

**SUPERINTENDENT OF GOLF COURSE & GROUNDS PROFILE:**

**BALD PEAK COLONY CLUB**

**MOULTONBOROUGH, NH**

**SUPERINTENDENT OF GOLF COURSE & GROUNDS AT BALD PEAK COLONY CLUB**

Bald Peak Colony Club is seeking an innovative, high-energy, team-oriented Superintendent of Golf Course & Grounds with a passion for consistently providing exceptional golfing conditions on the Donald Ross course and maintenance of HOA roads, grounds, and other common amenities. The Superintendent of Golf Course & Grounds will have experience with and an understanding of exceptional clubs, communities, and classic golf course architecture, along with strong agronomic, organizational, communication, and leadership skills. Bald Peak Colony Club has a history of long-tenured management teams.

[Click here to view a brief video about this opportunity.](https://www.youtube.com/watch?v=g6vaBsq-2M8)

**BALD PEAK COLONY CLUB**

Bald Peak, the only lakeside private country club in New Hampshire, offers over 1,000-acres of unspoiled natural beauty with breathtaking views. In this idyllic setting, members enjoy golf on the extremely well-regarded Donald Ross course (Top ranked golf course in New Hampshire, [click here](https://golf.com/travel/best-golf-courses-new-hampshire-2022-2023/)), clay court tennis, pickleball, paddle tennis, wellness programming, water sports, beach activities, and an endless array of social, dining, and junior events. While the superb facilities and natural beauty are incomparable, the lifelong friendships fostered through fun-filled summers are the true treasures of Bald Peak. Members come to the lake for complete relaxation and to enjoy the peaceful natural surroundings with their families. Bald Peak provides an added dimension to life at the lake by offering exceptional dining, a chance for young children and teens to gather and meet friends, and an endless variety of social and sporting events for adults. Whether you prefer traditional golf tournaments, bridge, a casual game of tennis, arts and crafts, swimming, kayaking, or hiking, there are activities for all at Bald Peak.  Members travel from far and wide. Some members live on campus, while a majority of our members commute to the Club daily, by boat or by car, from neighboring lakeside towns. For members and sponsored guests, overnight accommodations are available in the clubhouse and cottages. When members drive through the Bald Peak entrance gates, they are instantly immersed in the beauty of the surrounding landscape and eagerly await the joyful times ahead.

**CLUB HISTORY**

Thomas Gustave Plant built his dream estate on the picturesque slopes of the Ossipee Mountains, near Bald Peak.  As he looked down at Lake Winnipesaukee, he envisioned an idyllic country club where his friends could gather.  With compulsive attention to detail, Mr. Plant planned a golf course, clubhouse, boathouse, and guest cottages that matched the grandeur of the setting. The Bald Peak Country Club was incorporated in 1920. (Changed to Bald Peak Colony Club in the early 1930s) Two years after breaking the first ground, Plant's dream was realized.  In the early years, many of Plant's friends gathered at Bald Peak. Today, Plant's nearby home, named Castle in The Clouds, is no longer part of the Club property, but the house and grounds are preserved and maintained, for all to enjoy, by The Castle Preservation Society.  Bald Peak's original buildings are still beautifully perched on the hilltop overlooking Winnipesaukee. The over 1000-acre property provides unmatched privacy with stately pine forests, pristine lakefront, and picturesque rolling hills.  Over the years, the original ridge cottages have been converted to private homes and additional private residences have been added along the lake shore and hillsides.

**BALD PEAK COLONY CLUB BY THE NUMBERS**

* 450 members of which 300 are full members
* 14,000 rounds of golf
* 9,000 Cart rounds
* Exceptional Practice Facility
	+ 5 Grass tees
	+ 3 practice putting greens
	+ Short game area with 2 target greens
* 18 holes
* Golf Course Operating Budget $1.5M
* HOA/Land Company Operating Budget $850k
* 90 front doors on campus
* Pushup Bent/Poa greens and Bent/Poa Fairways
* Irrigation System: Toro
* Water source is Lake Winnipesaukee
* Average Age of members: 61
* Average Handicap, Men, Women: 18 men/ 26 women
* Green Chairman Term: 3 years
* Green Committee, meetings per year: 8
* Green Committee, size: 7
* 27 Grounds Crew at peak season (10 year-round/17 seasonal of which approximately 10 are on H2B visas)
* Golf Course Architect: Donald Ross
* Course is open from approximately May 1st through the end of October
* Closed for golf course maintenance on Tuesday mornings
* Employee housing: 85 rooms

**BALD PEAK COLONY CLUB WEBSITE:** [**www.baldpeak.org**](https://www.baldpeak.org/)

**SUPERINTENDENT OF GOLF COURSE & GROUNDS – POSITION OVERVIEW**

The Superintendent of Golf Course & Grounds (SGCG) reports directly to the Club’s General Manager/COO. The SGCG is expected to be a visible presence among the team and members with exceptionally strong agronomic, business, leadership, and communication skills. The SGCG must be an excellent, transparent communicator with a natural style of “sincere engagement” with both the management team and members/residents. He/she will have 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.

