

## **DIRECTOR OF GOLF & GROUNDS MAINTENANCE PROFILE: CONGRESSIONAL COUNTRY CLUB BETHESDA, MD**

Congressional Country Club (CCC) is seeking a Director of Golf & Grounds Maintenance with strong agronomic and leadership skills and a passion for providing exceptional Member golfing conditions.

### **Congressional Country Club History**

Congressional Country Club is located in Bethesda, Maryland, about 10 minutes outside Washington, DC. Congressional began in 1921 when Congressmen Oscar E. Bland and O.R. Luhring felt the need for a Club where members of Congress could meet socially with businessmen. The idea was taken to Herbert Hoover and he eventually served as the Club's first President. A prospectus was written and circulated to Members of Congress and the country's top business leaders, inviting them to lifetime Memberships.

Construction of the club was completed in two and half years, and on May 23, 1924, Congressional opened its doors to over 7,000 persons of national and local prominence at their Inaugural Gala. Such notables who attended were President and Mrs. Coolidge and then Chief Justice, William Howard Taft (formerly the 27th President).

The Club has a rich history of U.S. Presidents being Members or visiting the Club. Presidents Coolidge, Taft, Hoover, Wilson and Harding were lifetime Members. President Eisenhower and his Cabinet frequently retreated to the Club's greens, and more recently, Presidents George HW Bush, Bill Clinton and Barack Obama have visited regularly.

The Club's original purpose has been transformed to become that of a full-service family Club.

CCC has hosted numerous major golfing events, including the: 1949 USGA Boys' Junior Championship, 1959 USGA Women's Amateur, 1964 US Open, 1976 PGA Championship, 1980-86 Kemper Opens, 1995 US Senior Open, 1997 US Open, 2007-09 & 2012-13 AT&T National, 2011 US Open, and the 2014 & 2016 Quicken Loans National.

Congressional has two challenging 18-hole golf courses. Both courses are known for their rolling terrain, tree-lined fairways, and challenging greens. The world-renowned Blue Course was designed by Devereux Emmet and has been renovated over the years by A.W. Tillinghast, Robert Trent Jones, and Rees Jones. The course measures 7,574 yards and is considered among the best in the country. It is a par 72 with a rating and slope of 75.4 and 142 respectively, and bent grass is used for the fairways, tees and greens.

The Gold Course has been renovated twice; with George Fazio adding the final nine holes in 1977. In 2000, the course was renovated by Arthur Hills. Not only did Hills lengthen the course, he also reconstructed the tees, fairways, bunkers, - 18<sup>th</sup> green, replaced irrigation system and cart paths. It is consistently ranked as one of the top courses in Maryland.

Congressional's historic clubhouse, with its Spanish revival architectural style, is the largest clubhouse in the United States. It was designed in 1924 by architect Philip M. Jullien, and has indoor bowling lanes, tennis club, grand ballroom, one indoor and three outdoor pools, fitness center, fine dining, grand foyer, overnight guest accommodations, paddle tennis area, massage services, indoor Jacuzzi, men's and women's locker rooms, two bars, and a grill for everyday meals.

## CONGRESSIONAL COUNTRY CLUB'S PURPOSE

Enrich Life's journey through pride in belonging.

## CONGRESSIONAL COUNTRY CLUB'S MISSION

Congressional Country Club, rich in history and tradition, is a full amenity private club committed to excellence.

**WEBSITE:** [www.ccclub.org](http://www.ccclub.org)

## OVERVIEW OF CONGRESSIONAL COUNTRY CLUB GOLF COURSE & GROUNDS OPERATIONS

- \$5. 2M Budget
- 47,000 rounds of golf
- USGA Greens (Blue Course) and Pushup Greens (Gold Course)
- Bentgrass fairways

## Director of Golf & Ground Maintenance- Job Description

The Director of Golf & Grounds Maintenance (DGGM) reports directly to the Club's CEO/GM. Congressional has an organizational management structure consisting of five major divisions (Grounds, Athletics, Clubhouse, Finance/Business and Human Resources). This position is one of those division heads that sits on the Club's management planning committee and works closely with all Club division head managers to ensure the achievement of Congressional Country Club's (CCC) mission, values and objectives.

The Director of Golf & Grounds Maintenance works in partnership with the PGA Director of Golf & Athletics to ensure the golfing experience for Members and guests meets or exceeds the Club's high operating standards. It is imperative that the DGGM understands the high expectations, culture and rich traditions of the game of golf at CCC while continually challenging his/her team to meet and exceed member expectations by providing championship conditions on a consistent basis throughout the golf season.

The DGGM is the principal liaison to the Green & Grounds committee, ensuring that strong agronomics and course conditioning along with Member feedback are always driving the experience at CCC. The DGGM will also be responsible for the development and achievement of annual operating and capital budgets for the Grounds department.

Must be a concise and dependable leader in ensuring the CCC brand is maintained through consistent focus on priorities, goals and objectives that have been mutually established and reviewed in conjunction with the GM/CEO. He/She will oversee the execution of all necessary and relevant enhancements to procedures and operational strategies ensuring the long-term success of the Golf Course and Grounds maintenance.

The DGGM is the 'face' of CCC agronomics & golf course conditions and is expected to ensure that the best interests of the Membership are maintained and enhanced through his/her leadership, which must be one of natural positive engagement, strong communicative style, and an infectious enthusiasm for the role he/she has assumed. Of extreme importance is the continued development and motivation of an effective and dedicated team, leading to increasing levels of course conditioning and Membership satisfaction.

Respect for the heritage and traditions of CCC are most important. The Club has an incredible culture that values its team members, and wherein the commitment to excellence and creating exceptional experiences for Members is paramount.

The DGGM must also be the ultimate team player, well-respected by those that work for and with them, and have a strong track record of working in cooperation with other members of a leadership team to provide an exceptional Member experience.

## CANDIDATE QUALIFICATIONS

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

- Proven history of providing exceptional golfing conditions and managing all aspects of the golf course and landscape at the highest level
- Successful experience managing both USGA spec and pushup greens
- Familiar with and successful experience managing cool season turfs; including bentgrass and poa/bentgrass greens, tees and fairways, and tall fescue roughs in the Mid-Atlantic region or a similar climate
- Experience managing and controlling warm season grasses
- Experience in tree management and shade mitigation to improve the turf growing environment
- 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 success in Poa annua management and control
- Experience with “high priority” bunker maintenance
- The ideal candidate will be a courageous thought partner with experience managing golf course design/construction projects along with guiding the vision, planning, and overall direction of a project
- High energy, focused leader
- Possesses leadership qualities that have resulted in high employee satisfaction-proven staff retention, low turnover
- Strong relationship builder with a history of excellent relations with their Golf Professional and General Manager
- Experience developing standard operating procedures and training programs to onboard new staff
- Experience mentoring team members
- Proven success in developing superintendents/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
- Experience developing capital equipment replacement plans
- Strong observational skills, detail oriented
- Highly organized
- Subscribes to sustainable maintenance practices (e.g. firm and fast, sound irrigation philosophy)
- Golfer/student of the game with a sound understanding of ideal playing conditions
- High golf IQ is essential
- 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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