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DIRECTOR OF AGRONOMY BELMONT COUNTRY CLUB BELMONT, MA

DIRECTOR OF AGRONOMY AT BELMONT COUNTRY CLUB

Belmont Country Club is looking for a Director of Agronomy (DOA) who is successfully managing cool-season grasses and has experience on classic golf courses. The DOA will be a strong, energetic, detail-oriented team leader with a passion for the game of golf and a strong belief in and a proponent of providing exceptional golfing conditions on a regular basis.

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

BELMONT COUNTRY CLUB

Belmont Country Club, a prestigious New England club since 1918, is renowned for its close-knit community and dedication to camaraderie, family, and community service. Its new state-of-the-art clubhouse enhances the already exceptional facilities, but what truly sets Belmont apart is its strong connection to shared values and priorities. The club's membership is known for being highly respected in their fields and committed to charity and community involvement. The "Member/Sponsor" approach ensures that the community grows organically with like-minded individuals.

The club features one of the most immaculate golf courses in the Metro Boston area. Its 18-hole course was designed by Donald Ross and recently renovated by Brian Silva. The Club is known for its exceptional putting surfaces with consistent fast speeds, offering a challenging experience to golfers of all levels. Additionally, the club offers a variety of other amenities, including clay tennis courts, a large pool with lap lanes, a fitness center, and full-service pro shops for golf and tennis. Belmont's commitment to excellence extends to its culinary services, sourcing high-quality ingredients to provide exceptional dining experiences for its members.

BELMONT COUNTRY CLUB BY THE NUMBERS

- 17,000 rounds of golf
- 11,000 cart rounds
- \$ 2.5 M operating budget
- USGA greens - regrassed 2 years ago
- Bentgrass greens, tees and fairways
- Average Handicap: Men-17 Women-24
- Average age of Members: 59
- Rainbird Irrigation System
- 8 full-time staff, 14 seasonal

BELMONT COUNTRY CLUB WEBSITE: www.belmontcc.org

DIRECTOR OF AGRONOMY – POSITION OVERVIEW

At Belmont Country Club, the Director of Agronomy (DOA) reports directly to the General Manager and liaises with the Grounds Chairman.

The DOA will lead and manage his/her department to ensure superb golfing conditions: firm, fast, and green. He/She is responsible for all day-to-day operations of the club's golf course and grounds.

The DOA is expected to lead the golf course maintenance team as well as providing information, recommendations, and leadership to the Grounds Committee to provide consistent championship conditions. Well-articulated and candid discourse is expected and required with the General Manager, Director of Golf, Head Golf Professional, and Grounds Committee.

Continuing education and staying at the forefront of research and technology are necessary for success. In addition, the DOA will provide creative leadership and foster a culture of continuing education and development of future turf professionals. The DOA must have a natural style of "sincere engagement" with members and staff along with a love of the game of golf and superior conditioning and a relentless attention to detail.

INITIAL PRIORITIES OF THE DIRECTOR OF AGRONOMY

- Evaluate the greens and determine the course of action to improve overall hardness and playability/speeds
- Develop a comprehensive program to reduce thatch levels in fairways and approaches and improve firmness
- Evaluate the native/fescue areas and develop an improvement plan for aesthetics and playability
- Create a plan for improvements to tees including cover and firm footing
- Review standard operating and course conditioning procedures

DESIRED CANDIDATE QUALIFICATIONS

The ideal candidate will be a Director of Agronomy, Superintendent or an Assistant Superintendent with a minimum of five years' experience at a golf course known for consistent, championship conditioning.

- Subscribes to traditional maintenance practices (e.g. firm and fast, minimal watering)
- Player/student of the game with sound understanding of providing consistent ideal playing conditions
- Successful experience with bentgrass greens and Poa control
- Experience providing fast, smooth, and firm greens on a daily basis
- Excellent bunker maintenance program, including bunker surrounds
- Highly detail oriented
- Proactive, high-energy leader
- Strong relationship builder with a history of excellent relations with their Green/Grounds Chairman, Director of Golf, Golf Professional, and General Manager
- Confident, take charge leader, both with team and committee
- Strong budget management and forecasting (zero based) skills
- Irrigation system planning and construction oversight
- Excellent communication skills with both club and team members
- Strong observational skills and detail oriented
- Highly organized, personally and organizationally
- Understanding of golf course equipment maintenance
- A creative turf manager with strong agronomic skills-stays current with advances in turf technology, irrigation management, and equipment
- Understanding of all pest control techniques including Poa annua management
- Experience in tree maintenance, club landscaping and plantings
- Snow removal planning
- High Golf IQ
- Passion for the job and historic golf course architecture

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

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

EMPLOYMENT ELIGIBILITY VERIFICATION

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefits package, including association membership.

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. Please be sure your image is not present on your resume or cover letter; that should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to the **Belmont Country Club search committee/Mr. Andrew Coleman, General Manager**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why BCC and the Belmont area will benefit you, your family, your career, and the Club if selected.

You must apply for this role as soon as possible but no later than Tuesday, October 8, 2024. Candidate selections will occur on Friday, October 18, 2024, with the first Interviews expected on Tuesday, October 29, 2024, and the second interviews a short time later. The new candidate should assume his/her role after the first of the year.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - BELMONT COUNTRY CLUB”

(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.

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

If you have any questions, please email Katy Eliades: katy@kkandw.com

Lead Search Executive:

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Search Executive

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