

## **CLASS TITLE: GOLF COURSE SUPERINTENDENT (DEM)**

Class Code: 02167400

Pay Grade: 25A

EO Code: H

### **CLASS DEFINITION:**

**GENERAL STATEMENT OF DUTIES:** To be responsible for the operation and maintenance of a golf course including, but not limited to, directing and participating in the construction and maintenance of the grounds; to perform and supervise the technical aspects of a golf course turf management program including detection, identification and treatment of various pests, diseases and environmental conditions relative to maintaining and improving turf quality; to provide technical, operational and safety training for employees to ensure that staff are working within OSHA, club safety, state and federal guidelines for safe working conditions; and to do related work as required.

**SUPERVISION RECEIVED:** Works under the general supervision of a superior from whom assignments are received in outline form with a statement of objectives desired; work is reviewed usually upon completion for technical adequacy, adherence to desired objectives and conformance with directives and divisional instructions, policies, objectives, rules, regulations and restrictions according to State and Federal rules and regulations.

**SUPERVISION EXERCISED:** Plans, organizes, coordinates and supervises the work of personnel and seasonal staff assigned to assist; may monitor the work of vendors providing services for conformance to bid specifications.

### **ILLUSTRATIVE EXAMPLES OF WORK PERFORMED:**

To be responsible for the operation and maintenance of a golf course including, but not limited to, directing and participating in the construction and maintenance of the grounds.

To perform and supervise the technical aspects of a golf course turf management program to include detection, identification and treatment of various pests, diseases and environmental conditions relative to maintaining and improving turf quality.

To provide technical, operational and safety training for employees to ensure that staff are working within OSHA, club safety, state and federal guidelines for safe working conditions.

To be responsible for performing a variety of skilled maintenance and supervisory functions relating to the operation and maintenance of golf course grounds with responsibility for golf course turf management, ornamental plant management, irrigation, tournament play condition, and specialized equipment.

To perform a variety of manual and technical tasks involving the health and vigor of golf course turf used in greens, tees, fairways and roughs.

To operate and supervise the use of equipment used to cut, mow, aerate, top dress, fertilize, irrigate/water, and apply chemicals; to oversee subordinates in the proper operation and maintenance of mechanical and power equipment.

To perform and supervise the technical aspects of golf course turf management to include detection, identification and treatment of various pests, diseases and environmental conditions relative to maintaining and improving turf quality.

To assist in designing landscape and irrigation plans for facility grounds and to assist with the implementation of such plan(s);

To assist in laying out irrigation patterns, drainage patterns, and the construction of tees and/or greens.

To direct and assist staff in planting new vegetation as well as the replacement, spraying, pruning and trimming of trees and shrubs, the preparation of soil plant beds, and in tending to high stress areas.

To plan and budget for additional or replacement equipment.

To administer and enforce all golf course rules, regulations and policies.

To perform supervisory and record keeping functions to include daily assignment sheets, maintenance of records, and the completion of required reports.

To order material(s) and equipment and/or to make service requisition recommendations.

To supervise and participate in the application and recording of chemical applications (fertilizers and pesticides) on the grounds in compliance with all local, state, and federal regulations.

To manage an aggressive water usage tracking plan and to provide monthly reporting on retaining ponds, wells and other water source usage.

To be responsible for turf grass, plant material maintenance programs, property-asset management, personnel management, budgeting and forecasting, guest relations, scheduling maintenance or irrigation systems, pesticide applications, related recordings, and compliance of regulatory issues.

To perform and supervise the care and maintenance of ornamental plantings in public areas of golf course grounds, to include beds, walkways, cart paths, benches, shelters, storage areas, water fountains and related facilities.

To perform manual labor related to golf course cleanliness, equipment management, equipment maintenance and special projects.

To encourage a positive working environment, encourage staff engagement, maintain open communication, and promote and model strong customer service.

To do related work as required.

## **REQUIRED QUALIFICATIONS FOR APPOINTMENT:**

**KNOWLEDGES, SKILLS AND CAPACITIES:** A thorough working knowledge of principles, methods and practices of golf course turf science and management; a working knowledge of specialized course equipment, operation, calibration and maintenance requirements; the ability to plan, supervise and evaluate the work of staff assigned to assist; the ability to evaluate current facility conditions and make recommendations for their improvement or expansion; the ability to keep accurate, detailed records concerning chemical applications and conformance to commercial pesticide applicator regulations; the ability to collect pertinent data and information and prepare reports required by superior(s); and related capacities and abilities.

## **EDUCATION AND EXPERIENCE:**

**Education:** Such as may have been gained through: graduation from a recognized college with a degree in Turf Management or a related field; and

Experience: Such as may have been gained through: employment in a supervisory capacity with direct responsibility for golf course maintenance.

Or, any combination of education and experience that shall be substantially equivalent to the above education and experience.

**SPECIAL REQUIREMENTS:** At the time of appointment and continually thereafter:

- 1) Must be physically qualified to perform assigned duties as evidence by a physician's certificate.
- 2) Must possess and maintain a valid Commercial Pesticide Applicator's License for Turf and Ornamentals
- 3) Must possess and maintain a valid motor vehicle operator's license.

Class Created: March 28, 1999

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