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THE MOST TRUSTED NAME IN EXECUTIVE SEARCH AND CONSULTING

DIRECTOR OF GOLF COURSE OPERATIONS PROFILE: LANCASTER COUNTRY CLUB LANCASTER, PA

Lancaster Country Club is seeking a Director of Golf Course Operations with exceptional agronomic and communication skills. Candidates should have a passion for the game of golf, classic golf course architecture and a history of providing firm and fast golfing conditions.

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

LANCASTER COUNTRY CLUB

Founded in 1900, the Lancaster Country Club moved to its current location in 1913. In 1919, the club hired the golf course architect, William Flynn. Along with the likes of A.W. Tillinghast and Donald Ross, Flynn is considered to be one of the most significant and influential designers of the "Golden Age" of golf course architecture. Although most of his work is found around Philadelphia, his most recognizable work is outside the area at places like Cherry Hills Country Club in Denver, The Cascades in Virginia, and Shinnecock Hills on Long Island. The Flynn course evolved over the next 25 years under the watchful eye of Flynn and eventually crossed the Conestoga River in the 1940's.

The Flynn course requires a balance of long and short hole skills as well as strategic play and rewards accuracy as well as creativity. The course presents a strategic challenge to the skilled professional yet remains playable for the average golfer. The Highlands Nine was built in the 1990's and has recently undergone a bunker renovation program, led by Forse Design, that incorporates Flynn's design strategy and bunker style

Lancaster hosted the U.S. Women's Open in 2015 setting records for attendance with over 135,000 spectators. The club has also hosted the 2014 Women's Western Amateur Championship, the AJGA Rolex Tournament of Champions and has been a regular host to the Pennsylvania Amateur and Pennsylvania Open. The club will host the Philadelphia Amateur Championship in 2020.

Recently, the club completed a course restoration project working with Flynn specialists Ron Forse and Jim Nagle. Their task was to improve course infrastructure while enhancing playability and the strategic elements of the course. Maintaining the integrity of Flynn's design was of paramount importance and Forse and Nagle were able to meet this objective and successfully re-integrated Flynn elements that had been lost over time. Forse Design continues to serve as consulting architect. A state of the art Rain Bird irrigation system and complimentary filtration system were installed in 2016.

LANCASTER COUNTRY CLUB OVERVIEW

- 27 holes: 18 holes by William Flynn, Highland 9 holes by Brian Silva
- Consulting Architect: Forse Design
- Rounds Played: 21,000
- Cart Rounds: 75%
- Greens Budget: \$2.1M
- Green Speed Expectations: 10-11.5
- First Tee Time: 8:00am

- Average Handicap: Men 17 & Women 30
- Green Committee: 7
- Green Chairman Term: 3 years
- Green Committee Meetings: 4 per year
- Greens Construction: USGA Sand Based, built in 1998
- Green Turf Type: Re-grassed to A1-A4 Bent in 2011
- Tee Turf Type: Bent Poa
- Fairway: Bent Poa, 40 acres
- Roughs: Perennial Rye & Tall Fescue Blend
- Irrigation System: Rain Bird IC System, HDPE (installed 2016)
- Green Staff: 40 members, including H2B.

LANCASTER COUNTRY CLUB of WEBSITE: www.lancastercc.com

JOB DESCRIPTION

The Director of Golf Course Operations (DGCO) reports to the Chief Operating Officer at Lancaster Country Club. The DGCO is expected to provide quality leadership and will lead his/her department to ensure superb, firm and fast golf course conditioning on a daily basis. The DGCO is responsible for all day-to-day operations of Lancaster Country Club golf course.

The DGCO must be an excellent, direct communicator and have a natural style of “sincere engagement” with members and staff. He/she will possess a passion for the game of golf, premier playing conditions and have strong agronomical knowledge and know how. Continuing education, professional development, strong peer group relations and staying at the forefront of research and technology are necessary for success.

DIRECT REPORTS

- Assistant Superintendents
- Horticulturist
- Equipment Manager

INITIAL AREAS OF FOCUS

- Assess environmental/growing conditions of each green (shade, air movement)
- Repair thin and weak spots on greens to provide smooth putting surfaces
- Repair weak areas of the fairways
- Evaluate turf and soil conditions along with current maintenance practices and develop long-term recommendations to improve green and fairway plant health and golfing conditions
- Develop an action plan to prepare for a successful 2019 season
- Work with Consulting Architect to implement tree management and course plan

CANDIDATE QUALIFICATIONS

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

- Possess exceptional agronomy skills
- Successful experience with transition zones/Mid Atlantic
- Proven history of providing exceptional golfing conditions, firm and fast through the green
- Experience providing exceptional firm, fast, healthy USGA Greens and managing thatch levels
- Strong observational skills, with the ability to see the “Big Picture” while remaining detail oriented

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- Subscribes to sustainable maintenance practices
- Solid irrigation management philosophy & practices
- Strong agronomic skills-stays current with advances in turf technology and equipment
- A creative turf manager with strong agronomic skills-stays current with advances in turf technology, irrigation management, and equipment
- Experience controlling Poa annua
- Experience with tree management
- Passion for classical golf course architecture
- Golfer/student of the game with a sound understanding of ideal playing conditions and a passion for the game of golf
- Passion for the job and historic golf course architecture; experience maintaining & preserving historic courses
- High Golf IQ is essential
- Proactive, high energy leader
- Strong relationship builder with a history of excellent relations with their Green Chairman, Golf Professional, and General Manager
- Confident, take charge leader, both with Team and Committee
- Excellent verbal and written communication skills with Green Committee, members, and team members; able to explain technical issues in lay terms
- Personable, builds member rapport easily
- Strong organizational skills
- Highly organized Strong budget management and forecasting (zero based) skills
- Strong business sense and ability to manage a budget
- Strong character, confident, humble personality type
- Proactive, high energy, collaborative leader, a team builder
- A history of developing a positive employee work culture
- A history of mentoring team members and advancing their careers
- Experience with intern programs
- Strong leader who inspires loyalty & respect among team
- Spanish language skills are preferred

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

A degree in turf management or related field of study
GCSAA Certification are 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. You should have your documents fully prepared to be attached when prompted for them during the online application process.

Preparing a thoughtful letter of interest and alignment, clearly articulating your “fit” with the profile and the above noted expectations and requirements is necessary.

Your cover clearly articulate why you want to be considered for this position at this stage of your career and why Lancaster Country Club and the Lancaster area will be a “fit” to you, your family and the Club if selected.

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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