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GOLF COURSE SUPERINTENDENT: MERIDIAN HILLS COUNTRY CLUB INDIANAPOLIS, IN

GOLF COURSE SUPERINTENDENT AT MERIDIAN HILLS COUNTRY CLUB

Meridian Hills Country Club is looking for a Golf Course Superintendent with strong agronomic, communication and leadership skills with a passion for providing exceptional golfing conditions, and exceeding member expectations.

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

MERIDIAN HILLS COUNTRY CLUB

Meridian Hills Country Club (MHCC) was founded in 1923 and is located 20 minutes north of downtown Indianapolis, Indiana. A Bill Diddle designed golf course, the club is viewed as one of the premier golf clubs in the area and state. For many years, the golf course has been recognized for its excellent conditions and greens, always ranked as one of the best courses in the Midwest. The first golf Course Superintendent served for 40 years and the most recent Golf Course Superintendent, 15 years. Head Golf Professionals served 13, 27 and 30 years.

Meridian Hills has a great history as a venue for competitive golf, having been the site of numerous state tournaments. The Club hosted the 1956 USGA Women's Amateur won by Marlene Street. In 2013 the Club hosted the Western Golf Association's 96th Western Junior Championship. In June of 2019, the Club is slated to host the Western Golf Association's 93rd Women's Western Golf Association, Junior Championship.

OVERVIEW OF MERIDIAN HILLS COUNTRY CLUB GOLF COURSE OPERATIONS

- \$1.2M Budget
- Full time staff of 12 rising to 18 in season
- 20,000 rounds of golf
- Push up greens Poa/Bent with 6 USGA, A-4 greens (10 years old)
- Fairway grasses: Bent, Poa, Ryegrass
- Roughs: Bluegrass, Tall Fescue, Ryegrass
- Golf Course Architect: Bill Diddle
- Course closed on Mondays until 2:00 in the Summer

Meridian Hills Country Club Website: www.meridianhillsc.org

JOB DESCRIPTION

The Golf Course Superintendent (GCS) reports directly to the General Manager and liaises with the Green Committee Chairman at Meridian Hills Country Club. 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 Meridian Hills Country Club golf course and grounds.

Continuing education 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 have a natural, open 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

- Repair thin and weak spots on greens and collars and provide smooth putting surfaces
- Assess environmental/growing (shade & air) conditions of each green
- Develop standard operating and course conditioning procedures
- Develop team training and evaluation systems
- Improve organization and housekeeping in the maintenance area
- Evaluate the putting greens and create an in-depth report on the options for rebuilding or renovation

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.

AGRONOMICS

- Proven history of providing exceptional golfing conditions and managing all aspects of the golf course and landscape at the highest level
- Proactive, solutions driven approach to golf course maintenance with a focus on continual improvement
- Successful experience with reclaiming damaged greens and collars
- Understanding of the challenges of USGA Greens layering problems at the mix/gravel interface
- Familiar with and successful experience managing cool season turfs; including Bentgrass and bent/Poa greens, Bentgrass/Ryegrass/Poa/Bluegrass fairways, and Bluegrass/Ryegrass/Tall Fescue roughs in the Midwest and or Transition Zone
- Experience managing and controlling warm season grasses in the roughs
- 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
- 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

MANAGEMENT

- The ideal candidate will be a courageous thought partner with the Club and Management leadership
- High energy, highly organized focused leader
- Possesses leadership qualities that have resulted in high employee satisfaction-proven staff retention, low turnover
- Experience developing standard operating procedures and training programs to enhance team performance and onboard new staff
- Experience mentoring team members
- Proven success in developing assistants to promotion

- Proven record of leadership and management skills
- Detailed operational guide for managing staff and prioritizing tasks
- Strong observational skills, detail oriented
- Spanish language skills are preferred

COMMUNICATION/RELATIONSHIPS

- Excellent communication skills, both written and verbal, -listens to and responds to both club members and team members
- Seeks continuous feedback regarding course conditions and areas in need of attention
- Strong relationship builder with a history of excellent relations with their Golf Professional and General Manager
- A history of excellent working relationships with the Green Chair and Committee
- Respected in industry and maintains a network of progressive peers at quality clubs and other key industry and university contacts
- Use of electronic mediums for communication viewed favorably

FINANCIAL

- Strong budget management and detailed forecasting (zero-based) skills
- Proven record of establishing and operating within budget
- Experience developing capital equipment replacement plans
- Experience with project management and budgeting is a plus

PROJECT MANAGEMENT/PLANNING

- Experience with master planning
- Successful experience in green construction and renovation and grow-in is a positive

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

A degree in turf management or related field of study is required. GCSAA Certification is 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. Your documents should be 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](#).

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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