

Position Overview  
&  
Candidate Profile



Credit Valley Golf & Country Club  
Mississauga, Ontario  
**Golf Superintendent**

Prepared by:  
Eric Hutchison, MBA, PhD

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“Building relationships that last a lifetime.”

Golf Course Architect Robbie Robinson once stated that when he first viewed the “raw” property, he thought that he had never seen a more perfect natural setting for a golf course. This is a high praise indeed from a man who has built golf courses all over the world.

Credit Valley Golf and Country Club combines breathtaking scenery with a consistently challenging parkland design that combines tight fairways with large and fast, undulating greens. Incorporated with 5 sets of tees, golfers of all skill levels agree that Credit Valley is a true, fair test of golf.

The course is one with nature as the river winds throughout the valley lands. Red-tail hawks and deer are seen on the course early morning and late evening as golfers begin and end their adventures. The finest course conditions are enjoyed by members and guests as the course superintendent and his staff deliver an exceptional daily golf experience.

## **MISSION STATEMENT**

Building on our traditions and values, Credit Valley Golf and Country Club commits to service excellence and caring for our environment, community, and each other today and in the future.

## **VALUES STATEMENT**

Credit Valley Golf and Country Club creates cherished experiences and lasting memories in the beauty of our natural surroundings for members and their families every day.

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## ABOUT THE CLUB

- **Member-Owned Private Club with a Parkland Course**
- **Total Members: 650 golfing members**
- **Gross Revenue: \$10,221,000**
- **Employees: 175 – peak season**
- **Course Overview: 18-holes / 5 sets of tees / 103 bunkers / 165 maintainable acres**
- **Rounds Played: 31,000**
- **Greens Maintenance Budget: \$2,000,000**
- **Amenities: Golf, Food & Beverage, Wellness, Fitness**

## POSITION SUMMARY

This Golf Course Superintendent is responsible for the overall maintenance and management of the entire (**180 acre**) property. This includes the golf course, practice facility, clubhouse landscape areas, and all other outdoor spaces. This position involves oversight of all aspects of turfgrass management, irrigation, landscaping, equipment and facility maintenance, and personnel. The person in this role will work closely with the COO and the rest of the leadership team to deliver an exceptional golf and outdoor experience to Credit Valley members and their guests. The individual will lead, educate, and foster an environment for continuous learning and improvement. Direct reports include the Assistant Superintendent and the Equipment Manager.

## 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.
- **Financial 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 while overseeing day-to-day operations.

### Technical Skills

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- Agronomics. Manage the growth, health, maintenance, and repair of multiple turfgrass species, including Poa Annua and Bent Grass putting surfaces.
    - Maintain green speeds and other agronomic conditions as specified by the Club's Board and/or Green Committee.
    - 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. Responsible for 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 Board and/or Green Committee.
  - Effectively operate and maintain a recently installed 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 COO on Strategic Planning, Golf Course Master Planning, and Implementation.
- Prepare annual operating and capital budgets as directed by CFO/COO and ensure that financial goals are met by having monthly review of financial results with CFO/COO.
- 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, frequent performance reviews, and current developmental plans.
- Provide professional development 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.

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## 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 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 Credit Valley Golf & Country Club Property. The ideal candidate will possess the following qualifications:

- **Professional Experience:** Golf Course Superintendent status (GCSAA, OGSA, 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 and motivate a high-performing team and effectively engage with a board of directors and 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 Ontario Pesticide application license, IPM certification, and a valid Ontario driver's license.

## COMPENSATION

The Club 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 **October 24, 2024**. Those documents must be saved and submitted in Word or PDF format (save as "Last Name, First Name, Credit Valley Resume" and "Last Name, First Name, Credit Valley Cover Letter") respectively to: <https://bit.ly/4dl4wSy>

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## **LEAD SEARCH EXECUTIVES**

Michael Gregory, Partner & Managing Director

George Pinches, Director

For more information on Credit Valley Golf & Country Club please visit

<https://www.creditvalleygolf.com/>

For a virtual tour of the course please visit <https://www.creditvalleygolf.com/golf/>