

# KOPPLIN KUEBLER & WALLACE

THE MOST TRUSTED NAME IN EXECUTIVE SEARCH AND CONSULTING

## **GOLF COURSE SUPERINTENDENT PROFILE: NORTHMOOR COUNTRY CLUB HIGHLAND PARK, IL**

Northmoor Country Club is seeking a Golf Course Superintendent with exceptional agronomic and communication skills. Candidates should have a passion for the game of golf, classic golf course architecture and a history of providing firm and fast golfing conditions.

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

### **NORTHMOOR COUNTRY CLUB**

Established in 1918, Northmoor Country Club is a family-oriented private club, which for more than a century has endeavored to provide members and guests with uniquely friendly, uncompromisingly satisfying experiences with each and every visit.

Building on its traditions since 1918, Northmoor features 27 holes of golf, with its original 18 holes designed by legendary golf course designer Donald Ross, a past renovation by hall of fame course designer Dr. Michael Hurdzan, with an upcoming renovation by Tyler Rae. Northmoor's excellent racquet sports program is anchored by a tennis complex with ten tennis courts, four platform tennis courts, and a platform tennis facility built in 2014. The Club also has a Junior Olympic sized pool, with lap and general swimming, a family-friendly shallow swimming area, an outdoor hot tub, and dozens of lounge chairs perfect for relaxing in the sun.

Northmoor offers a wide range of dining and entertaining options, with great food, indoor and outdoor dining, and menu options spanning from casual to fine dining.

Northmoor regularly hosts special events of all sizes, from intimate private dinners to larger events including golf tournaments and weddings.

### **NORTHMOOR COUNTRY CLUB OVERVIEW**

- 27 holes: 18 holes by Donald Ross, 9 holes by Edward Lawrence Packard
- Consulting Architect: Tyler Rae
- Rounds Played: 15,000
- Strong caddy program
- Cart Rounds: 40%
- Greens Budget: \$1.9M
- Green Speed Expectations: 11 ft +
- Average Handicap: Men 14 & Women 27
- Greens Construction: 18 holes- USGA, 9 holes- Pushup
- Green Turf Cultivars: USGA Greens- A1, Pushup Greens- L-93
- Tee Turf Cultivars: 18 holes- PennLinks/PennEagle II, 9 holes- L-93
- Fairway Turf Cultivars: 18 holes- PennLinks/PennEagle II, 9 holes- L-93
- Bunkers: 18 holes- Better Billy Bunker
- Irrigation System: Toro Site Pro with LTC Plus satellite boxes
- Green Staff: FT/PT 34 members at peak
- On-site staff housing

**NORTHMOOR COUNTRY CLUB WEBSITE:** [www.northmoor.org](http://www.northmoor.org)

[www.kkandw.com](http://www.kkandw.com)

## **JOB DESCRIPTION**

The Golf Course Superintendent (GCS) reports to the Assistant General Manager / Director of Golf. The GCS is expected to provide quality leadership and will lead his/her department to ensure superb, firm and fast golf course conditioning on a daily basis. The GCS is responsible for all day-to-day operations of the Northmoor Country Club golf course.

The GCS must be an excellent, direct communicator and have a natural style of “sincere engagement” with members and staff. He/she will possess a passion for the game of golf, premier playing conditions and have strong 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.

### **DIRECT REPORTS**

- Assistant Superintendents
- Equipment Manager

### **INITIAL AREAS OF FOCUS**

- Evaluate turf and soil conditions along with current maintenance practices and develop short and long-term recommendations to improve plant health, and golfing conditions
- Develop an action plan to prepare for a successful 2021 season

## **CANDIDATE QUALIFICATIONS**

The ideal candidate will be a Superintendent or an Assistant Superintendent with a minimum of five years' experience at a golf course known for consistent, championship conditioning.

- Possess exceptional agronomy skills
- Proven history of providing exceptional golfing conditions, firm and fast through the green
- Experience providing exceptional firm, fast, healthy USGA Greens and managing thatch levels
- Strong observational skills, with the ability to see the “Big Picture” while remaining detail oriented
- Subscribes to sustainable maintenance practices
- Solid irrigation management philosophy & practices
- A creative turf manager with strong agronomic skills-stays current with advances in turf technology
- Experience controlling Poa annua
- Experience with tree management (pruning, shade mitigation, root pruning)
- Passion for classical golf course architecture
- Passion for the job and historic golf course architecture; experience with historic courses
- High Golf IQ is essential, golfer/student of the game with a passion for the game of golf
- Proactive, high energy leader
- A history of excellent relations with their Green Chairman, Golf Professional, and General Manager
- Confident, take charge leader, both with Team and Committee
- Excellent verbal and written communication skills with Green Committee, members, and team members; able to explain technical issues in lay terms
- Personable, builds member rapport easily
- Strong organizational skills
- Highly organized Strong budget management and forecasting (zero based) skills
- Strong business sense and ability to manage a budget
- Strong character, confident, humble personality type
- Proactive, high energy, collaborative leader, a team builder
- A history of developing a positive employee work culture
- A history of mentoring team members and advancing their careers

- Experience with intern programs
- Strong leader who creates an inclusive, progressive work culture
- Spanish language skills are helpful

## **EDUCATIONAL AND CERTIFICATION QUALIFICATIONS**

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

## **SALARY & BENEFITS**

Salary will be commensurate with qualifications and experience. The club, along with the typical GCSAA benefits, offers an excellent performance bonus and benefit package.

## **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.

***Preparing a thoughtful letter of interest and alignment, clearly articulating your “fit” with the profile and the above noted expectations and requirements is necessary.***

Your cover clearly articulate why you want to be considered for this position at this stage of your career and why Northmoor Country Club and the Northmoor area will be a “fit” to you, your family and the Club if selected.

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

“Last Name, First Name Resume”

“Last Name, First Name Cover Letter Northmoor Country Club”

(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.

If you have any questions, please email Nan Fisher: [nan@kkandw.com](mailto:nan@kkandw.com)

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

## **Lead Search Executive:**

Armen Suny, Search Executive

303.570.2741

[armen@kkandw.com](mailto:armen@kkandw.com)