

## **DIRECTOR OF GROUNDS PROFILE: AUGUSTA COUNTRY CLUB AUGUSTA, GA**

### **THE DIRECTOR OF GROUNDS (DG) OPPORTUNITY AT AUGUSTA COUNTRY CLUB**

Augusta Country Club is looking for a Director of Grounds (DG) that is successfully managing Bentgrass greens in a challenging environment and is experienced with the maturation of newly sodded turfs. The DG will be a strong, outgoing, energetic, communicative, detail-oriented, empathetic, positive work culture driven team leader with a passion for the game of golf and providing premiere golfing conditions.

[Click here to view a brief video about this opportunity.](#)

### **AUGUSTA COUNTRY CLUB**

Since its humble beginnings, the Mission of Augusta Country Club has remained constant:

*“To provide its members and guests with the highest quality dining, entertainment, and recreational experience.”*

Augusta Country Club is a private country club situated approximately three hours East of Atlanta, in the city of Augusta, GA. Originally known as Bon Air Golf Club then later Country Club of Augusta, the course has gone through numerous changes since the original 9-holes were constructed in the 19<sup>th</sup> century. In 2001, under the guidance of Brian Silva, the Club successfully completed a restoration based off the original 1927 Donald Ross sketches obtained at the Tufts Archives in Pinehurst, North Carolina, and that is how it remains today.

The four gentlemen who introduced an outdoor sport and game – a game called golf – to Augusta and Summerville residents, were Dr. William Henry Harison, Jr., Morley Harison, Henry H. Cumming and Louis P. Berckmans. As this history of the game of golf and the Augusta Country Club unfolds, one can truly be grateful to those four men, who had the foresight to learn about and bring golf to the village of Summerville in Augusta; for golf has been one of the larger instruments in the city's history and has caused Augusta to be heralded throughout the world as one of the most important golf centers in America.

Augusta Country Club is the first established golf club in Augusta which had its beginnings documentary wise in 1899. It actually began a few years earlier and certainly has its place among the very early golf clubs in America. The club was first known as the Bon Air Golf Club because of the close connections of the founding fathers with the Bon Air Hotel. Documentation has shown that the club began approximately 1897-1898 but was legally recorded later on in 1899 per Richmond county courthouse records of March and April of 1899. A name change followed in 1900 to the Country Club of Augusta and in 1921 to the Augusta Country Club. In 1942 the Club changed the legal name to the Augusta Country Club.

Other amenities and activities of note include a state-of-the-art teaching facility, golf programs for all ages and playing abilities, a fully staffed and expansive fitness center, and tennis center offering numerous men's, women's, and junior programs. The main clubhouse is expansive at 70,000 square feet.

The Club has been very proactive in the past several years to ensure the appropriate reinvestment into facilities has occurred, and attention to the details in maintaining the improvements have continued after the completion of upgrades or renovations. A new \$2.6M irrigation system was installed on the course in 2016/17 and additional improvements continued this year that included re-grassing of all fairways to zoysia, bunker improvements to include the installation of Better Billy Bunker liners and the complete redesign of two holes.

The Club might be best described as either “A wonderful full-service country club with a great golf course” or as “A great golf club with tremendous country club amenities.” Either way, Augusta Country Club is simply magnificent!

## **AUGUSTA COUNTRY CLUB/COURSE OVERVIEW**

- Architects- Donald Ross, Brian Silva 2001 & 2018
- Greens- USGA, Bent, A-1
- Fairways- Zoysia, Zorro, sodded in 2018
- Roughs- Bermuda, 419
- Irrigation System- Toro 2017
- Water source- raw city water, no restrictions
- Bunkers- Better Billy Bunkers
- Budget- \$1.4M
- 29,000 rounds of golf annually
- Average age of members is 60
- 1,300 members

**AUGUSTA COUNTRY CLUB WEB SITE:** [Augusta Country Club](#)

## **JOB DESCRIPTION**

The Director of Grounds (DG) reports directly to the General Manager/Chief Operating Officer (GM/COO). The DG will lead and manage his/her team to ensure superb golfing conditions throughout the golfing season, all while creating a friendly, open atmosphere with team members. He/She is responsible for all day-to-day operations of the Club’s golf course and landscaping.

