

**Golf Course Superintendent
Town of Scituate**

The Town of Scituate seeks qualified candidates for the position of Superintendent of the Widow's Walk Municipal Golf Course. This position is a 40 hour/week salaried and benefited position. The job description is below. Salary range \$91,806 to \$96,454 annually DOE.

Interested applicants should submit Town employment application or resume to HR@scituatema.gov or via mail to Human Resources, 600 Chief Justice Cushing Highway, Scituate, MA 02066. AA/EEO/ADA.

POSITION TITLE: Golf Course Superintendent

STATEMENT OF DUTIES

Responsible for oversight of the maintenance and upkeep of the Widow's Walk Municipal Golf Course.

SUPERVISION RECEIVED

Supervised by the Golf Course Director. Employee plans and prioritizes work in accordance with established departmental policies and standards and is expected to solve problems independently.

JOB ENVIRONMENT

Widow's Walk is an 18-hole municipal golf course owned by the Town of Scituate, that was designed by Hurdzan/Fry. The course opened in 1997 as the first environmental demonstration golf course in the country and has been an original member to the Certified Audubon Cooperative Sanctuary.

Employee regularly performs work outdoors on a variety of projects. Employee is exposed to equipment/machinery, noise, odors, dust, heat, cold, oil, dirt or grease, and risk of personal injury. Work may be continually performed outdoors, regardless of weather conditions. Employee may be required to work beyond normal business hours at nights and/or on weekends in response to emergency situations on a 24/7 basis.

Has contacts primarily with co-workers, contractors. Interactions with the public are incidental to the purpose of the work involving giving and receiving factual information requiring courtesy and tact.

Typical workweek exceeds 40 hours during golf season.

SUPERVISION EXERCISED

Provides day-to-day supervision and direction to golf course employees; assigning tasks and ensuring the completion and accuracy of work. Responsible for the recruitment, hiring, training and performance evaluation of golf course staff. Supervisory activities include establishing work procedures and performance, providing performance feedback, conducting formal performance reviews, assigning and reviewing work. Ensures the adequate work performance of vendors and other persons and/or companies who may work for the Town on a contractual basis.

ESSENTIAL DUTIES AND RESPONSIBILITIES

(The essential functions or duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.)

The Golf Course Superintendent is responsible for the successful operation of the Golf Course Maintenance Department. The Superintendent works closely with the Golf Course Director on capital improvement projects, as well as day-to-day communications to maximize play and course conditions. This position will be expected to:

- Oversee all aspects of golf course maintenance, including annual budgeting, turf maintenance, landscaping, and irrigation
- Develop and implement a turf maintenance program to improve and maintain high-quality conditions
- Supervise and lead a team of groundskeepers, providing training, guidance and scheduling to ensure efficient operations
- Work with Golf Course Director to establish budgets and manage expenses effectively
- Monitor and maintain the irrigation system to ensure efficient watering practices
- Continue to implement sustainable and environmentally responsible practices to maintain our Certified Audubon Cooperative Sanctuary membership
- Manage the application of pesticides and fertilizers, ensuring compliance with safety regulations
- Work closely with the golf operation to coordinate course condition updates, closures, & tournaments
- Foster a positive working environment, promoting teamwork, safety awareness and professional development amongst the maintenance staff
- Ability to work flexible hours, including weekends and holidays

Education, Training and Experience:

Two (2) year Agronomy degree and at least 5-years as Assistant Golf Course Superintendent or 2-years as a Golf Course Superintendent

Special Requirements:

Pesticide Applicators License required.

Member of GCSAA preferred

Knowledge, Ability and Skill:

Knowledge: Thorough knowledge of golf course management.

Ability: Ability to supervise, evaluate and motivate golf course staff. Ability to organize, schedule and coordinate work processes. Ability to communicate effectively verbally and in writing. Ability to analyze organizational needs and develop solutions.

Skill: Excellent organizational and communication skills. Excellent customer service skills. Skill in the use of the above mentioned equipment.

Physical Requirements:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the position's essential functions.

Work requires agility and physical strength, such as moving over rough terrain, or standing or walking much of the work period. Occasionally, work may require lifting heavy objects of over 60 pounds and carrying them. There may be need to stretch and reach to retrieve materials. The work may require extended physical effort over a significant portion of the work day and often under adverse weather or emergency conditions during all hours of the day.

Duties may involve assignments requiring application of hand and eye coordination with finger dexterity and motor coordination. Examples may include using hand and power tools, operating heavy equipment/vehicles.

(This job description does not constitute an employment agreement between the employer and employee. It is used as a guide for personnel actions and is subject to change by the employer as the needs of the employer and requirements of the job change.)