

Job Description

Valparaiso Country Club Superintendent

About the Club:

Valparaiso Country Club is a private, member owned club with a rich heritage of golf and social community in Northwest Indiana. Located just a few miles from the shores of Lake Michigan and a short drive from the famed Indiana Dunes, Valparaiso Country Club enjoys a unique blend of relaxed Midwestern charm, combined with a burgeoning restaurant scene and downtown redevelopment that has made Valparaiso a relaxed, family-friendly community that equally draws on the energy from its proximity to the Chicago metropolitan region. As an anchor institution in Valparaiso, Valparaiso Country Club is currently building on a legacy that spans 102-years and counting.

Following the conclusion of a milestone centennial year of celebration in 2022, VCC and its membership are now actively crafting a strategic plan to “proudly build for a new century” by reinvesting in our club facilities, our course infrastructure, and simultaneously adjusting our social offerings to serve a new generation of members who want to see the club continue to thrive and maintain its relevance in this next phase.

Reporting to the General Manager, the Golf Course Superintendent will play a pivotal role in shaping this plan by maintaining the progress that has already been made on the course, while actively partnering with the club’s General Manager and Board of Directors to seek opportunities that will enhance playing conditions and equally ensure that best practices are consistently applied to promote a top-notch member experience, every single day.

Key Responsibilities Include:

1. Performing routine maintenance on the club’s 18-hole course and 106-acre property to ensure that optimum turf health is maintained year-round. This duty extends to all member-driven golf events throughout the season and includes an active schedule of charitable outings that the Club is proud to host each year.
2. Oversees the safe application of all chemicals and pesticides used on the property and ensures that applications are performed according to state regulation as mandated by the Indiana State Chemist. Operates sprayer as needed or guides Spray Technician.
3. Maintains accurate spray records of all chemicals and pesticides that are used on the property in accordance with state law and keeps a detailed archive for future reference by the club’s management and Board of Directors.

4. Mentors a motivated staff that is multi-generational and eager to improve their turf management skills. Provides proper training on the safe and effective use of all golf course maintenance machinery.
5. Supervises all members of the Grounds Staff and guides the work that is performed on-course each day. Takes the approach of “leading by example” and believes that this hard work and hands-on approach is critical to their own success as Superintendent and equally critical to their team’s success.
6. Stays apprised of industry trends. Maintains a network of other area club and agronomy professionals to consult and share ideas, while positively representing Valparaiso Country Club to this professional community.
7. Proactively communicates to the membership, General Manager, Golf Professional, and Board of Directors on the status of the course, its health, and any information of relevance that could potentially impact member enjoyment of the club. → Including sharing “good news” about the progress made behind the scenes on key course improvement initiatives that are ongoing throughout the season.
8. Attends all Grounds Committee meetings and attends Board of Director meetings upon request.
9. Actively monitors the Grounds Department budget and proactively identifies challenges and budgetary concerns to be aware of. Takes responsibility for managing the Grounds labor budget and ensures that overtime is used strategically during the core season and in accordance with Club policy as set by the General Manager.
10. Works with the General Manager on soliciting and overseeing any contracted services that perform work on the club’s property. Including, taking an active role in maintaining all decorative landscape areas around the clubhouse and course periphery.
11. Actively participates in the physical course preparations for member events and external outings with the primary goal being to build a level of trust with the membership to enhance the membership’s basic understanding of turf grass management and best-practices.
12. Maintains the turf care shop facility and all course owned equipment in collaboration with the Club’s Mechanic/Assistant Superintendent.
13. Maintains and operates the course irrigation system, pump house, and associated irrigation controllers. Winterizes the system every fall and coordinates with industry

contractors to perform preventative maintenance on all irrigation equipment as needed on a regular basis.

14. Develops a comprehensive plan annually to strategically guide course improvement projects and initiatives. Updates the club's General Manager and Board on progress made on these initiatives or challenges that hinder progress.
15. Builds relationships with industry suppliers and periodically reviews all Grounds service contracts to ensure the club is getting maximum value on allocated resources.

Candidate Profile:

The ideal candidate will be a hands-on leader who is eager to work in a multi-cultural and multi-general environment. The Superintendent will be empowered to do their best work each day and will be expected to create an environment of mutual trust where their crew feels equally empowered to do their own best work. An ability to work collaboratively with other VCC club staff and departments is equally important to success in this position.

The Superintendent is expected to work full-time on a year-round, salary basis, with an understanding that March - October is considered peak season when less flexibility will be available for extended vacation time. Reasonable flexibility will also be considered during the off-season outside of this primary window when vacation is more feasible and encouraged.

Current projects at VCC include improvements to the course's bunkers and an exciting plan to completely replace the club's aging Hunter irrigation controllers. The Club has a knowledgeable irrigation technician who has systematically replaced failed heads on the course and will serve as a helpful resource in learning the property and some of its quirks. The Mechanic, who also serves as Assistant Superintendent, will be an excellent partner and deputy in leading the crew on a daily basis. The club has also substantially investment in new equipment over the past season to set the next Superintendent up for success.

Employment benefits include a club membership for the Superintendent and their family to enjoy the club's amenities, payment of industry association dues, club-subsidized health insurance reimbursement and 10-paid vacation days per year and complimentary meals provided off the club's lunch menu while working. A club cell phone will also be provided. Salary will be commensurate with experience, \$56,000 - \$63,000.

The Superintendent is strongly encouraged to consider residing in the Valparaiso community or in one of the equally charming surrounding communities.