



Second Assistant Course Superintendent

Shaughnessy Golf & Country Club - "Building on our tradition of excellence."

The Position:

Shaughnessy is currently looking for a full-time permanent Second Assistant Course Superintendent who thrives in a fast-paced team environment and is motivated to maintain the highest standards. This role supports the Assistant Course Superintendents and Course Superintendent in maintaining the aesthetics and playability of the golf course.

Responsibilities include assisting with staff supervision and training, supporting the implementation of fertility and pesticide programs, monitoring and maintaining the irrigation system, and participating in various ongoing projects on the golf course.

Reporting to the Course Superintendent and working closely with the entire Course & Grounds team, the successful candidate will have formal education in golf course maintenance and a strong desire to grow professionally within the field, including working toward accreditation. This full-time position involves forty hours per week, with the workday starting at 5:00 a.m.

Who We Are:

Founded in 1911 when Vancouver was just 25 years old, Shaughnessy Golf and Country Club traces its history back to the earliest days of golf on the West Coast. First located on Canadian Pacific Railway lands, the Club moved in 1960 to the ancestral site of the Musqueam Nation's winter village. Shaughnessy has served as the proud host of many prestigious events and notable figures in golf and tennis over these 100+ years. Today's Club features an award-winning clubhouse, highly ranked and competitive golf course, indoor and outdoor tennis, fitness and a golf performance centre.

Our Core Values:

The Shaughnessy Experience is what we strive to provide our members, through exceptional service, memorable experiences, and world-class amenities. We are committed to providing the Shaughnessy Experience through the use of our core values, **C.A.R.E.:**

Community

Commented [VW1]: Andrew Hill I assume you want to post this job on the website of the Canadian Golf Superintendents Association?

Maybe we can also post it on the British Columbia Golf website. Connecting with Kwantlen Polytechnic University, Olds College, and UBC might also be a good idea. And then of course I can post it on LinkedIn and Indeed. Let me know your thoughts!

Commented [AH2R1]: Hey Viktoria, I think your right with the CGSA and certainly the BCGSA. I am okay sending it off to Olds and Guelph, i know both of the turf program directors at those schools. I am not actually interested in sending it to UBC or Kwantlen. I think we post it one LinkkedIn but i think we can leave it off Indeed.

Commented [VW3R1]: Awesome this helps! I assume you have contacts at CGSA & BCGSA? Can I leave this with you to post it there or do you want me to look into this?

Commented [AH4R1]: Yeah I can take care of those so the only place you will need to post would be LinkdIn

Commented [VW5R1]: Great! I will post on LinkedIn and our website.

- We take CARE to cultivate a community in which our members and staff feel welcome, safe, and secure; that community is founded upon mutual trust, clear and respectful communication, and a willingness to help one another.

Accountability

- Every team member is expected to fully commit to their daily tasks and ongoing duties, completing them in a timely manner and to the highest possible standard.

Respect

- Every team member is expected to treat every teammate, member, and guest with the utmost respect; so too are members and guests expected to treat our staff with respect.

Excellence

- We are always working to provide a world-class experience for all members every time they visit the Club, in the execution of our current practices and in the creative examination of methods for improvement.

Who You Are:

- Attentive and motivated – you take pride in your work
- Thrive in a fast-paced, dynamic environment
- Strong leader and career-driven
- A self-starter who takes accountability and initiative, who can work successfully independently or as part of a team
- Ready to learn all components necessary to maintain a golf course at a championship level
- Dedicated to achieving high standards in your work
- Willing to learn and aid in implementing new programs
- Legally entitled to work in Canada

Responsibilities:

- Assist in the maintenance of the golf course by supporting the management team in implementing plans and directives.
- Learn from the current management team to continue building a personal foundation of agronomic and cultural practices.
- Support the supervision and instruction of the course crew members based on the direction of the management team.
- Assist in organizing and delegating work schedules, as well as contributing to project work.
- Ensure course crew members are properly trained and assist in maintaining high standards for task completion.
- Promote and uphold employee safety policies under the guidance of the management team.
- Help plan, apply, and record fertilizer, chemicals, and other course amendments as directed.
- Assist in scheduling, repairing, and planning irrigation needs and systems.
- Work with the management team to maintain the course to a high standard under the direction of the Course Superintendent.
- Provide feedback to the Course Superintendent regarding department activities.
- Perform other duties as assigned by the Course Superintendent.

Qualifications:

- A Degree or two-year diploma in turfgrass management or a related field from a recognized college or university is preferred.
- A minimum of two years of golf course maintenance experience is preferred.
- Supervisory experience is beneficial but not required; a strong desire to develop leadership skills is essential.
- Willingness to assist in supervising, directing, and scheduling course crew members as needed.
- Basic knowledge of irrigation operation and water management, with the willingness to learn and expand this skill set.
- Familiarity with golf course equipment, maintenance, and repairs is an asset.
- Understanding of fertility and application methods, with an eagerness to learn and apply these practices.
- Interest in agronomics and how to apply these concepts on a golf course.
- A strong desire to succeed and maintain high standards at a well-maintained golf course.
- General knowledge of the game of golf and how it relates to course maintenance and operations.
- Ability to obtain a BC Pesticide License if not already held.
- Demonstrates excellent communication and teamwork skills.
- Displays a proactive approach to problem-solving and leadership development.
- Possesses a valid driver's license.

Compensation and Benefits:

- Full-time, permanent position; competitive salary range of \$70,000 to \$ 75,000; based on experience and education
- Participation in the Club's Cellphone Plan
- Annual performance bonus
- Benefits package following successful completion of probationary period, including extended health and dental coverage, life and disability insurance, and group RSP-matching program
- Participation in the Club's Staff Meal Program
- Golf & tennis shop retail discounts
- Fun employee events
- Staff Golf and Tennis Privileges
- Uniform provided by the Club
- Opportunities for learning and growth, and promotion

If you are interested in this position, please email your cover letter and detailed resume to:

Andrew Hart

Course Superintendent

ahart@shaughnessy.org

with the subject "Second Assistant Course Superintendent"

Please note only qualified candidates will be considered and contacted regarding this position.