The SGCG will serve as an executive for the Bald Peak Colony Club and the Bald Peak Land Company. The role of the SGCG encompasses not only the beautiful golf course and grounds surrounding it but also the common areas within the gates that serve the Bald Peak Land Company residents and leased grounds of the Bald Peak Colony Club. The successful candidate will have input in the development of a new Master Plan for the golf course and grounds. He/she is responsible for maintaining the golf course as one of the premier conditioned golf courses in New England. Additionally, the SGCG is also responsible for the maintenance of the road systems, tree management and the general infrastructure. While the SGCG will report directly to the General Manager/COO, they will work in consultation with the Land Company President and Green and Grounds Chairmen.

**CANDIDATE QUALIFICATIONS**

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

Golf Course Management Skills:

* Proven history of providing exceptional golfing conditions and managing all aspects of the golf course and landscape at the history of managing pushup greens
* Familiarity with and successful experience managing Bentgrass and Bentgrass/Poa greens, tees and fairways in the region or a similar climate (both winter and summer challenges)
* Experience managing native areas and fine fescue mounds and hummocks
* Comprehensive irrigation and drainage management philosophy and practices
* Strong agronomic skills and stays current with advances in turf technology and equipment including maintenance
* Proven success in Poa annua management and control
* Subscribes to sustainable maintenance practices (e.g., firm and fast, sound irrigation philosophy)

Broader Community/HOA Skills:

* Experienced with management of other community amenities, e.g., tennis, hiking, etc.
* Knowledgeable in community infrastructure systems, including general road maintenance and snow plowing
* Understanding of maintaining Audubon Sanctuary credentials
* Experience in tree/forestry management

Leadership Skills:

* High energy, focused leader
* Track record of high employee satisfaction-proven staff retention, low turnover
* Strong relationship builder with a history of successful relations with their Golf Professional, other Department Heads and General Manager/COO
* Excellent member/resident relations
* Generates and maintains relationships with vendors, contractors and business partners

Recruiting and Retention Skills:

* Expertise in recruiting staff members, seasonal and year round
* Experience developing standard operating procedures and training programs to onboard new staff
* Familiarity with the H2B visa program
* Experience managing and mentoring team members including significant delegation skills
* Proven success in developing Assistants to promotion

Management Skills:

* Excellent communication skills-listens to and responds to both club members, residents and team members
* Strong budget management and forecasting (zero-based) skills
* Experience developing capital equipment replacement plans
* Strong observational skills, detail-oriented
* Highly organized
* Delegates well to employees and holds them accountable while managing work/life balance

Additional Attributes:

* The ideal candidate will be a courageous thought partner with experience managing golf course master plans/ design/construction projects
* Golfer/student of the game with a passion for golden age golf course architecture
* High golf IQ is essential
* Spanish language skills are preferred

**EDUCATIONAL AND CERTIFICATION QUALIFICATIONS**

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

**EMPLOYMENT ELIGIBILITY VERIFICATION**

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

**SALARY AND BENEFITS**

Salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefits package including association membership.

**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.

**Prepare a thoughtful cover letter addressed to Bald Peak Colony Club Search Committee/Christopher Wyles, CCM, CCE, ECM GM/COO** and clearly articulate your alignment with this role and why you want to be considered for this position at this stage of your career and why BPCC and the Lakes Region of NHwill be beneficial to you, your family, your career, and the Club if selected.

**You must apply for this role as soon as possible but no later than Monday August 21, 2023. Candidate selections will occur on Friday, September 1, 2023, with first Interviews expected on Tuesday, September 19, 2023 and second interviews a short time later. The new candidate should assume his/her role in early November.**

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

“Last Name, First Name, Resume”

“Last Name, First Name, Cover Letter”

(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](https://kkandw.my.salesforce-sites.com/careers/ts2__Register?jobId=a0x6T00000D15FpQAJ&tSource=) to upload your resume and cover letter.

If you have any questions, please email Katy Eliades: katy@kkandw.com

**Lead Search Executive:**

Armen Suny

Search Executive

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