



Assistant Superintendent

Position overview: Capilano Golf and Country Club is seeking a motivated, positive, and enthusiastic individual to join our five-person Course and Grounds leadership team as an Assistant Superintendent. This role provides a valuable opportunity to develop leadership, agronomic, and management skills essential for advancing a career in the turfgrass industry.

Working closely with and reporting to the Course Superintendent and Senior Assistant Superintendent in a decentralized structure, the Assistant Superintendent helps to plan and supervise the daily golf course maintenance and operations.

The successful applicant will have the opportunity to:

- Make informed turf management decisions that deliver industry-leading playing conditions. Capilano is committed to excellence and provides the tools, resources, and support needed to meet the expectations of an engaged and supportive membership
- Demonstrate strong leadership by motivating, training, and contributing to a positive team culture
- Play a key role in the organization of the Course and Grounds operation
- Represent Capilano at various industry events, enhance their professional profile, and take meaningful steps in shaping their long-term career trajectory

Club Information: Constructed in 1938 by esteemed Canadian golf course architect Stanley Thompson, Capilano is a private 18-hole facility located in West Vancouver, British Columbia and is open for play year-round. Capilano is consistently ranked in the top 10 golf courses in Canada and ranked in the top 100 golf courses in the world outside the United States.

The Club is dedicated to the ongoing restoration and enhancement of the golf course through a comprehensive Course Long Range Master Plan that has been in place for several years, with exciting course improvement projects in planning for the near future. Operating from a state-of-the-art Maintenance and Fleet Facility, our high-performance Course and Grounds team, comprised of up to 40 dedicated professionals, takes pride in producing exceptional playing conditions.

Qualifications:

- A degree or two-year diploma from a recognized institution in turfgrass management or related field
- Minimum 3 years working in golf course maintenance along with a desire to eventually become a Golf Course Superintendent
- Valid BC Pesticide license or the ability to obtain one within 90 days
- Valid BC Driver's license or equivalent

Compensation:

- \$70,000 - \$80,000 annual salary (DOE) plus extended health benefits and club matched pension
- An allowance for moving expenses by negotiation

Work Environment and additional benefits include:

- A 5-day working week with 2 scheduled days off
- Support with continued education, training, and professional development
- Relevant association memberships (CGSA, BCGSA, GCSAA) and select conferences as mutually arranged
- Golf privileges, food and apparel discounts, and a paid phone plan
- Team appreciation including monthly team events and annual staff golf competitions
- A clean, modern, and organized Administrative Building (lunchroom, heated mudroom, locker rooms, and showers)

Application Closing Date: Friday November 7th, 2025

Start Date: January 2026 (flexible, with the possibility of an earlier or later start)

Application Submission:

All resumes and cover letters sent in confidence, via email, addressed to:

Nick Daley | Course Superintendent nickd@capilanogolf.com



Please also visit our [Website](#), [YouTube](#) or [Instagram](#) for more information.

All applications and resumes are held confidentially. We thank all applicants in advance for their interest in Capilano Golf and Country Club, however, only selected candidates will be contacted for interviews.