



Golf Course Superintendent

Richmond, British Columbia

Quilchena Golf and Country Club is seeking an experienced, passionate and forward-thinking Golf Course Superintendent to lead the care and continuous improvement of one of British Columbia's most respected private golf facilities.

Located in Richmond, BC, Quilchena Golf and Country Club is a premier private club known for its championship-calibre course conditions, vibrant membership and commitment to excellence. Our course is the heart of our Club — a mature, beautifully maintained layout that challenges skilled players while remaining welcoming and enjoyable for all members.

The Superintendent will play a critical leadership role in maintaining exceptional playing conditions, advancing agronomic standards and stewarding the long-term health and sustainability of the property.

Position Summary

Reporting directly to the General Manager, the Golf Course Superintendent is responsible for the overall maintenance, operation and management of the golf course, practice facilities, clubhouse grounds and surrounding property.

As a key member of the Senior Leadership Team, the Superintendent contributes to strategic planning, capital development and the continued enhancement of the member experience.

Key Responsibilities

Golf Course Maintenance and Agronomy

- Provide outstanding playing conditions with consistent attention to detail and course presentation
- Develop and implement comprehensive agronomic plans aligned with the Club's strategic goals
- Lead all turf management practices including fertility, irrigation, drainage, pest management and environmental stewardship
- Prepare and manage the annual operating budget and long-term capital plans
- Oversee equipment maintenance, fleet planning and infrastructure improvements
- Collaborate with external architects, consultants and contractors on course projects and enhancements

Leadership and Team Development

- Recruit, train and mentor a high-performing turf care team
- Foster a positive, accountable and safety-focused work culture
- Provide clear communication, performance management and professional development opportunities
- Lead by example with a hands-on, visible presence on the golf course

Member and Stakeholder Engagement

- Communicate course conditions, projects and agronomic practices effectively to the General Manager and membership
- Participate in committee meetings and contribute to long-range planning discussions
- Support tournaments, events and daily operations in coordination with the Golf Operations team

Qualifications and Experience

- Minimum 5 –10 years progressive experience in golf course maintenance, including leadership experience as Superintendent or Assistant Superintendent
- Diploma or Degree in Turfgrass Management, Agronomy or related field
- Strong knowledge of modern irrigation systems, equipment, drainage and construction practices
- Proven experience managing operating and capital budgets
- Strong organizational, communication and interpersonal skills
- Pesticide applicator certification (or ability to obtain)
- Experience working in a private club environment is considered a strong asset

Personal Attributes

- Hands-on leader who takes pride in course presentation
- Strategic thinker with a long-term stewardship mindset
- Calm, decisive and solutions-oriented
- Committed to continuous improvement and innovation
- Passionate about delivering an exceptional member experience

Compensation and Benefits

Quilchena Golf and Country Club offers a competitive compensation package commensurate with experience, including:

- Competitive base salary \$120,000 - \$160,000
- Performance-based incentive
- Comprehensive extended health and dental benefits
- RRSP matching program
- Professional development support and association memberships
- Cell phone and vehicle allowance
- Golf privileges

Application Process

Qualified candidates are invited to submit a cover letter and resume in confidence to:

Tony Di Giovanni
General Manager
Quilchena Golf and Country Club
tdigiovanni@qgolfclub.ca

Applications will be reviewed as received. The Club thanks all applicants for their interest; however, only those selected for an interview will be contacted. **Application Deadline: Friday, March 27, 2026**

