

# KOPPLIN KUEBLER & WALLACE

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## **DIRECTOR OF AGRONOMY SUNTREE COUNTRY CLUB MELBOURNE, FL**

### **DIRECTOR OF AGRONOMY AT SUNTREE COUNTRY CLUB**

Suntree Country Club is looking for a Director of Agronomy (DOA) who is successfully managing warm season grasses at the highest level. The DOA will be a strong, organized, culture-oriented, communicative, detail-focused team leader with a passion for the game of golf, providing premier golfing conditions and experienced with multi course facilities.

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

### **ABOUT SUNTREE COUNTRY CLUB**

Established in 1975, Suntree Country Club is a private, member-owned country club built exclusively for the enjoyment, relaxation, and fellowship of its members, their families, and guests. The beautifully landscaped estate offers 36 holes of championship golf designed by Robert Trent Jones and Arnold Palmer, respectfully, and a state-of-the-art short-game practice facility. Additionally, members enjoy a 13-court racquets complex that includes pickleball and a beautiful pool with a poolside bar. Food service is handled through 2 large, multi-functional clubhouses, three kitchens, multiple bars, private meeting rooms, and an exercise facility.

### **Our Mission:**

Suntree Country Club is dedicated to providing its members an exceptional full service private club experience featuring 2 superb 18-hole golf courses, superior tennis facilities and programs, excellent recreational and social activities and enviable dining experiences.

### **SUNTREE COUNTRY CLUB BY THE NUMBERS**

- 1,183 Members (635 golfing)
- \$15M approximate gross annual volume
- \$3M Operating Budget (does not include depreciation, equipment lease, taxes or insurance)
- \$2.3M of new John Deere Equipment (leased)
- Greens – Champion Ultra Dwarf
- Fairways – Celebration
- Rough – Native Blend
- Irrigation System – Toro/Hunter
- Water Source (effluent and spring-fed)
- 34 Department Employees
- The average Age of Members is 62
- 60,000 approximate rounds of golf

**SUNTREE COUNTRY CLUB WEBSITE:** [www.suntree.com](http://www.suntree.com)

### **DIRECTOR OF AGRONOMY – POSITION OVERVIEW**

The Director of Agronomy will report to the General Manager/Chief Operating Officer and be an integral part of the senior leadership team. The Director of Agronomy will attend all Grounds Committee and Golf Committee meetings on an ongoing basis and other meetings as required by the GM/COO.

The Director of Agronomy must be an exceptional leader who recognizes and respects the contributions of staff at all levels and departments. The Director of Agronomy will be capable of both guiding and holding staff accountable for achieving and maintaining high standards. The position will promote an exceptional and consistent golf experience while providing exceptional agronomic practices and programs for all members and guests to benefit from. They will be expected to build a legacy of developing and mentoring their staff to create a culture where young aspiring professionals will want to be driven to work for the Club. The Director of Agronomy is expected to be a strategic leader, working in concert with the GM/COO for the golf experience at SCC, and, therefore, a person of intellect, vision, planning, and business acumen.

Among many key priorities will be determining the need to establish and maintain high quality, consistent playing surfaces throughout the grounds operations to include both golf courses and all practice facilities. They will need to formally train and support the greens and grounds staff to meet member expectations while measuring performance and growth potential. Additionally important is an analytic nature and skill set that translates into performance objectives that are easily articulated, understood, and turned into backing for making overall member satisfaction a top priority for Suntree Country Club.

## **INITIAL PRIORITIES OF THE NEW DIRECTOR OF AGRONOMY**

### Operations

- The primary area of responsibility is the management (maintenance and improvement) of both golf courses and grounds, with continued responsibilities in other sports activities management.
- Oversight, leadership development and delegation of responsibilities to both Golf Course Superintendents to oversee and maintain excellent greens, tees, fairways, roughs, hazards, & all other areas related to maintenance and management of both golf courses.
- Oversight and delegated responsibilities for all landscape management on the property (tree management, flowers, shrubs, etc.)
- Responsible for general property management along all property boundaries (entrance roads, parking lots, buildings, fences, bridges, infrastructure, etc.)
- Responsibility of the SCC Mechanic(s) regarding all equipment including required specifications, maintenance schedules, and purchases.
- Oversee the maintenance for all other related activities, equipment and property owned by or influenced by SCC.
- Plan, implement, and supervise all areas of agronomic management on the grounds, particularly in sensitive areas such as pesticide application and material handling.
- Plan, implement, and supervise the grounds department safety program.
- Plan, implement, and supervise an environmental management program in conjunction with governmental and community agencies.
- Strive to achieve or exceed recognized standards in golf course management for the purpose of providing the membership with the finest and most consistent playing conditions possible.
- Responsible for drafting the Grounds Committee agendas in coordination with the General Manager/COO and respective Committee Chair.

