

**Golf Course Superintendent  
Venice Golf and Country Club  
Venice, Florida  
<http://www.venicegcc.com>**



**About Venice Golf and Country Club**

Venice Golf and Country Club (VGCC) is located on the west coast of Florida between Sarasota and Fort Myers. It is approximately five miles inland from Venice Beach and is known as the premier private club in Venice—and among the most desirable in Sarasota County. The club has 600 members (with a good mix of Midwest and Northeast members) and 360 golf memberships (350 target). The golf course is an Audubon Certified Sanctuary course, while the club itself is a GEO Certified Club, a Certified America's Greenest Club, a certified Wellness Workplace and recognized as a Sarasota/Manatee Best Workplace.

The club began operating in 1991 as an 18-hole private country club ideally located on 460 acres of pristine landscaping in beautiful Venice. Since that time, it has provided members with the highest quality lifestyle and amenities, offering memorable fine dining experiences and a celebrated calendar of events.

The club and golf course were turned over to members in 1999, and today, it remains the only private, gated, member-owned club in the Venice area. VGCC has consistently maintained a financially stable, healthy balance sheet due to the oversight of the Board of Directors and all committees under it, which are comprised of club members, the General Manager, and limited staff. VGCC has enjoyed the fruits of strategic decision making. There have been three capital renovation projects in the 29-year history that were voted on by the members of the community. The club's long-range plan ensures success now and in the future by balancing facility maintenance needs with the desires of the membership. In 2015, the club invested \$2.5 million in course improvements, including a new, state-of-the-art irrigation system, re-grassing of the golf course, enlarging the range, and development of a new practice area and two new tees. The exciting \$6.1 million clubhouse and wellness center expansions began in July 2020 and ensure that VGCC remains the most desirable private country club in Southwest Florida.

VGCC has a proud history of making prudent investments that enhance the value of the club. This tradition continues as it embarks upon capital improvements to both the clubhouse and wellness center, which will take life to the next level for members. The wellness center will triple in size, with expanded floor exercise rooms, the addition of two spa treatment rooms, and a new cardio and weight room with state-of-the-art Technogym equipment. "See it, live it, love it, sums it up best," says General Manager Jim Schell. "This expansion exemplifies our active and healthy club lifestyle. Great amenities complemented by excellent service and staff and a warm, friendly membership is why our members love this club so much."

**VGCC Facts**

- The club is currently undergoing a \$6.1 clubhouse and wellness center expansion with an anticipated completion date of May 2021.
- There is no debt on the books.

- The original golf course architect is Ted McCanlis; the current architect is Matt Dusenbury.
- The golf course consists of 18 holes, and golf amenities include a practice putting green, chipping green and 50-yard short game practice area with a green.
- The course features Tiff Eagle greens (season 10.25 – 11.75 speeds), Celebration tees and fairways and 419 roughs. The greens, fairways, and tees are among the best in the area.
- A new Rainbird irrigation system was installed in 2015 with HDPE lines and each head are individually controlled by computer or mobile device. There is also a Rainbird weather station.
- All greens, tees and fairways were re grassed in 2015.
- The course enjoys an excellent deep well, effluent water supply and utilizes 98% storm water recycling.
- Toro equipment is used on the course operate under lease. Mowers are on a three-year replacement schedule. Staff size is 17, including the Golf Course Superintendent.
- The 2020 golf course maintenance operating budget is \$1.3 million. The annual capital budget is approximately \$220,000. Additional capital projects will occur. Bunker and bridge replacement are expected within the next five-year planning window.
- The biggest course-related challenge is weed suppression and off types in the roughs.
- The course is open seven days per week in season and 6 days per week off season.
- The previous Golf Course Superintendent accepted a position at the Ocean Reef Club as Director of Agronomy. Their predecessor accepted a position at Bellerive Country Club as Superintendent.

## **About the Position**

The club seeks an experienced, dynamic, visible, and accessible Golf Course Superintendent to manage golf course and grounds operations. Candidates must be strong in cost controls, labor management and development of systems and training programs. Working with the General Manager, Greens Committee and the Board of Directors, a friendly, outgoing personality is a necessity as is a strong working knowledge of what constitutes a “premier club experience” and the ability to deliver it. The Golf Course Superintendent reports to the General Manager and supervises the grounds department.

