

DIRECTOR OF GOLF COURSE OPERATIONS PROFILE: BONITA BAY CLUB BONITA SPRINGS, FL

DIRECTOR OF GOLF COURSE OPERATIONS OPPORTUNITY AT BONITA BAY CLUB

The Bonita Bay Club is looking for a Director of Golf Course Operations that is successfully managing a multi course operation and has experience managing bermuda grass. He/she will be a strong, detail oriented team leader with strong business and organizational skills, a passion for the game of golf, and the demonstrated ability to deliver an exceptional playing experience.

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

BONITA BAY CLUB

The Bonita Bay Club (BBC), located midway between Naples and Fort Myers, is bordered by Spring Creek, Imperial River and Estero Bay and is widely recognized for its environmental sensitivity and natural beauty. The Club was founded in the mid-1980's and became a member-owned club in 2010. The Club is an integral part of the beautiful Bonita Bay community and is celebrated for its award-winning landscaping and the philanthropy of its residents. More than 1,400 of its 2,400 acres and 90 holes of golf are devoted to open space, including lakes, nature preserves and a 12-mile network of biking and walking paths. No other country club in South Florida offers a wider variety of recreational options, a more congenial group of members or a more beautiful natural setting than this member-owned club.

The 55,000 square-foot Main Clubhouse is the social hub of Bonita Bay. The clubhouse was recently renovated to significant acclaim and features a number of well-appointed rooms and amenities, including a new sports bar-like lounge, great outdoor seating and viewing areas, the Fireside Room, a spacious card room, and beautifully appointed locker rooms, all with views of Bonita Bay's natural surroundings and fertile courses. As part of this recent renovation, the large golf shop was moved to a newly built facility adjacent to the clubhouse. This new operation, which also houses over 260 golf carts and over 1,500 sets of members' clubs, opened in January 2014 and serves as the focal point of a busy, main campus golf operation. The Club also features a large and active tennis complex, as well as a vibrant and update fitness center and spa.

Bonita Bay Club West, within the Bonita Bay community, has three courses designed by Arthur Hills to preserve and enhance the natural features of the land. The two Tom Fazio courses at nearby Bonita Bay Naples on Immokalee Road, provide a pure golf experience on 1,000-plus-acres that include preserved cypress wetlands but no residential development.

It should be noted that Hurricane Irma caused significant tree and bunker damage and some flooding on the courses, cleanup and repairs are underway and ongoing.

The **Bonita Bay Club West Courses** were designed by Arthur Hills and achieved Certified Audubon Cooperative Sanctuary status in 1995:

- **Marsh** weaves its way through wetland terrain with beautiful oaks and palmettos forming a backdrop for challenging golf. Natural wetlands and native vegetation provide both landscaping and water hazards.
- **Creekside** features broad fairways and limited carries, while changes in land elevations create a subtle feeling of rolling hills. Bunkering and moguls add challenge to the greens.

- **Bay Island** draws from the natural lay of the land to create the longest and most challenging of Bonita Bay Club West's three courses. Water hazards, sand traps and thick stands of oak and cypress await errant shots on a course that plays to all four points of the compass.

Bonita Bay Club Naples courses were designed by Tom Fazio and the facility was named the 1999 Environmental Leader in Golf by Golf Digest, noting that the club "set standards for land planning and environmental preservation."

- **Sabal** is a little shorter and tighter than its sibling, the course borders a wildlife preserve. Long white sand bunkers flank undulating fairways and ponds cut in to provide challenge and interest, especially on holes 9 through 12 that play around a 35-acre lake. Named for its abundance of graceful sabal palms located throughout the landscape, the Sabal features steep bunkers, multi-tiered greens with false fronts and terraces and sloping bunkers.
- **Cypress** is the longer of the two Naples courses; it leads off with wide fairways punctuated by strategically-placed bunkers on the front nine to tighter landing areas on the back with some holes cut through dense stands of trees. Generally, the Cypress is considered the course to play for those looking for the ultimate challenge. You'll find more steep-faced bunkers along with plenty of wetlands and water. Among the big challenges on the Cypress are the slick-running greens.

MISSION STATEMENT

"To be a premier private sporting and social country club in southwest Florida. Offering the highest quality facilities and services in a family friendly atmosphere, with a highly trained, service oriented staff."

