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Camaraderie Clubs, a management company started by the Co-Founder and former CEO of Travis Mathew, is looking to redefine the landscape of Country Club Membership for the next generation of Club Member. We own two premier club properties: Spanish Hills Club and The Huntington Club.

We work in a very collaborative team environment where our process culture of “Plan, Communicate, Track, Evaluate & Adjust” is applied to every decision our team makes, so that we can succeed as a team. It’s an exciting time to join our clubs and we are currently seeking a **Director of Agronomy** to join our team. The position will provide support for both of our locations, with The Huntington Club designated as the primary base location.

***Role Summary***

The Director of Agronomy is responsible for the maintenance, operations, and management of multiple golf courses and related properties. This role directly influences the playing surfaces and landscapes with which golfers interact, ensuring maximum playability, environmental stewardship, and profitability.

In addition to agronomy leadership, the Director will oversee facilities management across multiple properties, ensuring buildings, equipment, and grounds meet safety, compliance, and operational standards. This position requires a proactive, hands-on leader with exceptional expertise in turfgrass management, project planning, budgeting, and team development.

The Director of Agronomy will collaborate with the Club Manager, Golf Professional, membership committees, and the COO/General Manager to align agronomy and facilities operations with the overall strategic goals of the organization.

***Key Responsibilities***

**Golf Course & Grounds Management**

* Lead construction, maintenance, and renovation of all golf courses.
* Oversee turfgrass health, including precise application of fertilizers, pesticides, and seed.
* Scout regularly for turf diseases, pests, and weeds, implementing corrective measures.
* Manage greens, tees, fairways, rough, bunkers, cart paths, irrigation, drainage, and pump stations.
* Oversee clubhouse grounds, landscaping, recreational areas (tennis, pools), open spaces, and nurseries.
* Direct equipment acquisition, inventory control, and equipment maintenance programs.
* Inspect courses frequently to ensure playability and adherence to high-quality standards.

**Facilities & Property Management**

* Develop and implement a facilities management strategy across multiple properties.
* Supervise maintenance, repair, and improvements of all facilities and equipment.
* Conduct property and equipment assessments, establishing preventive maintenance programs.
* Lead renovations, upgrades, and special projects from planning through completion.
* Manage vendor relationships, including contract negotiation and performance oversight.
* Perform hands-on repairs and troubleshooting when necessary.

**Budgeting & Financial Management**

* Prepare and manage annual agronomy and facilities budgets.
* Monitor expenses, identify cost-saving opportunities, and ensure alignment with long-term goals.
* Provide financial forecasting and regular budget reporting.

**Safety & Compliance**

* Ensure compliance with all state, federal, and local safety, health, and environmental regulations.
* Lead and document safety training, PPE use, and safe equipment operation.
* Investigate and report incidents, implementing preventive measures.
* Actively promote a safety-first culture across all teams.

**Leadership & Team Development**

* Recruit, train, and supervise staff, with authority to hire, discipline, and evaluate performance.
* Develop, motivate, and coach team members to reach their full potential.
* Promote a positive, collaborative, and professional work environment.

**Qualifications**

* Associate's degree in Turfgrass Science, Agronomy, or related field required; a Bachelor of Science degree is preferred.5+ years of turfgrass management experience.
* 5+ years of turfgrass management experience.
* Advanced knowledge of agronomy, turfgrass management, and golf course construction principles.
* Strong administrative, leadership, and decision-making skills.
* Proven facilities management, vendor management, and property maintenance experience.
* Proficiency with Microsoft Office and related software applications.
* Knowledge of current laws and regulations affecting golf course and facilities operations.
* Current (in state applicants) or ability to obtain state certification or licensing as a pesticide applicator (QAL) within 90 days.
* Valid driver’s license.
* Excellent communication, project management, and organizational skills.
* Financial forecasting and budgeting expertise.
* Mechanical aptitude with ability to perform hands-on maintenance.
* Positive, team-oriented leadership style.
* GCSAA membership preferred.

**Compensation & Benefits**

* **Annual Salary:** $200,000 – $250,000
* CA Paid Sick Leave
* 401(k) Retirement Plan
* Medical, Dental, Vision, and Life Insurance
* Monthly Cell Phone Allowance
* Monthly Health & Wellness Allowance
* Team Member Assistance Program – Resource Advisor
* Advancement Opportunities
* Employee Recognition & Referral Bonus Programs
* Employee Discounts at the Clubs, including Golf & Tennis Privileges

Date Job Available: Immediately

Salary Range: 200,000 – 250,000

Contact: Danielle Arias

Contact Email: darias@CamaraderieClubs.com

Phone: 714-536-8866

Website: https://www.thehuntingtonclub.com

ADP Link to Apply: <https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=60e64b1d-9c08-400e-99a0-70f210319f28&ccId=9201047964532_2&jobId=559298&lang=en_US&source=CC2>

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