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GOLF COURSE SUPERINTENDENT PROFILE: MIDLAND COUNTRY CLUB MIDLAND, MI

GOLF COURSE SUPERINTENDENT AT MIDLAND COUNTRY CLUB

Midland Country Club is seeking a Golf Course Superintendent who possesses a great passion for the game of golf, tremendous care for the well-being and development of their team, and a desire to be part of a Club whose vision is to continue to evolve as the premiere club in mid-Michigan. The Club hosts the Dow Classic on the LPGA Tour.

The ideal candidate will be an exceptional leader with a talent for driving a positive culture of mentorship, collaboration, and teamwork that strives for success not only within the department but also throughout the Club. This individual must be a genuine, authentic, and engaging leader with a keen eye for detail coupled with a true understanding of the agronomic details of what makes an exceptional golfing experience.

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

ABOUT MIDLAND COUNTRY CLUB

Midland Country Club (MCC) has been lauded by club industry experts as the “Club of the Future.” The Club has undergone a stunning transformation encompassing every aspect of its operations. This includes a revitalized pool and aquatics complex, a new 92,000 sq. ft. clubhouse, an entirely revamped golf course, and a cutting-edge 30,000 sq. ft. golf course maintenance facility.

Since its establishment in 1928, MCC has been a cornerstone of the mid-Michigan community. Its “family first” philosophy has cultivated a residential, destination-style club that exemplifies the values of this close-knit community.

With a robust membership of over 900 individuals and their families, Midland Country Club hosts more than 3,000 events annually, ranging from weddings and receptions to business meetings, corporate functions, and private dinners. Additionally, MCC is honored to be the venue for the Dow Championship, a prominent LPGA Tour event. The Dow Championship, introduced to the LPGA Tour in 2019, will once again take place at Midland Country Club from June 23-29, 2025. This event features 144 of the world's top female golfers competing in a 72-hole stroke play format with 72 two-woman teams in alternating rounds of foursomes (alternate shot) and four-ball (best ball). The tournament has a commitment to continue through 2029.

The Midland community offers an ideal environment for families, blending the charm of a small town with the amenities of a larger metropolitan area. It is a vibrant setting that is highly appealing to families.

MISSION STATEMENT

To maintain Midland Country Club as the premier country club facility in Mid-Michigan by:

- Keeping our product and services consistent and state-of-the-art in a competitive market, while maintaining fiscal responsibility.
- Providing exemplary service to members and exceeding their expectations.
- Providing a positive environment in which to work.
- Preserving the value in a Midland Country Club membership.

VISION STATEMENT

Midland Country Club exceeding expectations through:

- Service – Helpful, attentive, friendly assistance in every aspect of club use.
- Offerings – (Products and Services) currently including a wide range of dining choices and facilities (as well as private parties and catering), a swimming pool, swim lessons, golf course and practice range, professional golf lessons, planned entertainment/events, off-site trips, meeting facilities, fitness and lodgings.
- Atmosphere – The tone set by a visually pleasing and functional facility; the mindset achieved by the social and emotional climate of a satisfied membership and staff; the feeling of always being welcomed home.

MIDLAND COUNTRY CLUB BY THE NUMBERS

- Rounds Played: 15,000
- Cart Rounds: 6,750
- Average Age: 50 years old
- Average Handicap Men 12.5; Women 25.5
- Green Chairman Term: Three (3) years
- Green Committee, size: Nine (9) Eight (8) meetings per year
- Golf Course Architect: Craig Schreiner
- Maintenance Team: 6 FT, 20 PT

MIDLAND COUNTRY CLUB WEBSITE: www.midlandcc.net

GOLF COURSE SUPERINTENDENT – POSITION OVERVIEW

The Golf Course Superintendent (GCS) reports directly to the General Manager/Chief Operating Officer and has responsibility for all day-to-day operations of the golf courses and practice areas. The GCS will lead and manage their department to ensure superb golfing conditions and exceptional landscaping.

Continuing education and staying at the forefront of research and technology are necessary for success. In addition, the GCS will provide innovative and relevant leadership and in perpetuating and fostering an educational culture of developing and producing future turf professionals. The GCS must have a natural style of “sincere engagement” with members and staff with a love of the game of golf along with a relentless attention to detail.

RESPONSIBILITIES

- Maintains all grounds and course maintenance equipment
- Schedules, trains, supervises and evaluates all personnel assigned to the department
- Supervises all planting, fertilizing, and care of turf, plants, shrubs, trees, and other facilities on the golf course
- Supervises operation of the equipment repair shop
- Records all maintenance on course
- Prepares a proposal for an annual budget for the department; once the budget is approved and issued, takes corrective action as necessary to help assure that budget goals are met
- Selects and prepares proper fertilizers and nutrients for all flora and fauna
- Develops and maintains drainage, irrigation, and watering systems
- Maintains course in proper playing condition consistent with the expectations of the Green Committee and the Club’s membership
- Implements and enforces comprehensive safety program for employees, members, and guests on course in compliance with local, state, and federal laws
- Maintains accurate work records for all personnel in the department
- Promotes an operational plan for implementation of snow removal
- Communicates as necessary with golf and tennis professionals to discuss conditions of facilities, maintenance plans, and scheduled events

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- Communicates as necessary with grounds, golf, house committees, and/or other applicable committees
- Ensures that chemicals, petroleum, and other controlled 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 chemicals and petroleum products
- Attends staff and management meetings
- Attends turf conferences, equipment shows, workshops, and other educational programs to maintain a current knowledge of technical and turf innovations and changes that could affect the department's operations
- Prepares and revises grounds manual
- Audits and approves weekly payroll
- Approves all product and service invoices before submitting to the accounting Department
- Establishes short- and long-range plans for the golf course
- Oversees all course construction
- Keeps members informed about current and future maintenance activities
- Conducts daily facility security checks, ensuring accurate inventory of equipment and keys
- Assists with snow removal
- Plans professional development and training activities for subordinates
- Adheres to all federal, state, and local laws regarding health, safety, and employment
- Manages and enforces all aspects of the relationship of the Club to assigned Department employees with respect to the current Employee Manual
- Consistently treats all members, guests, staff, and vendors with dignity and respect
- All other duties as they appear in the Contract of Employment and performing other related work as required or assigned

Supervises:

Assistant Golf Course Superintendent, Mechanic; Pesticides/Chemicals Applicator; Equipment Operator; all other Golf Course Maintenance Department Employees

CANDIDATE QUALIFICATIONS

- Golf Course Superintendent or the First Assistant at a top-tier club
- Minimum of 5 years' experience
- Must have an outstanding professional history
- Friendly and personable presence a must

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

A degree in turf management or related field of study is required. GCSAA Certification and Pesticide 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 will offer an attractive compensation package commensurate with experience, which will include a competitive base salary and a strong benefits 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. 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 the **Midland Country Club search committee/Todd Beals, CCM, General Manager**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why MCC and the Midland area will benefit you, your family, your career, and the Club if selected.

You must apply for this role as soon as possible but no later than Monday, October 14. Candidate selections will occur in late October, with the first Interviews expected on Thursday, November 7, 2024, and the second interviews a short time later. The new candidate should assume his/her role after the first of the year.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - Midland 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

Lead Search Executive:

Armen Suny

Search Executive

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