AWARDS & DISTINCTIONS

- "Environmental Leader in Golf" – 1999, Golf Digest magazine
- "World's First Private 36-hole Audubon International Signature Sanctuary" for Bonita Bay Club East – 1999
- "Certified Audubon Cooperative Sanctuary" status for Bonita Bay Club West courses – 1995
- "Award of Distinction" recognized by Wine Enthusiast magazine for Fireside Room wine list
- One of Nine Renovated Clubhouses featured in Design Showcase – 2006, Club Management Magazine
- Clubhouse honored with a First-Place Award for Remodeling/Renovation – 2003, Golf Inc. Magazine

BONITA BAY CLUB BY THE NUMBERS

- Annual Budget: \$8M
- Annual Equipment Leases \$890,000
- 2018 Capital Project Budget \$1,383,500 (including capital leases)
- Rounds of Golf: 115K
- Members: 2000
- Average Member Handicap: Men 18; Women 29
- Department Staffing: 90

OTHER BONITA BAY COURSE INFORMATION

- Champion greens
- Tifway 419 bermuda grass fairways, roughs and tees
- Some fairways and tees are in Bimini bermuda grass
- March and Creekside course's irrigation systems have been replaced with Rain Bird IC systems
 - Bay Island will be done in 2018 or 2019

Bonita Bay Club Website: www.bonitabayclub.net

DIRECTOR OF GOLF COURSE OPERATIONS JOB DESCRIPTION

The Director of Golf Course Operations (DoGCO) reports directly to the General Manager at Bonita Bay Club. The DoGCO will lead and manage his/her department to ensure superb golfing conditions. He/she is responsible for all day-to-day operations of the golf courses and practice areas. The DoGCO leads the golf course and grounds maintenance teams. He/she is expected to routinely play or walk the courses to determine the actual playing conditions and to ensure that they are consistently in top playing condition.

Continuing education and staying at the forefront of research and technology are necessary for success. In addition, the DoGCO will provide creative leadership and foster a culture of continuing education and development of future turf professionals. The DoGCO must demonstrate sincere and engaged visibility with members and staff, along with a love of the game of golf and the relentless pursuit of excellence.

DIRECT REPORTS

- 4 Superintendents
- 2 Equipment Managers
- Administrative Assistant
- Clubhouse Grounds Manager
- Irrigation Superintendent
- IPM Manager

KEY AREAS OF FOCUS

- Sand Bunker renovation and maintenance
- Leadership
- Team Development

CANDIDATE QUALIFICATIONS

The ideal candidate will be a successful Superintendent at a multi-course club known for exceptional golfing conditions. He/she will have with a minimum of 10 years' superintendent experience.

- Ideal candidate will be known as a "Team Player" and have excellent people skills
- Strong communication skills, verbal and written
- Detail oriented
- Highly visible and available to Members
- Candidate must be a charismatic, passionate professional who truly enjoys the club environment
- Creative thinker and problem solver
- Honest and straightforward communicator
- A confident, resourceful, high-energy leader
- Committed to professional growth and development, for him/herself and his/her team
- Strong organizational skills
- Record of hiring and identifying talent
- Experience successfully managing a large staff
- Strong leadership and strategic planning experience
- Strong management skills
- Team builder with experience training, guiding, and maintaining staff
- Experience at multi-course operations
- Possess exceptionally strong agronomy skills

- Knowledgeable of, and expertise in, the latest in agronomy practices and technologies
- Extensive renovation and new construction experience
- Experience successfully managing bermuda grass
- Must be an avid golfer and have an understanding of the relationship between golf course maintenance, the game of golf and the member experience
 - High “Golf IQ”
- Business and budget management skills and financial acumen are key elements for successfully executing the duties of the position

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

Associates degree (A.A.) or Bachelor’s degree (B.A.) in Agronomy, Horticulture or a related science plus a minimum of four years of related experience and/or training, or an equivalent combination of education and experience. Certification is preferred.

SALARY & BENEFITS

Salary is open and commensurate with qualifications and experience. The club, along with the typical GCSAA benefits, offers an excellent 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.

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](#).

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

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

Lead Search Executive:

Armen Suny

303.570.2741

armen@kkandw.com