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GOLF COURSE SUPERINTENDENT: THE COUNTRY CLUB OF NAPLES NAPLES, FL

GOLF COURSE SUPERINTENDENT AT THE COUNTRY CLUB OF NAPLES

Country Club of Naples is looking for a Golf Course Superintendent (GCS) that is successfully managing warm season grasses and experienced with developing turf after regrassing and renovation. The GCS will be a strong, energetic, communicative, detail-oriented team leader with a passion for the game of golf and providing premiere golfing conditions.

ABOUT THE COUNTRY CLUB OF NAPLES

Located in Naples, Florida, The Country Club of Naples's golf centric Club, with its magnificent grounds and central location in the community, provides easy access for residents. The Club's commitment is to foster a sense of community among its members by providing the highest quality goods, services, and facilities for enjoyment at all levels.

The Country Club of Naples (TCCN) is widely recognized for its central location, preservation of its natural beauty and top amenities, and its progressive, innovative leadership. As a prestigious country club nestled in the heart of Naples, they have a rich history spanning over 60 years in the community. As a traditional 501(c)(7) invitation-only Club, members and families enjoy a home-away-from-home experience with amenities that include a newly built, world-class golf course, tennis, pickleball, bocce, dining, and a variety of social engagements.

The club's 2023 renovated championship golf course, designed in a natural Old Florida style, offers a highly walkable layout of exceptional quality, enjoyable for all skill levels. The golf program balances organized and individual play, tournaments and competitive events, ladies' golf, instruction, and couples' and social outings to maximize member engagement and facility use.

Our Mission

Located in the heart of Naples, The Country Club of Naples brings people together. The club offers a newly renovated premier golf course and memorable, shareable experiences that encourage relationship development. TCCN offers fresh, inviting facilities, personal service, and a robust slate of social events. "The Country Club of Naples is where members become friends."

THE COUNTRY CLUB OF NAPLES BY THE NUMBERS

- Approximately 31,000 rounds of golf
- Approximately \$ 2.75M operating budget
- TifEagle greens rebuilt in 2023
- Platinum Paspalum Fairways, Tees, and Roughs (90 acres)
- Average Handicap: Men 17, Women 24
- Approximately 400 Members, Average age: 68
- Green Committee, size 12, 8 meetings/year
- Toro 2-wire, Lynx controls, installed in 2023 with HDPE, effluent direct pressurized to the system
- Golf Course Architect Bill Diddle, Renovation Architect - Drew Rogers 2023
- Summer Course Closures: 3 weeks after Memorial Day and 3 weeks in August

THE COUNTRY CLUB OF NAPLES WEBSITE: www.ccnaples.net

GOLF COURSE SUPERINTENDENT – POSITION OVERVIEW

The Golf Course Superintendent will report directly to the General Manager/COO and works closely and collaboratively with the GM/COO and other managers to ensure the achievement of the Club's mission, values, and objectives. The GCS will lead and manage his/her department to ensure consistent premiere golfing conditions throughout the golfing season. He/She is responsible for all day-to-day operations of the Club's golf course and golf course landscaping.

Frequent, open, and transparent communication with the General Manager/COO, Director of Golf, and Golf Chair is required. The GCS is expected to lead the golf course maintenance team and provide information, recommendations, and leadership to the GM/COO and Green Committee to maintain superior golfing conditions.

The GCS is expected to routinely play the course to ensure it is consistently in excellent condition and with a high level of detail. Staying at the forefront of research and technology through continuing education and maintaining strong peer group relations is necessary for success. In addition, the GCS will provide creative leadership, mentorship and foster a culture of continuing education and development of future turf professionals. The GCS must have a natural style of "sincere engagement" with members and staff, along with a love of the game of golf and a passion for surpassing membership course-conditioning expectations. He/she is expected to be a visible presence among the Club's team and Members.

INITIAL PRIORITIES OF THE NEW GOLF COURSE SUPERINTENDENT

- Evaluate the course conditions with special attention paid to putting greens, and develop an action plan for springtime recovery and the overall summer maintenance program.
- Develop Standard Operating Procedures
- Develop team training and evaluation systems
- Review soil tests and necessary nutritional inputs to all areas
- Raise the level of detailing on the course

CANDIDATE QUALIFICATIONS

The ideal candidate will be a Superintendent with at least 5 years' experience at a golf course known for exceptional golf course conditioning.

- Successful experience with TifEagle greens and nematode control
- Experienced with Paspalum fairways
- Proven ability to deliver smooth, true greens daily
- Proactive, high-energy leader with a strong record of team building and mentorship
- Detail-oriented and highly organized with strong observational skills
- Builds strong relationships with club leadership, including Golf Chairman, Golf Professional, and General Manager/COO
- Confident, decisive leader with both team and committee experience
- Strong budget management and zero-based forecasting skills
- Excellent communication skills with members and staff
- Develops and executes detailed bunker maintenance programs
- Creative turf manager with strong agronomic expertise and a commitment to staying current with industry advancements
- Passion for the profession

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

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

EMPLOYMENT ELIGIBILITY VERIFICATION

In compliance with federal law, all hired employees must verify their identity and eligibility to work in the United States and 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 the order listed using the link below. When prompted for them during the online application process, you should have your documents fully prepared to attach. Please be sure your image is not on your resume or cover letter; it should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to **The Country Club of Naples search committee/Mr. Blayne Gilbert, CCM, General Manager/Chief Operating Officer**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why TCCN and the Naples area will benefit you, your family, your career, and the Club if selected.

You must apply for this role as soon as possible. Candidate selections will occur in late April with the first Interviews expected in early May, and the second Interviews a short time later. The successful candidate should assume their role in late June.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – CC of Naples”

(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

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