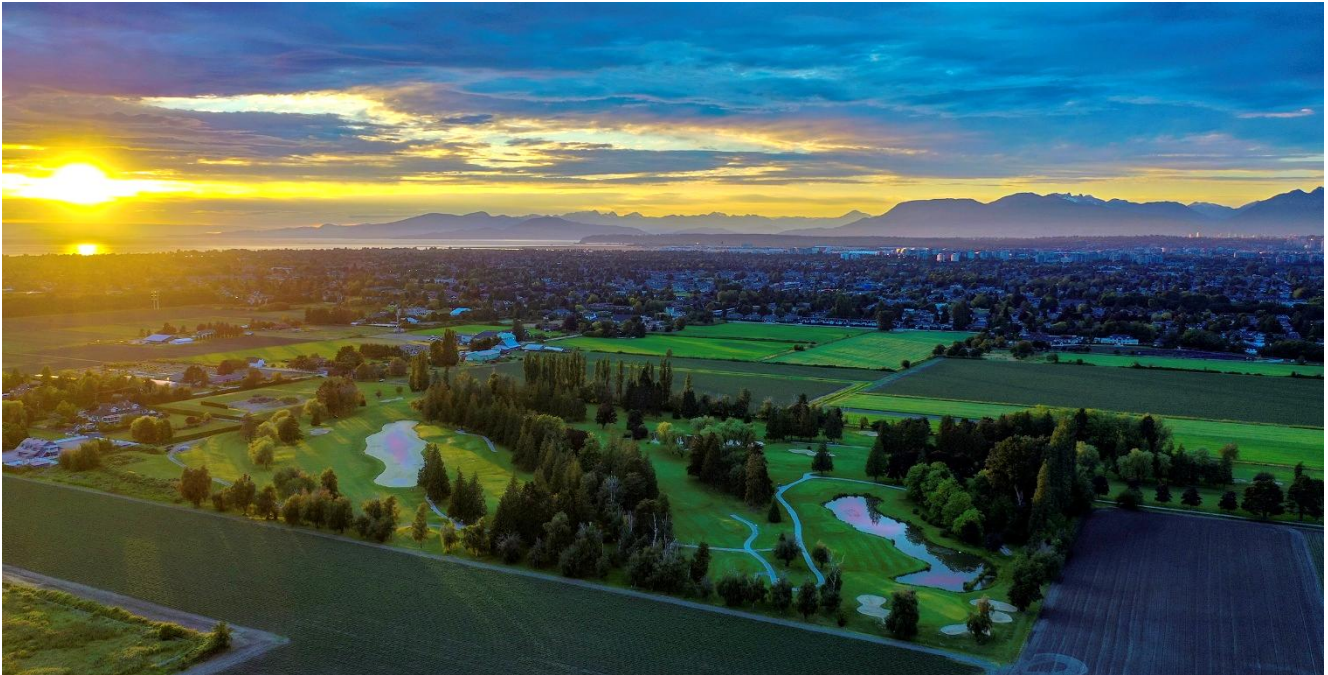


Position Overview
&
Candidate Profile



Richmond Country Club
Richmond, British Columbia
Golf Superintendent



Richmond Country Club, located in the heart of Richmond, BC, offers a unique blend of natural beauty, a meticulously maintained parkland-style golf course, and full-service country club amenities. Known for its scenic views and challenging layout, the course provides a fair test for golfers of all skill levels. With multiple tee options, the course is designed to accommodate both seasoned players and newcomers alike.

The natural surroundings of the club are home to local wildlife, and the tranquil environment enhances the golfing experience. The course maintenance team, led by the Golf Course Superintendent, ensures top-tier playing conditions and a welcoming atmosphere for members and guests.

MISSION STATEMENT

To provide our members with a family-friendly experience that exceeds expectations while building life-long memories and relationships.

VISION STATEMENT

To be one of Western Canada's most dynamic, engaging family country clubs while respecting and maintaining our core values and Jewish heritage.

ABOUT THE CLUB

- **Member-Owned Private Club with a Parkland Course**
- **Total Members:** 700 golf members
- **Gross Revenue:** \$10M
- **Employees:** 150 (in-season)
- **Course Overview:** 6,800-yard, par 72 A.V. Macan designed course.
- **Rounds Played:** 54,000 (year round play)
- **Greens Maintenance Budget:** \$2.1.M (including labour)
- **Amenities:** Golf, Tennis (8 courts), Fitness and Pool, Dining & Event Spaces

POSITION SUMMARY

The Golf Course Superintendent is responsible for the overall maintenance and management of the entire **110-acre** property at Richmond Country Club. This includes the golf course, practice facility, clubhouse landscape areas, vegetable patch and all other outdoor spaces. The role involves oversight of turfgrass management, irrigation systems, landscaping, equipment and facility maintenance, and personnel. The Superintendent will work closely with the GM/COO and the leadership team to deliver an exceptional golf and outdoor experience to members and guests.

