

## **Golf Course Superintendent Position Yahnundasis Golf Club**

Yahnundasis Golf Club located in New Hartford, NY is seeking a results-driven leader, who brings energy to join a family-centric membership to oversee their Walter Travis design. The individual should have a passion for classic golf architecture, and desires to enhance the golf experience with exceptional conditioning and detailed course aesthetics.

### **JOB OVERVIEW:**

The Golf Course Superintendent will work collaboratively with the club leadership team and Green Committee to ensure optimal golf course conditions and daily member experience.

Execute and enhance the personality and culture of the Club, its membership, and its employees. He/she will be a visible, collaborative, hands-on, proactive and service-oriented partner.

To be successful, the Golf Course Superintendent must have outstanding agronomy, leadership, communication, business acumen, golf course maintenance aptitude and experience. Most importantly, the drive, creativity, and commitment to continue elevating the experience and reputation of the Yahnundasis Golf Club.

### **ABOUT THE CLUB:**

The Yahnundasis Golf Club was founded in 1897 in New Hartford, NY. The golf course is a masterpiece crafted by world famous golf architect, Walter Travis. The 18-hole course plays to a par of 71 and is one of the most enjoyable, yet challenging courses in Central New York.

Walking down our fairways makes it easy for one to forget that Sangertown Square is only a stone's throw away. In recent years, The Club has been fortunate to host the New York State Golf Association, Syracuse Post Standard, and League of the Iroquois tournaments. Our Club has undergone tremendous growth in the last several years with new Members joining in both Social and Golf categories each year.

Recently, the Club was recognized as the #37th best course in New York by Golf Magazine (#5 outside of the metro-NY City and Long Island area).

The Yahnundasis is committed to creating a family-friendly environment for all of our members and their guests. Our club not only offers a championship golf course, but fine dining and spirits, elegant banquet facilities, a family-friendly pool, and well-kept tennis courts.

### Club Highlights:

- Annual Maintenance Budget - \$750,000
- Equipment Replacement Program - 50% of equipment is less than 5 years old, the remainder to be replaced within the next 5 years.
- Master Plan - Proper Golf (Jaeger Kovich)
- Grass types: Greens - Bent/poa; Fairways/Tees - Bent/poa; Roughs: Rye/Tall Fescue
- Greens Construction: Native soil/push up
- Total members - 420 total, 280 golf and 140 social
- Staffing - 12-15 in season
- Full-time staff - Equipment Manager, Assistant Superintendent, Irrigation Tech, Foremen
- Upcoming projects: Drainage installation, tee enhancements, grassing line enhancements, bunker renovation, practice range improvements and irrigation enhancements.
- Average green speeds - 10 feet
- Rounds of Golf - 18,000, primarily with carts
- Reports to Green Chair

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### **INITIAL PRIORITIES OF POSITION:**

- Ensure a smooth transition into the 2023 golf season implementing sound agronomic programming, maintenance practices, attention to detail, budget management and staff development.
- Review foundational agronomic programs including soil testing practices, fertility, pest management and cultural practices.
- Learn the culture, the people, operations and the influence of Walter Travis's course design.
- Develop strong relationships with club leadership and Green Committee.
- Develops a 90-day State of the Golf Course report - assess current golf course infrastructure including irrigation system, drainage systems, golf course equipment and general course conditions to prioritize short-term and long-term improvements.
- Establishes basic member communication program to update on weekly golf course conditions and maintenance practices.
- Prepare the golf course for the 2023 New York Men's Senior Amateur on September 11th.

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### **PREFERRED QUALIFICATIONS:**

- An Associate's or Bachelor's degree in turf management or related field of study.
- Minimum of 6-8 years of progressive assistant level experience and responsibilities required.
- Preferred Master Plan experience of Golden Age classic architecture.
- Preferred cool-season experience maintaining firm and fast conditions at a facility known for high quality golf conditioning in the Northeast/Mid-Atlantic.

