



# Golf Course Superintendent



## SHANNOPIN COUNTRY CLUB PITTSBURGH, PA

### POSITION OVERVIEW

Shannopin Country Club located close to the Ohio River just north of Pittsburgh, Pennsylvania is seeking a strategic leader, who desires to join a family-centric membership to oversee their Emil Loeffler 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.

The Golf Course Superintendent will work collaboratively with the club leadership team and Green Committee. The individual will 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 Shannopin Country Club.

## ABOUT SHANNOPIN COUNTRY CLUB

Shannopin Country Club was founded shortly following World War I by three friends, D. H. Roelofs, R. H. Houston and J. L. McBride, who wanted to take up golf again -- so they decided to establish a new country club! The Jackman Farm and neighboring land was purchased in 1919 to begin construction of Shannopin. Before opening its doors in 1920, the club was named after the Lenape tribe Chief Shannopin, who once settled near the area and made notable efforts in preserving the land of Western Pennsylvania.

Shannopin Country Club's golf course was designed by Emil Loeffler, who also helped to redesign the Oakmont (Pa.) Country Club course in the Pittsburgh area. The Club has evolved from a golf-centered focus to a club with member dining, racquet sports, swimming, fitness facilities for the entire family.

Located just 10 minutes north of Downtown Pittsburgh, Shannopin is centrally located between the airport, downtown, and Cranberry. Residing within the Ben Avon Heights community, Shannopin also boasts members from Sewickley, Pittsburgh, Ross Township, and Wexford.

## CLUB HIGHLIGHTS

- Annual Club Revenue - \$4.4M
- Annual Maintenance Budget - \$1,000,000
- Grass types: Greens - Poa/bent; Fairways/Tees - Bent/poa; Roughs: Bluegrass/Rye/Tall Fescue
- Greens Construction: Modified soil/push up; one sand-based green
- Staffing - 14-16 in season; Assistant Superintendent, Equipment Manager
- Irrigation system - Originally Toro satellite system, transitioning wiring and heads to Rain Bird IC system
- Equipment: Predominantly Toro Equipment
- Upcoming projects: Bunker renovation using Capillary Concrete with Jim Cervone, Cervone Golf Design
- Average green speeds - 11 feet
- Rounds of Golf - 20,000
- Reports to General Manager
- Green Committee - 10 Monthly meetings

## 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.
- Develops an effective member communication program to keep the membership well-informed in advance of planned maintenance programs and activities.
- Review foundational agronomic programs including soil testing practices, fertility, pest management and cultural practices.
- Develop strong relationships with team, 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, maintenance facility complex, golf course equipment and general course conditions to prioritize short-term and long-term improvements.
- Preparing for the upcoming Bunker Renovation that begins August 1st.

## KEY KNOWLEDGE, SKILLS AND APTITUDE

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

- Strong technical and analytical focus to ensure optimal agronomic, water, soil, pest and environmental management programs on primarily Poa annua greens.
- Consistently seeks out modern conditioning methodology including tools and practices.
- Consistently addresses "low-hanging fruit" - puts together short-term course improvement lists.
- Solid irrigation and drainage practices - promotes firmer daily conditions.
- Attentive to results-oriented cultural, fertility and pesticide programming.
- Understands regulatory, construction, surface and stormwater planning.
- Creates a safe, productive, and enjoyable environment for employees exhibiting good "housekeeping" practices.
- Utilizes sound environmental practices and implements Pennsylvania BMP's
- Tree management experience.

### **Asset Management**

- Develops realistic maintenance practices and course improvements, and is able to make strategic recommendations to improve the club's assets and investments on the golf course.
- Strong project management skills.
- Records progress with videos, photographs and communication reports.

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### **Asset Management**

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- Strong project management skills.
- Records progress with videos, photographs and communication reports.
- 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.

## 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 at a well-respected facility known for excellent golf course conditions.
- Preferred cool-season experience maintaining firm and fast conditions at a facility known for high quality golf conditioning in the Northeast/Mid-Atlantic.
- Project management experience with bunker renovations preferred.

## SUCCESS TRAITS OF INDIVIDUAL

- Passionate professional, who takes ownership of their role as a strategic leader and thought partner at Shannopin Country Club.
- Steward of the golf course, its history, and collaborates with the Green Committee to develop policies and long-range initiatives to improve overall performance and reputation in the Western Pennsylvania golf community.
- Establishes trust, accountability and credibility within the staff to high performance standards.
- Self-motivated, persistent and is able to inspire "buy-in" by delivering consistent results.
- 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 organizational skills - administrative, inventory, record keeping and accounting practices.
- Forward communicator - educating and communicating to keep the turf management program in front of the members' eyes, as well as the General Manager and Golf Professional.
- Adapts maintenance practices to optimize design features, golf calendar and golfer playability.

## COMPENSATION & BENEFITS

- Salary - \$95,000+ dependent on experience
- Performance bonus
- Relocation assistance
- Simple IRA
- Retirement Benefits
- Medical, dental, vision insurance
- Meal(s)
- Paid time off
- Paid holidays
- Typical GCSAA fees and continued education fund
- Staff Uniforms Provided
- Phone and Car Allowance

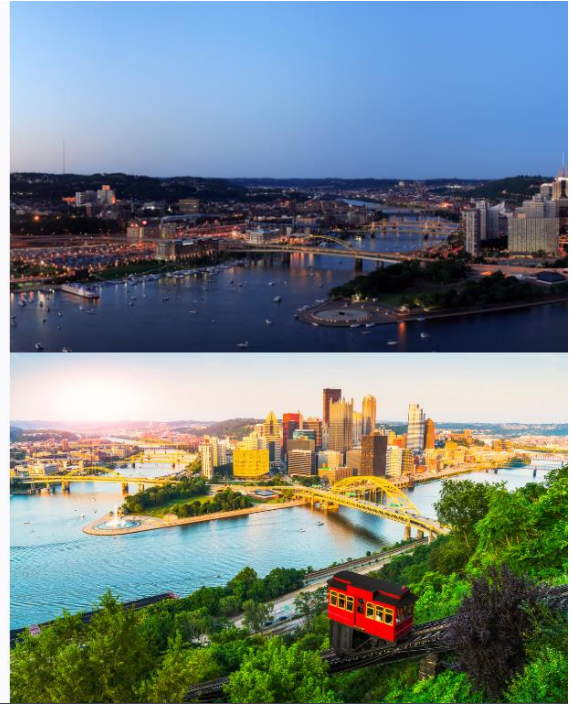


## ABOUT PITTSBURGH, PA

Pittsburgh is frequently celebrated as not only affordable, but one of the top most livable cities in the US. Aspects of community, access to green space, healthcare, arts and culture, and education are just a few of many of the aspects that make Pittsburgh a fun, exciting, and comfortable place to call home.

Pittsburghers are second to none. Their love for this city runs deep, and you feel it surround you in every way. For many, it's refreshing to experience something as small as people saying hello and asking how your day is, just because.

In Pittsburgh, it's not uncommon for Pittsburghers to strike up a conversation with you in line at a grocery store, or become a new friend after sitting next to you at a Pirates game. People are happy in Pittsburgh, and their spirit and the energy is contagious.



## APPLICATION INSTRUCTIONS

- Please write a thoughtful cover letter to the Shannopin Country Club Search Committee 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, Shannopin)
- Please apply to the link below or send your information to Tyler Bloom, Search Consultant, at [tyler@tylerbloomconsulting.com](mailto:tyler@tylerbloomconsulting.com) no later than March 31st, 2023. It is expected candidate in person interviews to be completed by April 7th, 2023.