

## GOLF COURSE SUPERINTENDENT PROFILE: ARMY NAVY COUNTRY CLUB - ARLINGTON ARLINGTON, VA

Army Navy Country Club is seeking a Golf Course Superintendent with exceptionally strong agronomic, communication and leadership skills for their 27-hole Arlington property. He/she will have a passion for providing exceptional Member golfing conditions and experiences.

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

### ARMY NAVY COUNTRY CLUB

Gracing over 500 acres of rolling, wooded, landscape at sites in both Arlington and Fairfax, Virginia, the Army Navy Country Club challenges Members and guests with 54 championship golf holes, award-winning tennis facility with 32 tennis courts, 6 swimming pools, a fitness center, and golf and tennis Pro Shops. The 27-hole Arlington property sits on 253 acres of the Club's 500 acres.

In the summer of 1861, the rout of the Federal Army in the First Battle of Bull Run had left the nation's capital virtually defenseless. With the victorious Confederate Army encamped only a few miles away, President Lincoln concentrated on erecting suitable defenses, and within a short time, a project was underway which, in the next four years, would make Washington, D.C. "the most heavily fortified city in the nation."

Commanding the highest ground of all the forts on the Virginia side was Fort Richardson, sited on a crest which would eventually comprise part of the Army Navy Country Club. Today, only remnants of Fort Richardson's parapets and ditches remain, flanking the Red 9 green; they tend to go unnoticed except for when an approach shot is shanked or hooked. Sixty-three years later, the same land was going to take a very different military direction. There was much discussion during the summer and early fall of 1924 about the need on the part of Army, Navy, and Marine Corps officers stationed in the Washington area for outdoor recreation facilities. This need sprang from the realization that such officers, with modest salaries and generally without other means, were hard put to meet expenses for the necessities of life, let alone afford the high initiation fees and dues associated with membership in existing private country clubs of the area. On November 11<sup>th</sup>, 1924, the Army Navy and Marine Corps Country Club was incorporated. The name was changed to Army Navy Country Club in 1930.

Since its ground breaking ceremony at the current Arlington site on 5 August 1927, Members have included Major General John A. Lejeune, USMC; Admiral Chester W. Nimitz, USN; General Omar Bradley, USA; and Presidents Dwight D. Eisenhower, John F. Kennedy, Lyndon B. Johnson, Richard M. Nixon, and William J. Clinton.

### MISSION STATEMENT

*"...provide, at moderate expense, recreational facilities at, or near, the National Capital for, and to promote social intercourse among those citizens, military and civilian, who are bound together by the fraternal and patriotic spirit of serving the best interests and efficiency of the National Defense."*

### ARMY NAVY COUNTRY CLUB OVERVIEW

- Budget: \$2.2M
- Rounds of Golf: 44,000 (22,000 cart rounds)
- Greens: 4 USGA, 3 Sand, 3 Egypt Farms Mix & 21 Push-Up
- Greens Turf: A4
- Tees: Penncross
- Fairways: Patriot Bermuda grass (Overseeded Perennial Rye in the fall)
- Roughs: bermuda/tall fescue, converting to Patriot bermudagrass
- Number of Holes: 27

- 142 acres of maintained turf
- Renovation Business Plan and Golf Course Architect of Record, Richard Mandell

**ARMY NAVY COUNTRY CLUB WEBSITE:** [www.ancc.org](http://www.ancc.org)

## **JOB DESCRIPTION**

The Golf Course Superintendent (GCS) reports directly to the Club's Assistant General Manager/Director of Golf along with the General Manager/COO at Army Navy Country Club. The GCS is expected to be a visible presence among team and members with exceptionally strong agronomic, business and communication skills. He/she is responsible for maintenance, operation, management, preparation, and condition of the golf courses and grounds.

The GCS must be an excellent, transparent communicator with a natural style of "sincere engagement" with both the management team and members. He/she will have an extensive agronomical knowledge and know how. Continuing education, professional development, strong peer group relations and staying at the forefront of research and technology are necessary for success.

## **DIRECT REPORTS**

- Assistant Superintendents
- Head Mechanic
- Spray Technician

## **INITIAL AREAS OF FOCUS**

- Improve overall course playability & health
  - Bermuda Grass health
  - Improve rough, especially around greens
  - Cart path restoration
- Communications
  - Build communication with Membership
  - Maintain a visible & approachable presence

## **CANDIDATE QUALIFICATIONS**

The ideal candidate will be a successful, experienced Golf Course Superintendent at a club renowned for providing exceptional golfing conditions.

- High energy, focused leader
- Present & engaged
- Detail oriented
- Highly organized
- Hands on leadership style
- Strong observational skills
- Transparent communication style
- Possess especially strong communication skills both verbal & written
- Relationship builder with a history of excellent relations with team
- History of excellent relations with their Golf Professional & General Manager
- Personable & builds membership rapport easily
- Excellent communication skills-listens to and responds to both club members & team members
- The ideal candidate will be a courageous, innovative thought partner
- Possesses leadership qualities that result in high employee satisfaction-proven staff retention, low turnover
- Experience developing standard operating procedures & training programs to onboard new staff
- Experience mentoring team members
- Proven success in developing superintendents/assistants to promotion
- Experience with intern programs
- High golf IQ is essential
- Golfer/student of the game with a sound understanding of ideal playing conditions

- Proven history of providing exceptional golfing conditions
- Experience managing golf course design/construction projects
- Experience guiding project vision, planning, & overall direction
- Subscribes to sustainable maintenance practices
- Successful experience managing both pushup greens & USGA greens
- Familiar with & successful experience with bermudagrass fairways & roughs in the transition zone
- Experience over-seeding bermudagrass & managing transition back to bermudagrass in summer
- Experience managing bentgrass & bent/Poa greens & tees in Mid-Atlantic region or a similar climate
- Experience managing warm season grasses
- Proven success in Poa annua management & control
- Experience with tree management & shade mitigation
- Experienced with drainage installation of naturally occurring springs
- Experience with “high priority” bunker maintenance
- Understanding of all pest control techniques
- Solid irrigation management philosophy & practices
- Strong agronomic skills-stays current with advances in turf technology & equipment
- Strong budget management & forecasting (zero based) skills
- Experience developing capital equipment replacement plans
- Spanish language skills are preferred
- Multi course experience is preferred

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

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

#### **SALARY & BENEFITS**

Salary is open and commensurate with qualifications and experience. The Club offers a competitive salary, bonus and benefits package 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 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)

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