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### **SUCCESS TRAITS OF INDIVIDUAL:**

- **High character individual** - Humble, trustworthy with impeccable integrity.
- Passionate about elevating golf course conditions and playing an integral role in improving Yahnundasis Golf Club's reputation in the golf community.
- Demonstrates creativity, flexibility, outside the box thinking and assures consistent

achievement of goals.

- **Team builder** - leads by example, recruits and develops all team members.
  - **Collaborative** - works effectively with various constituents.
  - Proactive, transparent, thoughtful and confident communicator.
  - **Relationship builder**, active listener with a history of excellent relations with all constituents including Green Committee and Golf Professional staff.
  - **Priority management** - understands where/how/why to focus course maintenance practices to provide optimal conditions and member experiences.
  - Exemplary administrative, inventory, record keeping and accounting practices.
  - Adapts maintenance practices to enhance design features and golfer playability.
  - Strong agronomic skills-stays current with trends in turf technology and equipment.
  - **Steward of the game** - takes an invested interest in Golden Age classic architecture and Walter Travis design.
  - **Proactive educator** to educating all constituents regarding best practices.
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## **THE FOLLOWING KNOWLEDGE, SKILLS AND APTITUDES ARE DESIRABLE:**

### **Agronomics/Daily Golf Course Management:**

- Strong technical and analytical focus to ensure optimal agronomic, water, soil, pest and environmental management programs.
- Consistently seeks out modern conditioning methodology including tools and practices.
- Solid irrigation and drainage practices - promotes "firm and fast" conditions.
- Knowledge and expertise working with Bent/poa greens in winter climates, and mitigating risk of winter kill damage.
- Successful experience in Northeast climates or similar environments.
- Results-oriented cultural, fertility and pesticide programming.
- Understands regulatory, construction, surface and stormwater planning.
- Establishes and maintains golf course maintenance operations and facilities to help create a safe, productive, and enjoyable environment for employees, as well as golfers and onsite visitors.
- Utilizes sound environmental practices and implements New York BMP's
- Tree management experience.

### **Golf Course Master Plan**

- Strong project management skills including strategic planning and execution to optimize member experience.
- Experience with bunker, tee renovations and grassing line enhancements.
- Records progress with videos, photographs and communication reports.
- Works alongside associated committee members to ensure sustainable maintenance practices along with member experience in any changes to the golf course.
- Continuously looks for opportunities to enhance golf course assets and facility improvements.

## **Communication**

- Strong follow up reporting with the Green Committee and direct reports.
- Works in collaboration with Head Golf Professional and Golf Shop Operations.
- Develops member communication program to keep members updated on latest happenings of conditions and maintenance practices.
- Builds team rapport within the Grounds Operations to develop core team and empower them to take ownership within the golf course operations.

## **Business/Financial Management**

- Exemplary administrative, inventory, record keeping and accounting practices.
- Comfortable utilizing Microsoft Office or similar software.
- Ensure compliance with environmental, safety, federal and state regulations.
- Strong time management and organizational skills.
- Zero-based budgeting skills.
- Strong forecasting and project planning expertise.

## **Golf IQ/Industry Relations**

- High golf IQ - steward of the game, environment and traditions.
- Adapts maintenance practices to enhance design features and golfer playability.
- Strong agronomic skills-stays current with trends in turf technology and equipment.
- Plans and executes maintenance practices as much as possible around member and outing play, maximizing efficiency and minimizing disruptions.
- Respected within the Superintendent community, and brings forth fresh ideas to operations.

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## **COMPENSATION & BENEFITS:**

- Salary - \$90,000+ dependent on experience
- 401(k) retirement plan with 3% company match
- Medical, dental, vision insurance
- Paid time off
- Cell phone allowance
- Paid holidays
- Typical GCSAA fees and continued education fund

## **APPLICATION INSTRUCTIONS:**

Please write a thoughtful cover letter to Tyler Bloom, Search Consultant, about why you are interested in the position, and how your expertise will contribute to the success of the position.

Save your application materials as one file as such:

(Last Name, First Name, Yahnundasis)

Send to [tyler@tylerbloomconsulting.com](mailto:tyler@tylerbloomconsulting.com) no later than March 8th, 2023. It is expected candidate in person interviews to be completed by March 17th, 2023.