



Position Title: Golf Course Superintendent
Reporting to: Julie Hazelwood, Director of Operations

Company Profile:

Fairwinds is a spectacular year-round 18-hole semi-private golf course located just 15-minutes between Nanaimo and Parksville. The course is perfectly situated on a scenic peninsula along Vancouver Island's east coast. The challenging course, designed by architect Les Furber, demands strategic play with contoured greens and tree-lined fairways, but the stunning rainforest location and ocean views make it a one-of-a-kind community.

Overview:

The Golf Course Superintendent position at Fairwinds involves overseeing the maintenance and management of the golf course to ensure optimal playing conditions, aesthetic appeal, and environmental sustainability. Reporting to the Director of Operations, the candidate will collaborate with senior and divisional managers to achieve maintenance goals. The position requires leadership, budget management, and a commitment to environmental stewardship.

Key Responsibilities (include but are not limited to):

- Overseeing the care and maintenance of the golf course's turf and bunkers, including grass cutting, irrigation, fertilization, raking and pest control
- Collaborate with management to establish and achieve maintenance goals
- Hiring, training, and supervising a team of groundskeepers, maintenance workers, and landscapers to ensure the course and surrounding Fairwinds property's upkeep
- Developing and managing the budget for golf course maintenance, including expenses related to equipment, supplies, and labor including its preparation, explanation, and implementation
- Planning and executing course improvement and construction projects
- Coordinate and schedule subcontractors, suppliers and vendors
- Ensuring compliance with environmental regulations and implementing sustainable practices to protect the course's natural surroundings
- Overseeing the maintenance and repair of golf course equipment, including mowers, tractors, and irrigation systems etc
- Monitoring and addressing issues related to turf diseases, weeds, and pests that can affect the course's condition
- Managing the golf course's irrigation system to ensure proper watering and drainage
- Maintaining safety standards for both staff and golfers, and complying with all relevant regulations
- Collaborating with golf division, managers, and committees to provide updated communication on course conditions and improvements
- Developing maintenance schedules and seasonal planning



- Maintain records of maintenance activities, expenses, and equipment
- Staying updated on industry best practices, new equipment, and turf management techniques through ongoing education and training

Required Skills, Experience and Abilities:

- Have progressive 5+ years experience in a leadership role with golf course maintenance
- Professional certification in one or all of the following programs: agronomy, arboriculture, horticulture
- Hold a license to apply fungicides, pesticides and have IPM Agent status
- A strong business acumen required to manage annual operating and capital budgets and operations
- Strong leadership skills to manage teams, set goals, and motivate staff to achieve project or educational objectives
- The ability to adapt to changing circumstances, problem solve and decision-making abilities
- Demonstrated qualities such as: hard working, highly motivated, strong leadership and communication, detail oriented, self-starter with the ability to manage time without a lot of supervision, perseverance, a love of learning and developing new skills, quick learner and highly organized

Remuneration:

- Competitive salary based on qualifications and experience is \$80,000-\$90,000
- Annual discretionary bonus
- Continuing education and training
- Cell phone or allowance
- 3-weeks' vacation
- Medical and Dental benefit program
- RRSP contribution matching (*some conditions*)
- Subsidized staff meals
- Manager facility benefits as outlined in the Employee Handbook