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GOLF COURSE SUPERINTENDENT PROFILE:

KNOLLWOOD CLUB

LAKE FOREST, IL

GOLF COURSE SUPERINTENDENT AT KNOLLWOOD CLUB

Knollwood Club is seeking an innovative, high energy, team-oriented Golf Course Superintendent with a passion for consistently providing exceptional golfing conditions. The Golf Course Superintendent will have experience with and an understanding of great clubs and classic golf course architecture, along with strong agronomic, organizational, communication and leadership skills. Knollwood has a history of long tenured management teams.

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

ABOUT KNOLLWOOD CLUB

Knollwood Club, established in 1924, is a prestigious private club located in Lake Forest, Illinois, nestled on 240 acres of scenic, rolling terrain. With a strong foundation in classic and traditional values, the club offers a refined and welcoming environment for families and individuals alike. At the heart of Knollwood is its renowned golf course, designed by H.S. Colt and C.H. Alison. Drew Rogers is the Club's restoration architect. Celebrated for its strategic layout and natural beauty, the course has hosted numerous USGA and PGA events, solidifying its place among Illinois' top golf venues and showcasing the club's longstanding commitment to amateur golf excellence.

Beyond golf, Knollwood provides a wide range of amenities that enhance its vibrant community atmosphere. The club features active racquet sports programs, including tennis and paddle tennis for all ages and skill levels, a full-service pool complex with seasonal cabanas and a competitive youth swim team, and unique winter offerings such as skeet shooting and cross-country skiing. The skiing trails even connect to the expansive Middlefork Savannah trail system, providing year-round recreational opportunities. Located in the North Shore suburbs of Chicago, Knollwood Club continues to offer its members not only world-class golf but a rich tradition of leisure, competition, and camaraderie.

KNOLLWOOD CLUB BY THE NUMBERS

- 458 Members, including those on the wait list.
- Annual Rounds: 16,000
- 50% Caddies, 35% Carts, 10% Walking, & 5% Push Carts
- Grounds Budget:-\$1.7m
- Capital Budget average \$300K
- Irrigation System: triple row installed in 2003, Rain Bird PAR+ES Rain Bird
- Water Source: deep well 1250', 500 GPM, drilled in 2003
- Greens Committee: Chairman term- 3 years, 7-10 Committee Members, 4 – 6 meetings per year
- Green Speed Expectations: 10.5' – 12', May 15th through October 15th
- Greens- 15 pushup, 2 new pushups and 1 USGA, all seeded with Pure Distinction during the green renovation in the Fall of 2016
- Practice Facilities: Short Game Practice facility and blue grass practice range
- Fairways and tees - Bentgrass
- Weekdays: 7:30 AM (1st Tee Only) / Weekends: 6:30 AM (1st Tee)

KNOLLWOOD CLUB WEBSITE: www.knollwoodclub.org

GOLF COURSE SUPERINTENDENT POSITION OVERVIEW

The Superintendent at Knollwood Club reports directly to the General Manager/COO and works closely with the Greens Committee, its Chairman and the Board of Governors. The Superintendent will lead and manage his/her department to ensure exceptional golfing conditions on a daily basis. The Superintendent is responsible for all day-to-day operations of the Knollwood Club golf course and grounds.

In addition, the Superintendent will provide innovative and relevant leadership and perpetuate and foster an educational culture of developing and producing future turf professionals. The Superintendent must have a natural style of “sincere engagement” with members and staff along with a love of the game of golf and a relentless attention to detail. He/she is expected to be a visible presence among the Club’s team and Members.

DIRECT REPORTS

- 2 Assistant Superintendents / 1 Assistants-in-Training
- 1-2 Seasonal Interns
- Equipment Manager
- Assistant Equipment Manager
- Grounds Staff

KEY ATTRIBUTES AND AREAS OF FOCUS

AGRONOMICS

- Provide consistent firm and fast greens throughout the golf season.
- Evaluate fairway drainage needs
- Continue to control *Poa annua* in the greens, fairways and tees.
- Provide firm, fast & green fairway conditions.
- Evaluate irrigation system and programming (irrigation audit)
- Oversee all Club grounds landscaping.
- Develop a plan for tree maintenance and management.
- Stay current with new technologies and peer groups.

MEMBER ENGAGEMENT

- Be visible and available to membership at the appropriate times.
- Strong, natural, tactful, fact-based communication skills deployed on a regular basis.
- Utilize written communications and social media to provide current information about golf course conditions and projects.

LEADERSHIP

- A confident, organized leader, not only amongst his direct reports but at the Executive Staff and Committee level
- Provide the golf course maintenance team with educational opportunities, coaching and mentoring.
- Recruit future golf course maintenance professionals and develop a turf student intern program.

CLUB MANAGEMENT TEAM

- Create an open dialog and build excellent relationships with the Club’s GM, Golf Professional and other members of the Club’s Executive Staff team.
- Be an active participant in the Club’s Executive Management Team Meetings

CANDIDATE QUALIFICATIONS

The ideal candidate will either be a successful Golf Course Superintendent at a club known for exceptional playability or be viewed as an up and coming “superstar” with a minimum of 5 years of experience.

- A history of providing exceptional golfing conditions

- Visible & available to Members & Staff
- High Golf IQ & lover of the game
- Possess a strong understanding of local, similar, or more challenging climates.
- Track record of maintaining & improving course conditions
- Detail focused.
- Experience providing consistent fast green speeds (10.5' – 12') while maintaining healthy turf.
- Advanced knowledge of agronomy and turf-grass management best practices
- Excellent irrigation management skills, both irrigation philosophy and maintenance of the system
- Strong understanding of soil science
- Experienced maintaining native/fescue roughs.
- Experience managing trees for both tree health and shade mitigation.
- Manage golf course maintenance equipment upkeep, repair and replacement.
- Team player
- Humble & flexible personality type
- Self-starter
- Frank & honest communicator with strong communication skills both verbal & written.
- Proactive communicator
- Possess natural member engagement skills.
- Team builder with strong leadership experience
- Compassionate, motivational leader
- An empathetic leader with excellent listening skills
- Effective supervisory skills
- Proven time management & planning skills
- Demonstrated skills in finance.
- Strong budgeting skills
- Experience coordinating operations with other department heads.
- Proven record of a consistent focus on personal & professional development
- Track record of progressive career growth and successful experience
- Continual education is essential.
- Respect & understating of tradition & heritage.
- A “student” of classic golf course architecture is a bonus.
- Spanish language skills, a benefit but not required.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- A degree in turf management or related field of study is required.
- GCSAA Certification and Pesticide 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

Compensation is open and commensurate with qualifications and experience. The club offers an excellent performance bonus and benefit package, along with the typical GCSAA benefits.

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 Mr. Randy Harper, General Manager/COO and clearly articulate why you want to be considered for this position at this stage of your career and why KC and the Lake Forest, IL area will be beneficial to you, your family, your career, and the Club if selected.

You must apply for this role as soon as possible but no later than October 10, 2025. Interviews will occur on November 3, 2025, with the new Golf Course Superintendent starting as soon as possible but no later than mid-December.

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

“Last Name, First Name Resume”

“Last Name, First Name Cover Letter - Knollwood 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

Lead Search Executive:

Armen Suny

Search Executive

O: (833) KKW-HIRE, ext.720

M: (303) 570-2741

armen@kkandw.com