### Communication

- Effective Communication with the GM/COO, Director of Golf, and Grounds Committee and Golf Committee regarding operations, out-of-the-ordinary course conditions, projects, agronomic practices, and large/capital projects.

- Creating informative communications to the Membership regarding course conditions, upcoming projects, and cultural practices. This communication, for example, would include newsletter articles, email blasts, and daily updates through Club Essential. The use of video and photos, where applicable, is highly encouraged.
- All communications will be done to effectively communicate information while maintaining and improving the Suntree Country Club golf experience.

#### Team Development

- The Director of Agronomy will directly lead two Golf Course Superintendents (one for each the Challenge Course and Classic Course) through effective delegation of responsibilities and communication.
- The Director of Agronomy will be an active advocate for employee excellence, with a focus on recruitment, training, and retention of top talent.
- Hiring and training new staff members to help provide them with the framework of the SCC operations.
- Provide networking and educational opportunities that will result in a wide range of opportunities in the future for the grounds team. These opportunities will be hands-on and both in-house and off-site, where applicable.
- Globally, the Director of Agronomy will work with the senior managers to create a Club-wide environment where team members can grow and thrive.

#### Course and Grounds Management

- Plan, implement, and supervise all areas of agronomic management on the golf courses and grounds, particularly in sensitive areas such as pesticide application and material handling.
- Plan, implement, and supervise the Grounds Department Safety Program.
- Plan, implement, and supervise an environmental management program in conjunction with governmental and community agencies.

#### Fiscal Responsibility

- In working with the GM/COO, will effectively prepare, present, and manage the operational budget.
- Responsible for tracking inventory levels, proper storage of inventory, and accurate record keeping for Grounds Operations, including supplies.
- Responsible for creating and managing a capital improvement plan for both golf courses, horticulture/landscaping, equipment, and shop improvements.
- Review and report on P&L monthly golf operations, providing explanations on variances and forecasting to the GM/COO and Controller.
- Works effectively with the Club Controller to provide timely and detailed information regarding monthly operational financial reporting.

#### Committee and Meeting Responsibilities

- Will attend and participate in Leadership Team meetings and other meetings scheduled at the Club.
- Will coordinate monthly Grounds Committee meeting agendas with the GM/COO and Grounds Chairman.
- Will attend and participate in monthly Golf Committee meetings with the GM/COO and Director of Golf.

### **CANDIDATE QUALIFICATIONS**

- A verifiable record of working closely and successfully in a private club, with an active Board and committees, while providing visionary leadership and partnership with the General Manager/COO
- A verifiably unblemished career track that demonstrates a record of tenure and commitment to previous employers, where career moves were for enhancement of skills and experiences as opposed to unplanned career changes.
- Ability to sustain a culture of quality, and service at the highest levels with the top member-owned and led clubs today.
- Knowledgeable in best practices in top-performing and high member satisfaction operations across the country

- Strong golf course management (GCSAA or equivalent) community network both locally and nationally.
- Verifiable ability to attract, hire, develop, and lead a high performing team of professionals while setting and maintaining standards of performance appropriate to perpetuating the mission and values of Suntree Country Club.
- Exceptionally strong communication skills with members and staff, creating an open exchange of comments and ideas to move the golf course and agronomic practices forward in a consistently positive, passionate manner.

#### **EDUCATIONAL AND CERTIFICATION QUALIFICATIONS**

A degree in turf management or related field of study is required. GCSAA Certification is preferred.

#### **EMPLOYMENT ELIGIBILITY VERIFICATION**

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

#### **SALARY AND BENEFITS**

Salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefits package, including association membership.

#### **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. Please be sure your image is not present on your resume or cover letter; that should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to the **Suntree Country Club search committee/Mr. Robert Stone, Jr.**, GM/COO, Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why SCC and the Melbourne area will benefit you, your family, your career, and the Club if selected.

**You must apply for this role as soon as possible but no later than January 24, 2025. Candidate selections will occur at the end of January, with the first Interviews expected on Thursday, February 13, 2025, and the second interviews a short time later. The new candidate should assume his/her role in April.**

**IMPORTANT:** Save your resume and letter in the following manner:

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - Suntree Country Club”

(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.

[Click here](#) to upload your resume and cover letter.

If you have any questions, please email Katy Eliades at [katy@kkandw.com](mailto:katy@kkandw.com)

#### **Lead Search Executive:**

Armen Suny

Search Executive

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