



WE'RE HIRING

Role: Superintendent

Facility: Ashburn Golf Club - Old Course

Location: Halifax, Nova Scotia



ASHBURN GOLF CLUB

Ashburn Golf Club (the "Club") is the premiere private member golf club in Atlantic Canada. Originally founded in 1922, the Club maintains two 18-hole golf facilities referred to by its members as Old Ashburn (located in Halifax) and New Ashburn (located in Fall River).

GRAB THE OPPORTUNITY

The Club boasts a thriving playing membership of approximately 1,400 members who are joined by an additional 500 social members. Over the past decade, the Club has invested more than \$10 million on capital projects including new practice facilities at both New Ashburn and Old Ashburn and a rebuild of the greens and bunkers at Old Ashburn.

OLD ASHBURN

One of Canada's most historic clubs, Ashburn has played an important role in Halifax for nearly a century. Formed as the Halifax Golf and Country Club in 1922, the club faced a challenge—where to find suitable land for a course and how to finance it. The club turned to renowned architect Stanley Thompson, who spent a handful of days in the city looking for a site that would work for the club. By the middle of 1922 the club had acquired a 142-acre site and began construction. Located just minutes from Halifax's downtown, Thompson's Ashburn course immediately distinguished itself from the competition. Measured at 5,210 from the tips, the apparently short yardage obscures the challenge of the course. As was his custom, Thompson utilized the naturally rolling landscape to create a course with great vistas and challenging holes. Today, Old Ashburn boasts a first-class short game facility, a modern clubhouse that offers bar and restaurant services, a pro shop, and the classic course recently updated with new bunkers and greens courtesy of Ian Andrew.



HALIFAX, NOVA SCOTIA

The position also offers a lifestyle which many spots in Canada cannot offer. Halifax is known for its friendly people, beautiful surroundings, vibrant culture, and rich history. Halifax is one of Canada's fastest growing municipalities, and as of 2024 had an estimated population approaching 500,000. Compared to many other populations of this size, housing is affordable which makes it desirable for a family or those looking to shed burdens of high monthly mortgage payments.

THE POSITION

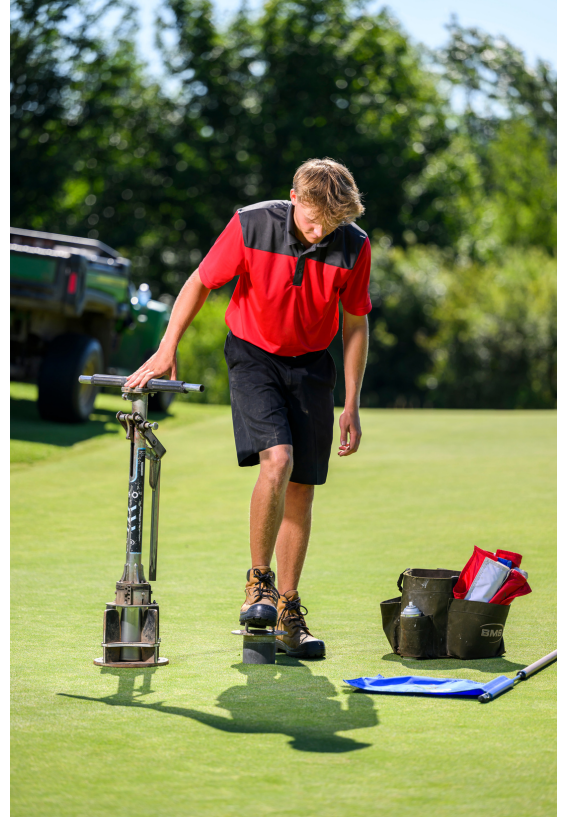
The Superintendent is responsible for overseeing and managing all aspects of golf-course maintenance. This position requires excellent organizational and communication skills as well as a comprehensive knowledge of golf course agronomy and exceptional attention to detail, ensuring the golf course and grounds meet the highest standards of play and presentation. The candidate must be able to manage, lead, and motivate an enthusiastic team of employees, and will work to create an environment where staff is involved and passionate, with open communications and respect for themselves, members, guests, and the property. The candidate will also be required to coordinate with outside contractors and have a strong understanding of budgeting and financial management.

The Superintendent will be responsible for developing and implementing a maintenance and operational plan for the golf course, ensuring that all provincial, local, and relevant regulations are met. This plan should include a budget, staffing requirements, turf and landscape maintenance, equipment maintenance, safety protocols, and any other activities necessary for the golf course's success. The Superintendent will also be responsible for preparing and submitting reports to the Club's General Manager, committees, and Board of Directors on the golf course's operations and maintenance.

The ideal candidate will have a minimum of five years of experience working in a similar role, with a strong understanding of the private club experience. They should be able to demonstrate strong leadership skills, excellent communication and interpersonal abilities, the ability to adapt to changing conditions, and maintaining a positive work environment and culture.

CORE RESPONSIBILITIES

- Recruits, supervises, and retains maintenance staff. Provides leadership, coaching, training, and necessary disciplinary actions for all staff and oversees the personnel's daily activities, implementing performance improvement plans, as necessary.
- Coordinate and plan with the General Manager to create annual budgets, with or without capital improvement projects.
- Works closely with the General Manager and the Board of Directors to operate the Club in a fiscally responsible and professional manner.
- Develop and implement a comprehensive course maintenance schedule, including all clubhouse grounds.
- Supervise the maintenance and repair of all golf course equipment alongside the equipment mechanic.
- Manage purchases of maintenance and course supplies
- Experience with managing irrigation systems and pump house operations and the ability to repair and troubleshoot irrigation issues.
- Willingness to obtain a Nova Scotia Pesticide Applicators license.
- Work with Ashburn's New Course Superintendent to ensure operational success and uniformity across both Ashburn properties.



OTHER DUTIES

- Maintain knowledge of current industry developments through continuous attention to golf industry periodicals and participation in relevant trade associations and organizations.
- Ensure accurate tracking of inventories, fertilizer and pesticide applications, cultural activities and weather conditions.
- Develop and implement plans for long-term maintenance of the golf course.
- Must be proficient in MS Office (Word, Excel, Outlook, etc.), and relevant course maintenance software systems.
- Oversee and implement various on-course projects.
- Ensure that all safety regulations are adhered to.

REQUIREMENTS

- Post-secondary degree in a related field (e.g. turf management, agronomy, horticulture).
- At least 5 years of applicable experience as a Golf Superintendent or 1st Assistant.
- Excellent organizational, problem-solving, and communication skills.
- High attention to detail and ensuring accuracy and precision in all areas.
- Ability to work independently and manage multiple tasks.
- Ability to lead and foster a positive workplace culture.



COMPENSATION & BENEFITS

We offer a competitive salary, as well as a comprehensive benefits package commensurate with experience. This includes health and dental benefits, RRSP contribution, golfing privileges, staff meal allocation, and more. Start date as soon as available.

APPLICATION PROCESS

If you are interested in joining our team, please submit your resume and cover letter to **General Manager, Gordie Smith**, by email at gsmith@ashburngolfclub.com. Only those being considered for an interview will be contacted. Application deadline is February 21, 2025.

