

## **DIRECTOR OF GROUNDS & GOLF COURSE MANAGEMENT PROFILE: HERMITAGE COUNTRY CLUB MANAKIN-SABOT, VA**

Hermitage Country Club is seeking a Director of Grounds & Golf Course Management (DGGCM) with strong leadership, communication and agronomic skills. The DGGCM must have experience growing bentgrass and bermudagrass in extremely challenging climates. He/she will be a highly visible presence among membership and staff alike and will possess great passion for the game of golf.

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

### **HERMITAGE COUNTRY CLUB**

Golf at Hermitage is a unique and prestigious experience. Today, Hermitage is generally considered the “golfers’ choice” for men, women and juniors in central Virginia. More than 250 members boast a single digit handicap index. Hermitage features two 18-hole championship courses, with recently renovated practice facilities. The Manakin Course was originally designed by Ed Ault in 1973, then redesigned in 2005, receiving the 2006 award by *Golf Digest* as the #5 *Best New Remodel* in the country. The Manakin Course features bentgrass greens with fairways and roughs scheduled for renovation to Latitude 36 bermudagrass in 2019. The Sabot Course was renovated by Arthur Hills in 2000, and features water on 13 of its holes. The greens are bentgrass and the fairways and roughs are bermudagrass. The difference between the two courses allows for an enjoyable and diverse golfing experience. Both golf courses are Audubon Certified Sanctuaries. The golf staff is focused on service and making members feel right at home by always creating a memorable day.

An oasis nestled on 480 pristine acres, Hermitage is 25 miles west of downtown Richmond. A vibrant capitol city located on the historic James River, Richmond is a 90-minute drive to the Atlantic Ocean, Washington D.C. and the beautiful Blue Ridge Mountains. With a metropolitan statistical area of over 1,000,000 people, it is the largest city in Virginia. Richmond and surrounding communities are economically diverse with industries, including corporate hubs for Altria, Carmax, Capital One, and Owens and Minor among others. The city boasts a world-renowned art scene, well respected cultural attractions, world class craft breweries, renowned dining, fascinating museums and historic sites. The region also features excellent public and private schools, as well as top universities like VCU and the University of Richmond.

Hermitage was established in 1900 at the current site of the Virginia Science Museum and moved from that location in 1917 to Hilliard Road where an A.W. Tillinghast course design was created. In 1949, the club hosted the only major championship ever held in Virginia, the PGA Championship, where Sam Snead was crowned champion. In 1973, the club moved west to its current location in eastern Goochland County. Arnold Palmer scored the last victory of his career at Hermitage in the 1988 Crestar Classic.

### **HERMITAGE COUNTRY CLUB & COURSE OVERVIEW**

- 1,100+ Members
- \$2.5M Budget
- 45-50K Annual Rounds
- USGA Bentgrass Greens, A1 on Manakin, L-93 on Sabot
- Sabot Course, Vamont bermudagrass fairways and roughs
- Sabot Course Architect - Arthur Hills
- Manakin Course, conversion to Latitude 36 fairways and roughs in 2019
- Manakin Course Architects - Ed Ault, Andrew Green (Renovation)

**HERMITAGE COUNTRY CLUB WEBSITE:** [www.hermitagecountryclub.com](http://www.hermitagecountryclub.com)

## **JOB DESCRIPTION**

The Director of Grounds and Golf Course Management (DGGCM) reports to the Chief Operating Officer at Hermitage Country Club. The DGGCM is expected to provide quality leadership and will lead his/her department to ensure excellent, firm and fast conditions during the season. He/she will create a culture of constant improvement. The DGGCM will assure that member expectations are met or exceeded by coordinating all components of the grounds and golf maintenance departments.

The DGGCM will be a gifted communicator with membership and staff. He/she will possess a passion for the game of golf and will have extensive agronomic knowledge. He/she will understand that team development, mentoring, continuing education, professional development, networking, and staying at the forefront of research and technology are all necessary for success.

### **DIRECT REPORTS**

- Course Superintendents
- Mechanic
- Irrigation Tech
- Administrative Assistant

### **KEY RELATIONSHIPS**

- Chief Operating Officer
- Director of Golf
- Green Chairman & Golf Chairman

### **INITIAL AREAS OF FOCUS**

- Manakin Course Re-Grassing
  - Establish Fairway and Rough conversion to Bermuda (Sprigging to Latitude 36 in June 2019)
  - Supervise contractors & manage project
  - Ensure completion on time & on budget
- Member Engagement
  - Create an ongoing dialog with membership
  - Build trust & confidence
  - Be visible during high-profile member golf events
  - Develop trusting relationships with members
- Leadership/Team Building
  - Provide leadership to department & Club as a whole
  - Demonstrate a high level of management & supervisory acumen
  - Develop course standards for both golf courses
  - Be a passionate advocate for what's best for the golf course and Club
  - Recruit, train, develop and oversee a strong team
  - Train management staff for career advancement

### **EXPECTED OUTCOMES**

- High level of member satisfaction
- Staff development and morale building
- Improved green health and playability
- Providing exceptional firm and fast golfing conditions during the season
- Successful re-grassing project implementation on Manakin Course

### **CANDIDATE QUALIFICATIONS**

The ideal candidate will be a Golf Course Superintendent at a club renowned for providing exceptional golfing conditions, with a minimum of five years' experience.

- Possess exceptional agronomic skills
- Strong budgeting & financial skills
- Strong communication skills both verbal & written
- Detail-oriented
- Golfer and student of the game with a sound understanding of ideal playing conditions
- Highly visible and builds rapport among membership & staff
- Ability to develop an intern program
- Proven success in recruiting and developing strong teams
- Experience in mentoring and managing a large team
- Experience with grow-ins and re-grassing preferred
- Subscribes to current irrigation technology and best practices
- Understands the challenges of turf management in the Mid-Atlantic Transition Zone
- Proven history of providing exceptional golfing conditions
- Subscribes to sustainable maintenance practices
- Stays current with advances in turf technology & equipment
- Multi-course experience is a plus

### **EDUCATIONAL & CERTIFICATION QUALIFICATIONS**

A degree in turf management or related field of study. GCSAA Certification a plus.

### **SALARY & BENEFITS**

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

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

Resumes will be accepted through Tuesday, January 15, 2019.

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 résumé and cover letter [visit this page](#).

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

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

### **Lead Search Executive:**

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