The ideal candidate must be able to motivate and direct a staff to exceed the expectations of the membership and guests. They will have a verifiable track record of successfully leading and growing a premier golf course operation including exceeding expectations of golfers who appreciate the golf course playing conditions, controlling costs, and meeting or exceeding planned and budgeted bottom-line goals and objectives. He or she will be proactive, not reactive, and have a high degree of integrity, operating with an unwavering respect for staff and members alike. Potential candidates will possess all the requisite skills, leadership qualities and personal traits suited for a private club environment. A friendly, outgoing personality is a must, as is a strong working knowledge of first-class, high-end golf service and management. The club seeks an individual who can instill in staff the importance of exceptional golf course and grounds management. The goal of the staff is to provide members with excellent service and quality on a consistent basis.

The club supports the GM/COO organizational model where the Golf Course Superintendent reports directly to the General Manager. A collaborative work environment with the Assistant General Manager, Golf Professional, Business Manager, and other team members is imperative to maintain and further develop the "team culture" which exists at VGCC. The Golf Course Superintendent leads and manages his/her team by developing daily operational standards-based on industry and regional best practices and holds the team accountable for the overall member playing experience. The Golf Course Superintendent is responsible maintenance and landscaping throughout the entire club grounds.

## **Position Responsibilities and Knowledge Required**

- Evaluate departmental operations to maximize efficiency while improving overall course conditions by implementing standards and SOPs found at “peer top 100” clubs.
- Participate in the development of the annual budgets and maintain responsibility for achieving it.
- Employ best agronomy practices in irrigation/water management.
- Provide consistent playing conditions relating to “tee to green,” as well as practice and bunker complexes.
- Create an action plan to improve areas on the course that are typically challenged such as several green complexes, thin turf areas, cart path management, landscaping, and high traffic areas.
- Recreate natural areas designed to improve water management and aesthetics of the overall course.
- Review soil and water tests monthly to assure all necessary nutrients are implemented within all areas.
- Must have a history of employing documented “best practices” for all turf varieties at the club.
- Show a demonstrated history of effective water and energy management practices.
- Be a collaborative leader who fosters a member-centric work culture.
- Create and maintain ongoing staff development programs leading to hourly employee proper assistant superintendent development.
- Create an exceptional culture and positive work environment for team members.
- Have a passion for growing the game of golf through the implementation of new ideas generated from a diverse membership.
- Maintain regular and timely communications with the Golf Professional and the Golf Operations Team. Be a strong relationship builder with a history of excellent relations with the Golf Professional and General Manager.

## **Educational Qualifications and Compensation**

The ideal candidate will be a Golf Course Superintendent with a minimum of seven years of experience from a club noted for exceptional board/committee governance, maintaining the highest standards, and matching the traditions of excellence for which VGCC is known. A degree in turf management or related field of study, as well as the CGCS certification, is preferred.

The Golf Course Superintendent must have a proven background as a proactive leader, communicator and manager of people, and a demonstrated track record of effectively managing course operations, overseeing a diverse team, and managing capital projects. He/she must be able to build effective relationships while partnering with the senior team and committees. While strategic in orientation, the Golf Course Superintendent must be comfortable rolling up his/her sleeves to get things done. The individual will be able to readily embrace the culture while suggesting new ways to enhance tradition. The individual must be willing to commit a minimum tenure of 5 years, with 10 being preferable.

This position is required to work a varying schedule based on the club’s needs.

Compensation of base salary and annual performance bonus is commensurate with qualifications and experience. An excellent benefits package is included.

Qualified applicants should send a resume and cover letter to:

**Ned Welc, Principal**  
**GSI Executive Search**  
[Ned@gsiexecutivesearch.com](mailto:Ned@gsiexecutivesearch.com)  
440-796-7922

Golf course questions should be directed to:

**Mark Black, golf course consultant**  
[jmarkb38@gmail.com](mailto:jmarkb38@gmail.com)  
239-250-6296