

# KOPPLIN KUEBLER & WALLACE

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## **DIRECTOR OF AGRONOMY: LAKESIDE COUNTRY CLUB HOUSTON, TX**

### **DIRECTOR OF AGRONOMY AT LAKESIDE COUNTRY CLUB**

Lakeside Country Club is looking for a Director of Agronomy (DOA) who possesses a successful record of managing warm season grasses at the highest level. The DOA will be a strong, culture-oriented, communicative, detail-focused team leader with a passion for the game of golf and providing premier golfing conditions.

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

### **ABOUT LAKESIDE COUNTRY CLUB**

Lakeside Country Club, founded in 1951, is a prestigious private country club located on 209 acres and currently boasts around 1,000 members. The club's golf facilities are a highlight, featuring an 18-hole championship golf course, a 5-hole short course (The Hutch), a 36,000-square-foot putting green/course, three chipping greens, and a double-sided driving range. The course has been designed by renowned architects including Ralph Plummer (1952), Ron Prichard (1990), and Jay Blasi (2023). The fairways and tees are planted with Northbridge Bermudagrass, while the greens are TifEagle. The club also offers a state-of-the-art 4-bay learning center for golfers looking to improve their skills.

Beyond golf, Lakeside Country Club has extensive amenities including 11 lighted tennis courts, 4 lighted pickleball courts, and a 15,000-square-foot fitness center with various facilities such as a group fitness studio, Pilates room, locker rooms, massage rooms, and even in-house physical therapy. For relaxation and recreation, the club provides a resort pool, a heated lap pool, and a family-friendly pavilion with a BBQ grill and game room. The main clubhouse spans 90,000 square feet and includes several dining options, private banquet rooms, and luxurious locker rooms, ensuring a welcoming and upscale environment for members.

### **MISSION STATEMENT**

Lakeside Country Club will be one of the top-tier Country Clubs in the greater Houston area. Lakeside Country Club will be a family-oriented Country Club that will provide outstanding social and recreational services to its membership.

### **LAKESIDE COUNTRY CLUB BY THE NUMBERS**

- 44,000 rounds of golf
- \$ 4M Golf Course Maintenance operating budget
- \$22.5M Golf Course Renovation 2023, Jay Blasi
- TifEagle greens
- Northbridge fairways & tees
- Average age of Members: 57
- Green Committee Size: 20, 6 meetings per year
- Golf Course Maintenance Facilities – in planning for a \$3.5M total renovation
- Summer Course Closure Policy: closed 3 weeks in July, 10 days in August
- First Tee Time in Season: 8:00 am
- Irrigation system: Rainbird IC
- Staff size - 36

**LAKESIDE COUNTRY CLUB Website:** [www.lakesideecc.com](http://www.lakesideecc.com)

## **DIRECTOR OF AGRONOMY – POSITION OVERVIEW**

At the Lakeside Country Club, the Director of Agronomy (DOA) reports directly to the General Manager/COO. The DOA will lead and manage his/her department to ensure superb golfing conditions throughout the season. He/She is responsible for all day-to-day operations of the Club's golf course and landscaping.

Frequent, open, and transparent communication with the General Manager, Director of Golf, and Green Chair is required. The DOA is expected to lead the golf course maintenance team as well as providing information, recommendations, and leadership to the GM and Golf Committee to provide superior golfing conditions. Golf is a highly regarded activity at Lakeside, and therefore the DOA should expect to maintain high visibility and excellent rapport with members. Additionally, the course is less than two years old and still in the grow-in phases, requiring meticulous oversight to protect the important investment in the 2023 renovation.

The DOA is expected to ensure that the golf course is consistently in excellent condition and has a high level of detailing. Continuing education and staying at the forefront of research and technology are necessary for success. In addition, the DOA will provide creative leadership and foster a culture of mentorship, continuing education, and development of future turf professionals. The DOA must have a natural style of "sincere engagement" with members and staff along with a love of the game of golf and a passion for surpassing membership course conditioning expectations.

## **INITIAL PRIORITIES OF THE NEW DIRECTOR OF AGRONOMY**

- Evaluate the course conditions and develop an action plan for the renovation and drainage punch list
- Create the summer course maintenance during closures
- Become immediately engaged in the maintenance facility master planning
- Review Standard Operating Procedures
- Work with the Golf Course Architect on the tree planting program
- Review soil tests and necessary nutritional inputs to all areas

## **CANDIDATE QUALIFICATIONS**

The ideal candidate will be a Superintendent or Director of Agronomy with a minimum of five years of experience at a golf course known for providing exceptional golf course conditioning.

- Maintains all golf course grounds and course maintenance equipment.
- Schedules, trains, supervises and evaluates all personnel assigned to the department.
- Supervises the care of turf, plants, shrubs, trees, and other facilities on the golf course.
- Supervises the operation of the equipment repair and maintenance.
- Records all maintenance on course.
- Prepares annual budget; ensures budget goals are met.
- Participates in the capital planning process of assets for course and equipment.
- Selects and prepares proper fertilizers and nutrients for all flora and fauna.
- Develops and maintains drainage, irrigation, and watering systems.
- Implements and enforces comprehensive safety program for employees, members, and guests on course in with local, state, and federal laws.
- Maintains accurate work records for all personnel in the department.
- Communicate with golf professionals about maintenance plans, and scheduled events.
- Communication as necessary with grounds, golf, house committees, and/or other applicable committees.
- Ensures that all products are used, stored, and disposed of in accordance with local, state, and federal regulations. Maintains required records and strives to minimize the use of chemical and petroleum products.
- Attends turf conferences, equipment shows, workshops, and other educational programs to maintain a current knowledge of technical and turf innovations that could affect the department's operations.
- Establishes short- and long-range plans for the golf course.
- Oversees all course construction.
- Pursues professional development and mentors the professional development of the ADOA.

- Plans professional development and training activities for subordinates as well as administrative duties of record keeping, electronic communications, and planning/scheduling.
- Attends any and all department meetings.
- All other duties as assigned.

#### **EDUCATIONAL AND CERTIFICATION QUALIFICATIONS**

A degree in turf management or related field of study is required. 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 on your LinkedIn Profile.

**Prepare a thoughtful cover letter addressed to Lakeside Country Club search committee/Ms. Casey Newman, General Manager/Chief Operating Officer,** 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 LCC, and the Houston area will 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 Tuesday, May 20, 2025. Candidate selections will occur in Late May with the first Interviews expected on Tuesday, June 17, 2025, and the second interviews a short time later. The new candidate should assume his/her role in mid to late July.**

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - Lakeside 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.

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

If you have any questions, please email Katy Eliades [katy@kkandw.com](mailto:katy@kkandw.com)

#### **Lead Search Executive:**

Armen Suny

Search Executive

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