



National Links Trust (NLT)/Troon Golf is seeking a **Golf Course Superintendent** with a passion for managing golf course agronomic practices and eager to be a part of restoration and revitalization of East Potomac Golf Links in Washington, DC. The successful candidate has a unique opportunity over the next 10 years to have a lasting impact on municipal golf in this country. The 3 courses managed by NLT have renovations planned by world-renowned architects Tom Doak, Beau Welling and Gil Hanse. The renovations will garner national attention and will represent what municipal golf can and should be. Our new leader should be an exemplary communicator and manager of people who thinks strategically and understands the value in presenting a high quality product. The Golf Course Superintendent will work closely with the Director of Agronomy (DOA) to promote the best possible patron experience daily at East Potomac Golf Links.

The ideal candidate will be an expert agronomist with exceptional leadership skills to foster a positive and engaged employee culture. This position requires a minimum of 4 years of golf course management experience. Multi-course oversight and knowledge of large-scale operations is preferred. Extensive experience in golf course construction as well as course renovations and project management is desired.

National Links Trust Background

National Links Trust (NLT) is a 501(c)(3) non-profit dedicated to positively impacting local communities through protecting and promoting accessible, affordable, and engaging municipal golf courses across the United States of America. In June 2020, National Links Trust was awarded a 50-year lease from the National Park Service to manage East Potomac Golf Links, Langston Golf Course and Rock Creek Golf Course. National Links Trust then partnered with Troon Golf to manage the day-to-day golf operations of the three courses. While NLT also executes national initiatives aimed at the betterment of the municipal golf industry as a whole, the organization's primary focus is the operation of Washington, DC's three publicly accessible golf courses – Rock Creek Park Golf, Langston Golf Course, and East Potomac Golf Links – and their renovations, dubbed the "Nation's Capital Project," alongside the National Park Service.

The Nation's Capital Project is a long-term, full scale, capital investment project being undertaken over the coming years. NLT has collaborated with world-renowned architects Gil Hanse, Beau Welling, and Tom Doak on the renovated design of the three courses. Beyond

renovation to course architecture and agronomy, the project encompasses major infrastructure upgrades at all three facilities including construction of clubhouses, maintenance facilities, and driving ranges. The overarching theme of the project is an emphasis on community and a core belief that public golf facilities should have immense positive effects on their local communities.

Golf Course Backgrounds

Rock Creek Park Golf - Originally designed by golden age architect, William Flynn, Rock Creek Park Golf will be renovated under the direction of Gil Hanse. The finished facility will be home to a nine-hole course paying homage to Flynn's design, a Par-3 course, driving range and clubhouse/restaurant for the entire community.

Langston Golf Course – Opened in 1939 as a course for Black golfers to play in the age of segregation, National Links Trust's renovation will honor the history and showcase the future of Black golf. The finished facility will include an 18-hole course designed by Beau Welling, a driving range powered by Toptracer and innovative Black golf museum.

East Potomac Golf Links – East Potomac was designed as a “model municipal playground” by golden age architect, Walter Travis in the early 1900's. Tom Doak will lead the restoration project. The finished facility will include a reversible 18-hole course, executive-length 9-hole course, par-3 course, driving range, restored miniature golf course and golf academy.

Please visit the websites to learn more: www.nationallinkstrust.org www.playdcgolf.com

Position Summary

The Golf Course Superintendent is responsible to implement sound agronomic programs in accordance with Troon Quality Standards while working within the fiscal parameters of the property. This position is responsible for assisting the DOA in agronomic oversight of East Potomac Golf Links. Responsible for leading and inspiring all agronomic associates in a manner that is consistent with the Trust's Mission, Vision and Core Values to foster and engage employee culture. Responsible for the management of golf course assets while executing short term and long term projects at East Potomac Golf Links. Safety training and safe operational practices is a priority to also be managed by the Golf Course Superintendent.

Essential Duties

- Assists DOA in developing budgeting and capital plans. Manages expenses within the department in accordance with the Club directive.

- In coordination with Director of Agronomy, leads all golf course projects throughout the NLT portfolio.
- Provides timely and accurate reporting of all financial and non-financial information as directed, requested or required by Troon Golf representatives, Director of Agronomy or the General Manager.
- Maintains clear understanding of and implements all Troon Golf Agronomy standards in addition to ensuring compliance with all local, state and federal regulatory standards/laws.
- Stays abreast of current agronomic information.
- Ensures proper mixing, calibration, and application of all chemical/fertilizers used on at assigned facilities.
- Ensures that they and all associates obtain proper training and/or licenses needed to perform job tasks safely and within city, state, and federal regulations. Addresses directly all real or perceived environmental concerns.
- Maintains ongoing awareness of all agronomic activity on the course and provides constant feedback and direction to key staff members.
- Ensures both upward and downward communication within the department and inter-departmentally.
- Provides leadership and a positive working environment that fosters teamwork, communication, ethical behavior, cleanliness and a “can do” attitude.
- Assists in developing, training, coaching, disciplining and mentoring managers within the department providing feedback, direction and leadership so that they may carry out the daily activities of the department, all while grooming them for upward mobility within the company.
- Responsible for training, planning, assigning, and directing work, evaluating performance, rewarding, and disciplining associates; addressing complaints and resolving problems.
- Manages department members that may include, but is not limited to any Maintenance staff such as Superintendent, Assistant Superintendent, Environmental Technical, Mechanic, Foreman, Irrigation Technician, Greenskeeper, and Equipment Operator.
- Assures that effective orientation and training are given to each new associate. Develops ongoing training programs.
- Regular and reliable attendance.
- Incorporates safe work practices in job performance.

Education and Experience

Qualified candidates will have a Bachelor’s degree from a recognized college or university in Turfgrass Management or Agronomy and a minimum of 5 years of golf course management experience including at least four (4) years’ experience as a Superintendent preferred.

Additional Required Qualifications

Candidates must also have thorough knowledge and demonstrated prior success with golf course construction and maintenance projects related to all areas of the golf course. As the Golf Course Superintendent will be required to assist the upcoming course renovation projects, prior experience with golf course construction will be a necessary qualification.

Candidate must possess active pesticide applicators license in DC/Maryland or Virginia.

Compensation and Benefits

The Club will offer a competitive compensation plan, including a competitive bonus and comprehensive benefits package to include but not be limited to medical, dental, vision and life insurance, 401k Retirement Savings Program, paid time off and other benefit programs.

Relocation support can be available if required.

Qualified candidates should submit a cover letter and a resume not more than two pages by email to Tim Zurybida, Director of Agronomy timothy.zurybida@playdcgolf.com