

GOLF COURSE SUPERINTENDENT PROFILE: BRAE BURN COUNTRY CLUB WEST NEWTON, MA

Brae Burn Country Club is seeking an innovative, high energy, team-oriented Golf Course Superintendent with a passion for consistently providing exceptional golfing conditions. The Golf Course Superintendent will have experience with and an understanding of great clubs and classic golf course architecture, along with strong agronomic, organizational, communication and leadership skills. Brae Burn has a history of long tenured management teams.

[Click here to view a brief video about this opportunity.](#)

Brae Burn Country Club History

Brae Burn Country Club, founded in 1897, is located in West Newton, Massachusetts. The club's storied past and integral role in advancing the sport of golf in America have established Brae Burn as one of the most prestigious private country clubs in the Northeast. Brae Burn provides Boston-area golf enthusiasts and families with a quality experience steeped in tradition, natural beauty, and personalized service.

Brae Burn has been the site of some historic golf moments, serving as the host of four major tournaments of the USGA. Walter Hagen won the U.S. Open in 1919, establishing him as the first American-born to win the U.S. Open twice. Ray Gorton challenged Bobby Jones in the U.S. Amateur in 1928, and U.S. Women's Amateur Championships were won by Harriot Curtis in 1906, Beth Daniel in 1975, and Silvia Cavalleri in 1997. Brae Burn hosted Curtis Cup Matches in 1958 and 1970. MGA Amateur victories by Francis Ouimet in 1914 and Eddie Stimpson in 1935 are also highlights in Brae Burn's rich history. Stimpson, the creator of the Stimpmeter, was a member and grew up playing golf at Brae Burn. His original wooden Stimpmeter is on display in the Club's lobby.

The Club consists of an 18-hole Donald Ross designed golf course and an additional 9-hole Highland Course. Donald Ross redesigned the Brae Burn 18-hole course in 1912 and again in 1928. The Club also includes a large, fully equipped golf shop, 6 Har-Tru tennis courts, 4 platform tennis courts, a full-service pool complex, golf simulator facility and fitness facility. The large historic clubhouse includes a contemporary grille room, ballroom, meeting spaces, and an expansive outdoor patio and deck.

WEBSITE: www.braeburngolf.com

OVERVIEW OF BRAE BURN COUNTRY CLUB GOLF COURSE & GROUNDS OPERATIONS

- \$2.5M Budget
- 35,000 rounds of golf
- 27 holes
- Pushup Bent/Poa greens with XGD
- Bent/Poa fairways
- Irrigation System: Toro 2019
- Watertronics Pump Station
- Golf Course Architect: Donald Ross
- Golf Course Master Plan Architect: Forse Design

INITIAL AREAS OF FOCUS

- Improve overall course playability & health
- Greens - repair expansion areas that suffered turf loss
- Improve green plant health, improve rooting and ball mark damage resistance

- Repair and create uniform collars
- Improve tee turf density and quality
- Develop plan for improving fairway firmness

Golf Course Superintendent Job Description

The Golf Course Superintendent (GCS) reports directly to the Club's General Manager. The GCS is expected to be a visible presence among the team and members with exceptionally strong agronomic, business and communication skills. He/she is responsible for maintenance, operation, management, preparation, and condition of the golf courses and club grounds.

The GCS must be an excellent, transparent communicator with a natural style of "sincere engagement" with both the management team and members. He/she will have an extensive agronomical knowledge and know how. Continuing education, professional development, strong peer group relations and staying at the forefront of research and technology are necessary for success.

CANDIDATE QUALIFICATIONS

The ideal candidate will be a Golf Course Superintendent or Senior Assistant at a club renowned for providing exceptional golfing conditions and will have the following qualifications:

- Proven history of providing exceptional golfing conditions and managing all aspects of the golf course and landscape at the highest level
- Successful experience managing pushup greens (XGD)
- Familiarity with and successful experience managing cool season turfs; including bentgrass and poa/bentgrass greens, tees and fairways in the region or a similar climate
- Experience in tree management and shade mitigation to improve the turf growing environment
- Understanding of all pest control techniques
- Solid irrigation management philosophy and practices
- Strong agronomic skills and stays current with advances in turf technology and equipment
- Proven success in Poa annua management and control
- Experience with "high priority" bunker maintenance
- The ideal candidate will be a courageous thought partner with experience managing golf course design/construction projects along with guiding the vision, planning, and overall direction of a project
- High energy, focused leader
- Possesses leadership qualities that have resulted in high employee satisfaction-proven staff retention, low turnover
- Strong relationship builder with a history of excellent relations with their Golf Professional and General Manager
- Excellent member relations
- Strong listening skills with an understanding of the value of constructive criticism
- Experience developing standard operating procedures and training programs to onboard new staff
- Experience mentoring team members
- Experience in developing successful intern programs
- Proven success in developing Assistants to promotion
- Excellent communication skills-listens to and responds to both club members and team members
- Strong budget management and forecasting (zero based) skills
- Experience developing capital equipment replacement plans
- Strong observational skills, detail oriented

- Highly organized
- Subscribes to sustainable maintenance practices (e.g. firm and fast, sound irrigation philosophy)
- Golfer/student of the game with a sound understanding of ideal playing conditions
- High golf IQ is essential
- Spanish language skills are preferred

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

A degree in turf management or related field of study is required. GCSAA Certification is preferred.

SALARY & BENEFITS

Salary is open and commensurate with qualifications and experience. The Club offers a competitive salary, bonus and benefits package for a position of this scope and responsibility.

INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter, in that order, using the link below. You should have your documents fully prepared to be attached when prompted for them during the online application process. Please be sure your image is not present on your resume or cover letter; that should be used in your LinkedIn Profile.

Preparing a thoughtful letter of interest and alignment with the above noted expectations and requirements is necessary. Your letter should be **addressed to Mr. Sean McLaughlin, General Manager** and clearly articulate why you want to be considered for this position at this stage of your career and why Brae Burn Country Club and the West Newton/Boston area will be beneficial to you, your family, your career, and the Club if selected.

Your interest in this role must be communicated in the above manner no later than October 18, 2021, and preferably sooner. Interviews are expected to occur in early to mid-November with the new GCS assuming his/her role in a reasonable amount of time thereafter.

IMPORTANT: Save your resume and letter in the following manner:

“Last Name, First Name, Resume, Brae Burn”

“Last Name, First Name, Cover Letter, Brae Burn”

(These documents should be in Word or PDF format)

Note: Once you complete the application process for this search, you are not able to go back in and add additional documents.

[Click here](#) to upload your resume and cover letter.

If you have any questions, please email Nan Fisher: nan@kkandw.com

Lead Search Executive:

Armen Suny

Search Executive

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