

## **DIRECTOR OF GROUNDS PROFILE: WEST SHORE COUNTRY CLUB CAMP HILL, PA**

### **DIRECTOR OF GROUNDS OPPORTUNITY AT WEST SHORE COUNTRY CLUB**

An outstanding opportunity is available for a new Director of Grounds (DOG) with exceptional agronomic, communication, and leadership skills. The Club is seeking a proactive, high-energy, collaborative leader, a team builder to join the West Shore Team. Candidates should have a passion for the game of golf, classic golf course architecture, and a history of providing exceptional firm, fast, and green golfing conditions.

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

### **ABOUT WEST SHORE COUNTRY CLUB**

The West Shore Country Club, established in 1928, is located on 164 acres in the heart of South Central Pennsylvania. The golf course started as a 9-hole George Morris-designed course. In 1938, the course was expanded to 18 holes. From 1943 to 1961 the course was renovated by Ed Tabor, the Club's Pro/Superintendent, and remained relatively untouched until the 2003, Gil Hanse renovation. Andrew Green has been retained by the Club to provide the current masterplan. The club's golf course is celebrated for its meticulous maintenance, supported by an active membership that takes pride in the course's upkeep. A robust schedule of tournaments and events caters to golfers of all levels.

In addition to golf, the club offers a variety of amenities, including a newly built pool complex with a half-Olympic size pool, three Har Tru tennis courts, four pickleball courts, and multiple dining options ranging from formal to casual settings. The club is a central hub for social and recreational activities, offering something for everyone.

#### **Mission Statement**

The West Shore Country Club's mission is to provide an exceptional country club experience by encouraging enduring friendships of all ages, offering personalized service, and providing outstanding facilities.

#### **Core Values**

##### **Experience exceeds expectation**

By anticipating expectations, paying careful attention to details, and focusing on outstanding service, our team aspires to create an exceptional overall experience for our members and their guests.

##### **Thriving culture**

The West Shore Country Club emphasizes a deep belief in our team members' ability to do great things and excel in their work. Our leadership nurtures an environment of trust that supports collaboration, commitment, and creativity. The result is a great place to work that delivers an exceptional membership experience.

##### **Transparent governance**

The West Shore Country Club is ultimately governed by its Voting Members who have bestowed certain responsibilities upon the Board of Governors and the Officers of the Club. Officers and Governors are elected to represent the membership in carrying out the purpose of owning and operating the Club and its facilities for the enjoyment of members and their guests. The Club seeks to provide governance that is considered by members to be credible and legitimate. Members will perceive that Board decisions increase the value of membership and are based on rational and reasonable information and opinions gathered from a variety of sources.

##### **Fiscally responsible**

The Board of Governors and team members shall use the Club's financial resources wisely and make financial decisions transparently. We will live within our means, balance our budget, and take responsibility for our decisions.

#### **WEST SHORE COUNTRY CLUB BY THE NUMBERS:**

- Rounds Played: 25,000
- Grounds Budget: \$1.4 M
- Grounds Committee: 10
- Grounds Committee Meetings: 5
- Grounds Construction: Pushup, with XGD
- Green Turf Type: Bent/Poa annua
- Fairway: Bent/Poa
- Roughs: Bluegrass/Rye/Tall Fescue
- Irrigation System: Toro built in 2012
- Water Source: Creek pumped to the irrigation pond

**WEST SHORE COUNTRY CLUB WEB SITE:** [www.westshorecc.com](http://www.westshorecc.com)

#### **DIRECTOR OF GROUNDS - POSITION OVERVIEW**

The Director of Grounds reports directly to the Club's General Manager/Chief Operating Officer. The DOG is expected to be a visible presence among the team and members with exceptionally strong agronomic, business, and communication skills and be a natural, at building productive relationships with the team, members, and vendors. He/she is responsible for the maintenance, operation, management, preparation, and condition of the golf course and club grounds.

The DOG must be an excellent, transparent, and affable communicator and possess a strong work ethic. He/she will have excellent strategic planning abilities, a positive attitude, and extensive agronomical knowledge and know-how. Working collaboratively with Club leadership, inspiring confidence in the team, and staying at the forefront of research and technology are necessary for success.

#### **Initial Areas of Focus:**

- Understand the Club's culture.
- Become familiar with and committed to the club's expectations of firm and fast championship conditions.
- Develop a strong relationship with key Club Team Members and the Grounds Committee.
- Ability to recruit, retain, and develop staff.

#### **Core Responsibilities Include:**

- Staffing – Recruits, trains, motivates, and monitors the productivity of employees.
- Budgets – Plans and executes short-term and long-term operating and capital budgets.
- Agronomics – Individuals must possess a working knowledge of the use and interactions of commercial products, soil biology, organic and natural plant stimulants, growth regulators, as well as plant protectants.
- Scheduling – plans and executes maintenance practices as much as possible around member and outing play, maximizing efficiency and minimizing disruptions.
- Interactions – works closely with other departments to help ensure the club-wide success of its goals.
- Capital – masterplan, and budgets for short- and long-term replacement of capital equipment and infrastructure.

#### **CANDIDATE QUALIFICATIONS**

The ideal candidate will have previous experience as a Director of Grounds, Golf Course Superintendent or Assistant Superintendent at a club renowned for providing premier golfing conditions and will have the following qualifications:

- Proven history of providing exceptional playing conditions at top-tier clubs
- Experience with maintaining cool season grasses in the transition zone, "Mid-Atlantic" region preferred

- Strong attention to detail with an understanding of the importance of course aesthetics
- Excellent leadership skills with the ability to build and develop a high-performing team
- A strong financial acumen with the ability to develop and adhere to budgets
- Strong observational skills, with the ability to see the “Big Picture” while remaining detail-oriented
- History of providing consistent, high-quality bunker maintenance
- Solid irrigation and management philosophy and practices
- Strong agronomic skills and stays current with advances in turf technology and equipment
- Experience with course renovations and major project oversight
- The ideal candidate will communicate effectively and work collaboratively with the GM/COO, Head Professional, and Grounds Committee to address key issues and provide optimal course conditions
- Self-motivated and highly driven
- Excellent member relations & interactions
- Strong listening skills and open to new perspectives and ideas
- Enjoys and thrives in mentoring team members
- Exceptional strategic planning abilities
- Visionary with an understanding and appreciation for the Club’s culture
- Listens to and responds to both club members and team members
- Highly organized
- 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
- A high golf IQ is essential

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

A degree in turf management or related field of study; 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 **West Shore Country Club search committee/Mr. Richard Newman, CCM, 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 WSCC and the Camp Hill 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 September 11, 2024. First Interviews are expected on Thursday, October 3, 2024, and the second interviews a short time later. The new candidate should assume his/her role in the late fall.**

IMPORTANT: Save your resume and letter in the following manner:  
 “Last Name, First Name - Resume” &  
 “Last Name, First Name - Cover Letter – West Shore 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: [katy@kkandw.com](mailto:katy@kkandw.com)

**Lead Search Executive:**

Armen Suny, Search Executive  
303-570-2741 (M)  
[armen@kkandw.com](mailto:armen@kkandw.com)