Frequent, open and transparent communication with the GM/COO and Director of Golf is required. The DG is expected to lead the golf course maintenance team as well as providing information, recommendations, and leadership to the GM/COO to provide superior golfing conditions.

The DG is expected to ensure that the golf course is consistently in excellent condition and has a high level of detailing. Continuing education and staying at the forefront of research and technology are necessary for success. In addition, the DG will provide creative leadership and foster a culture of continuing education and development of future turf professionals. The DG must have a natural style of “sincere engagement” with members and the Augusta Country Club team along with a love of the game of golf and a passion for surpassing the members’ course conditioning expectations.

## **INITIAL AREAS OF FOCUS**

- Evaluate the course conditions and develop an action plan for the winter maintenance program
- Create an exceptional work environment for team members
- Develop a plan to “finish” the maturation of the newly renovated Zorro fairways, roughs and bunkers
- Create an action plan to improve stress tolerance of greens and complete repairs of thin areas
- Review soil tests and necessary nutritional inputs to all areas
- Increased level of detailing on the golf course and the on-course landscape

## **DESIRED CANDIDATE QUALIFICATIONS**

The ideal candidate will be a Superintendent with a minimum of five years’ experience at a golf course known for providing exceptional golf course conditioning.

- Successful experience with Bentgrass greens in the most challenging climates
- Experience providing smooth, firm, fast greens with an understanding of managing summer stress
- A history of keeping bermuda contamination out of the Bentgrass
- Experience controlling bermuda contamination of Zoysia fairways

- Proactive, high energy, collaborative leader, a team builder
- A history of developing a positive, employee and member centric work culture
- A history of mentoring team members and advancing their careers
- Strong employee training programs
- Regular timely communications with the Director of Golf and the Golf Operations Team
- Strong relationship builder with a history of excellent relations with their Golf Professional, and General Manager
- Strong observational skills and detail oriented
- A history of finishing renovations and grow-ins
- Experienced in completing projects and tasks in a timely fashion
- Experienced with maintaining the edges of the golf course at a high level
- Confident, take charge leader
- Strong budget management and forecasting (zero based) skills
- Excellent communication skills with both club and team members
- Highly visible and approachable
- Experienced with grow-in/maturation of turfs
- Strong bunker maintenance programming
- Takes ownership of the property
- History of strong organizational skills and orderly maintenance building and yard
- A creative turf manager with strong agronomic skills
- Stays current with advances in turf technology, irrigation management, and equipment maintenance
- Maintains a strong network of industry peers
- Concise and direct communication skills
- Passion for exceptional conditioning
- Pride in maintaining Club Grounds
- Provide consistent conditions at the practice facilities that are identical to the golf course conditions
- A golfer
- A high Golf IQ and a love for great golf course architecture
- A strong understanding of daily golf course setup

#### **EDUCATIONAL AND CERTIFICATION QUALIFICATIONS**

A degree in turf management or related field of study. GCSAA Certification is preferred.

#### **SALARY AND BENEFITS**

Salary is open and commensurate with qualifications and experience. The Club offers a competitive salary, bonus and benefits package including a GCSAA membership for a position of this scope and responsibility.

#### **INSTRUCTIONS ON HOW TO APPLY**

Please upload your résumé and cover letter (in that order) using the link below. You should have your documents fully prepared to be attached when prompted for them during the online application process.

**IMPORTANT:** Save your résumé and letter in the following manner:

“Last Name, First Name Résumé” &

“Last Name, First Name Cover Letter”

(These documents should be in Word or PDF format)

Note: Once you complete the application process for this search, you are not able to go back in and add additional documents.

For directions on how to upload your resume and cover letter [visit this page](#).

[Click here](#) to upload your resume and cover letter.

If you have any questions, please email Nan Fisher: [nan@kkandw.com](mailto:nan@kkandw.com)

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