



## Royal Oaks Country Club is seeking a Golf Course Superintendent

Royal Oaks Country Club is member owned private club located in Vancouver, Washington. The course was established in 1945 and is rated in the top 5 private Golf Courses in the state of Washington. Royal Oaks Country Club is considered to be one of the premier courses in the Portland Metro Area. Our current superintendent who has been with the club for 33 years is retiring May 2019.

Over the years the course has been maintained to high standard and is in excellent playing condition year round. The membership expects there to be continuous improvement as to maintain those high standards.

### **Mission Statement:**

Royal Oaks Country Club is a full-service family oriented country club, serving its members in a very high quality manner with golf as the club's primary offering.

### **Club Management Structure:**

Royal Oaks Country Club is a board and committee run club with three department heads (Clubhouse Manager, Head Golf Professional, Golf Course Superintendent) that report directly to the Executive Committee.

- \$1.2 million operating budget, \$125K capital budget
- Rainbird Cirrus Irrigation System
- 35K rounds per year
- 15-18 staff summer/12 winter

### **Responsibilities:**

- Attend all Green Committee meetings (run by committee chair) and monthly Board of Director meetings. Attendance at other meetings as necessary.
- Maintain the appearance and safety of the course by diagnosing and treating agronomic issues.
- Supervises irrigation scheduling and repairs; maintaining cool season turf grasses; managing course preparations for tournament and daily play; integrating environmental programs specializing in Integrated Pest Management; scheduling and supervising capital improvement projects.
- Responsible for overall appearance of golf course, clubhouse landscaping and perimeter boundaries.
- Responsible for ensuring maintenance staff performs duties in compliance with highest level of safety standards.
- Establish and maintain effective working relationships with other department heads.
- Responsible for all Human Resources related functions for the Green Department.

- Develop and execute annual maintenance plan and budget for course.
- Responsible for environmental recording and reporting including maintaining our current Audubon Certification.
- Execution of the current long-range plan as approved by the Green Committee.

**Benefits:**

- Fully paid group, medical, dental, vision and life insurance
- 401(K) with employer matching contributions
- Vacation, holidays and sick leave
- Truck allowance
- Meals
- Golf and facility privileges

**Qualifications:**

- 5+ years as a golf course superintendent and / or assistant. Certification is preferred.
- Degree in turf management or related field.
- Strong background in cool season grasses, diseases, weeds and aquatics.
- Energetic, passionate, professional, detailed oriented, engaging and a solid golf background.
- Experience in hiring, training, supervision, development, evaluation and discipline of employees.
- Solid record keeping and computer skills with Microsoft Office programs.
- Efficient management and administration of golf course maintenance operation.
- Ability to formulate an annual operating and capital budget and adhere closely to them.
- Safeguarding, maintaining and applying all pesticides pursuant to applicable laws and regulations, federal, state and local.
- Valid state pesticide license or ability to obtain one within 3 months.
- Valid driver's license.
- Recommend and supervise the purchase, lease, installation and maintenance of golf course equipment and improvements.

**Start Date:** April 15, 2019

**Salary:** Compensation commensurate with qualifications and experience.

**Send resume to:** Send a PDF file of your resume and cover letter to [GCSsearch@royaloaks.net](mailto:GCSsearch@royaloaks.net)  
Deadline to submit applications December 31, 2018