The Superintendent will also play a key role in preparing the course for signature events such as the Annual RCC Member Guest Tournament, ensuring tournament-level conditions. Additionally, the Superintendent supports inclusive and social programs helping foster a welcoming and community-oriented atmosphere through thoughtful course presentation and accessibility.

Direct reports include the Assistant Superintendent, 1st, and 2nd assistant.

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.
- **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. The Superintendent must be able to lead

collaboratively, innovate strategically, and manage the club's grounds while maintaining a strong focus on sustainability and overseeing day-to-day operations.

Technical Skills

- **Agronomics.** Manage the growth, health, maintenance, and repair of multiple turfgrass species, including mainly *Poa Annua*.
 - Maintain green speeds and other agronomic conditions as within industry best practices and other private clubs in the area.
 - Develop and maintain a chemical application program in keeping with agronomic needs and within local and regional regulations. Maintaining detailed chemical application log as required by law.
- **Horticultural.** Supervise the maintenance of all decorative plants, shrubs, and trees on the property, both on the golf course and clubhouse grounds areas.
- **Grounds Maintenance.** Care for the non-golf property to the highest standards agreed upon by the GM/COO.
- Effectively operate and maintain a Toro irrigation system.
- Supervise the maintenance and repair of golf course equipment, including mowers, tractors, and other turf/construction tools.
- Identify and implement practices for protecting the environment and natural resources while also ensuring agreed upon golf course conditions.

Strategic Planning & Budgeting

- Development and implementation of a golf course master plan.
- Ability to partner with, the Green's committee, Board and GM/COO on Strategic Planning, Golf Course Master Planning, and Implementation.
- Prepare annual operating and capital budgets as directed by the Director, Finance and GM/COO, and conduct monthly reviews with them to ensure financial goals are met.
- Develop long-term goals and plans for facility improvements through capital projects and investments.

Leadership

- Maintain open lines of communication with all stakeholders, ensuring that information is shared transparently and that concerns are addressed promptly.
- Assess, hire, and mentor staff. Maintain high-performance levels, yearly performance reviews, and current developmental plans.
- Provide professional growth and development opportunities for assistant golf course superintendents and others.

Management

- Manage all aspects of the golf course, practice facility, clubhouse landscape areas and all other outdoor spaces. This also includes construction or alterations to these areas and seasonal maintenance.
- Utilize professional services and assistance where required to maintain the golf course and property to the highest standard.
- **Human Resources.** Ensure that the Grounds Department is adhering to all Club policies and procedures related to employment practices.

Interpersonal Skills

- Develop positive relationships with employees, members, golfers, and vendors.
- Represent the Club to the public when hosting events, attending conferences, or other promotional and social activities.

Health & Safety

- Implement and enforce health and safety protocols, including staff training, PPE requirements, and incident management.
- Regularly update safety training and address committee concerns to ensure a safe working environment.
- Report accidents or incidents to relevant parties, including the GM/COO when necessary, on a timely basis.

CANDIDATE PROFILE

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

- **Professional Experience:** Golf Course Superintendent status (GCSAA, BCGSA, CGSA), proven success as a Superintendent at a member-focused course and facility of similar size and volume.
- **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 provincial laws and 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 a positive team culture and motivate a high-performing team and effectively engage with a board of directors and GM/COO.
- **Strategic Thinking:** Ability to develop and implement strategies to drive revenue, enhance member satisfaction, and ensure the club's long-term success.
- **Communication and Collaboration:** Excellent communication, presentation, and problem-solving skills and the ability to build strong partnerships within the club and with members.
- **Member Focus:** A deep understanding of private club culture and a commitment to fostering exceptional member experiences.
- **Professional Development:** A passion for continuous learning and staying current with industry trends.
- **Certifications & Licenses:** Maintain a valid British Columbia Pesticide application license, IPM certification, and a valid British Columbia driver's license.

COMPENSATION

Richmond Country Club will offer an attractive year-round compensation package, commensurate with experience. The salary range is \$150,000+ which 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 **September 30, 2025**. Documents must be saved and submitted in Word or PDF format (save as “Last Name, First Name, Richmond Resume” and “Last Name, First Name, Richmond Cover Letter”) respectively to: <https://shorturl.at/3yagH>.

LEAD SEARCH EXECUTIVES

Michael Gregory, Partner & Managing Director

Peter Holt, CCM, Director

For more information on Richmond Country Club please visit <https://www.richmondcountryclub.ca/>