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GOLF COURSE SUPERINTENDENT PROFILE: DIABLO COUNTRY CLUB DIABLO, CA

Diablo Country Club is seeking a Golf Course Superintendent with great communication skills, strong agronomic and leadership skills, a passion for classic architecture and providing exceptional golfing conditions.

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

DIABLO COUNTRY CLUB

Diablo Country Club is a welcoming and unique place nestled at the foot of Mt. Diablo in the rolling hills of the East Bay region of San Francisco, CA. Having opened over 100 years ago as California's original family oriented golf club, the traditions of excellence and sportsmanship for generations of members have stood the test of time. The grounds, originally an 1874 country estate for the families of railroad barons and gold mining icons, was converted in 1914 to a world class golf and country club by the founder Robert Noble Burgess. His vision to create "A Community With an Ideal" is evidenced in many of the structures and activities that exist to this day. From refreshments in the Carriage Lounge, circa 1881, to youth swim competition since 1914, entertaining in the Red Horse Tavern, Est. 1917 or a round of golf on the iconic 18-hole golf course designed by legends Jack Neville and William Watson, Diablo Country Club continues its tradition of being a welcoming place for their members and guests.

Diablo Country Club offers the finest in state of the art amenities including: a championship tennis facility which includes a separate tennis clubhouse; a competition swimming pool complex with a large deck for social activities; a full-service fitness center; two bocce ball courts; two restaurants and a ballroom that seats up to 500 people.

Built as Northern California's first family oriented club, Diablo also proudly embraces a leadership role with its vibrant ladies' groups and a highly successful junior program. It is this welcoming family atmosphere that keeps Diablo true to its legacy – A Community With an Ideal and recognized as one of the Distinguished Clubs of the World.

DIABLO COUNTRY CLUB GOLF COURSE OPERATIONS:

- 18 holes
- \$2.5M Operating Budget
- 27,000 rounds of golf (75% cart)
- Poa annua, pushup greens
- Common Bermuda fairway
- Todd Eckenrode, golf course architect, retained and currently leading the masterplan process
- Plans for an onsite MBR scalping plant to provide a sustainable irrigation water source

DIABLO COUNTRY CLUB WEB SITE: www.diablocc.org

JOB DESCRIPTION

The Golf Course Superintendent (GCS) reports to the General Manager/Chief Operating Officer and liaises with the Director of Golf and the Green Committee. The GCS is expected to provide quality leadership and will lead and manage his/her department to ensure superb golf course conditioning on a daily basis. The GCS is responsible for all day-to-day operations of the Diablo Country Club golf course and grounds.

Continuing education, professional development and staying at the forefront of research and technology are necessary for success. In addition, the GCS will provide innovative, relevant leadership and will perpetuate and foster an educational culture of developing and producing future turf professionals. The GCS must be a great communicator and have a natural style of "sincere engagement" with members and staff along with a love of the game of golf and a relentless attention to detail.

INITIAL AREAS OF FOCUS

- Assess growing conditions of greens
- Irrigation system maintenance and programming
- Develop a plan to improve common Bermuda fairways with a goal of providing full, dense fairways through the season
- Develop a plan to improve consistency of roughs both maintained and low maintenance areas
- Evaluate and update standard operating and course conditioning procedures
- Institute a high level of detail work
- Develop team training and evaluation systems
- Create an efficient work environment in the golf course maintenance buildings
- Work with Club's leadership and golf course architect on the golf course masterplan

CANDIDATE QUALIFICATIONS

The ideal candidate will be a Golf Course Superintendent or the First Assistant at a top tier club with a minimum of five years' experience.

- Successful experience with managing push up greens
- Familiar with and successful experience managing cool and warm season turfs; including Poa annua greens, Bermuda fairways
- Experience with effluent irrigation water
- Experience with treatment and use of effluent is desirable
- Understanding of all pest control techniques
- Solid irrigation management philosophy and practices
- Strong agronomic skills-stays current with advances in turf technology and equipment
- Proven history of providing exceptional golfing conditions and landscape at the highest level
- Subscribes to sustainable maintenance practices (e.g. firm and fast, sound irrigation philosophy)
- High energy, focused leader
- Possesses leadership qualities that resulted in high employee satisfaction-proven staff retention, low turnover
- Strong relationship builder with a history of excellent relations with their Director of Golf/Golf Professional and General Manager/Chief Operating Officer
- Experience developing standard operating procedures and training programs
- Experience mentoring team members
- Proven success in developing assistants to promotion
- Excellent communication skills-listens to and responds to both club members and team members
- Strong budget management and forecasting (zero based) skills
- Technologically savvy and comfortable with basic business, web and application software
- Experience developing capital equipment replacement plans

- Strong observational skills, detail oriented
- Highly organized
- Experience with masterplans and golf course renovations
- Golfer/student of the game with a sound understanding of ideal playing conditions and a passion for the game
- High Golf IQ is essential
- Spanish language skills are a plus

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

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

SALARY & BENEFITS

Salary will be commensurate with qualifications and experience. The club, along with the typical GCSAA benefits, offers an excellent performance bonus and benefit package.

INSTRUCTIONS ON HOW TO APPLY

Please upload your resume 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.

Preparing a thoughtful letter of interest and alignment, clearly articulating your “fit” with the profile and the above noted expectations and requirements is necessary.

Your letter should be addressed to the GM/COO, Frank Cordeiro, CCM, and clearly articulate why you want to be considered for this position at this stage of your career and why Diablo Country Club and the Bay area will likely be a “fit” to you, your family and the Club if selected.

IMPORTANT: Save your resume and letter in the following manner:

“Last Name, First Name Resume”

“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](#).

If you have any questions, please email Nan Fisher: nan@kkandw.com

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

Lead Search Executive:

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