

GOLF COURSE SUPERINTENDENT PROFILE: PINE BROOK COUNTRY CLUB WESTON, MA

GOLF COURSE SUPERINTENDENT AT PINE BROOK COUNTRY CLUB

The Golf Course Superintendent is a professional, driven, and team-oriented, communicator with a passion for consistently providing exceptional firm, fast, and green golfing conditions. This person will have experience with and an understanding of great clubs and top golf course architecture, along with strong agronomic, organizational, and leadership skills. The Club has had 4 Superintendents in the last 65 years.

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

ABOUT PINE BROOK COUNTRY CLUB

Located 11 miles from downtown Boston in Weston Massachusetts, Pine Brook Country Club enjoys a reputation as one of the finest private clubs in Massachusetts. Pine Brook offers a challenging, beautifully maintained golf course and outstanding facilities with a friendly comfortable family atmosphere. The club includes a spectacular 18-hole golf course, beautiful tennis facility, restaurant, swimming pools, and fitness facility. Pine Brook has existed for the use and enjoyment of its members and guests since its inception in 1924.

MISSION STATEMENT: Pine Brook Country Club is a vibrant and philanthropic community, founded on Jewish heritage and values, with a strong and active membership. Our impeccable facilities and experienced staff serve the needs of all members and their families in a relaxed environment. The club provides social, recreational, and family enrichment opportunities, creating memorable experiences through personalized service, outstanding dining, superior events, and excellent golf and tennis programs.

VISION: Pine Brook Country Club will continue to be a premier year-round country club offering excellent golf, tennis, social, recreational, and dining amenities to a multigenerational and philanthropic membership. Long-tenured and experienced staff welcome members in a comfortable, service-oriented environment that encourages the membership to participate in and enjoy the Club's services and amenities.

CORE VALUES: Integrity, Respect, Stewardship, Transparency, Welcoming, Service, Inclusive, Collaborative, Innovative, Adaptable, Relationships, Community, Family, Quality, Sustainable.

PINE BROOK COUNTRY CLUB BY THE NUMBERS

- 18,000 rounds of golf
- 10,250 Cart rounds
- Designed by Wayne Styles, Restoration Architect – Ron Forse
- Golf Course Operating Budget \$2.46M
- Pushup Bent/Poa greens with XGD
- Irrigation System: Toro, HDPE 2023
- Water source is Ponds and Town
- Average Age of members: 56
- Average Handicap, Men, Women: 17 men/ 26 women
- Green Chairman Term: 1 year
- Green Committee, meetings per year: 4
- Green Committee, size: 11
- 37 Grounds Crew at peak season (14 year-round/23 seasonal)

PINE BROOK COUNTRY CLUB WEBSITE: www.pbccma.com

GOLF COURSE SUPERINTENDENT – POSITION OVERVIEW

The Golf Course Superintendent (GCS) reports directly to the Club's General Manager/COO. The GCS is expected to be a visible presence among the team and members with exceptionally strong agronomic, business, leadership, and communication skills. The GCS must be an excellent, transparent communicator with a natural style of "sincere engagement" with both the management team and members/residents. He/she will have extensive 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.

The GCS will serve as an executive for the Pine Brook Country Club. The role of the GCS encompasses not only the beautiful golf course and grounds surrounding it but also the common areas. He/she is responsible for maintaining the golf course as one of the premier conditioned golf courses in New England. While the GCS will report directly to the General Manager, they will work in consultation with the Green Chair.

CANDIDATE QUALIFICATIONS

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

- Possess exceptional agronomy skills
- Successful experience in similar or more challenging climates
- Proven history of providing exceptional golfing conditions, firm and fast through the green
- Experience providing exceptional firm, fast, healthy pushup greens (both winter and summer challenges)
- Strong observational skills, with the ability to see the "Big Picture" while remaining detail oriented
- Exceptional bunker maintenance program
- History of improving consistency of roughs
- Strong maintenance of native areas
- Subscribes to sustainable maintenance practices
- Solid irrigation management philosophy & practices
- Strong agronomic skills-stays current with advances in turf technology and equipment
- Experience managing Bent/Poa annua fairways
- Experience with tree management
- Golfer/student of the game, focused on providing ideal playing conditions and a passion for the game of golf
- Passion for golf course architecture
- High Golf IQ is essential
- 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
- Strong budget management and forecasting (zero-based) skills
- 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 internship programs
- Strong leader who inspires loyalty & respect among team

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

A degree in turf management or a related field of study is required. GCSAA Certification or active pursuit of 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 in your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to the **Pine Brook Country Club General Manager - Mr. David Garfinkel, CCM, CCE**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why PBCC and the Weston 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 10, 2024. Candidate selections will occur in mid-September, with the first interviews expected on Monday, September 30, 2024, and the second interviews a short time later.

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

“Last Name, First Name, Resume”

“Last Name, First Name, Cover Letter – Pine Brook CC”

(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

Lead Search Executive:

Armen Suny
Search Executive
303-570-2741 (M)
armen@kkandw.com