

KOPPLIN KUEBLER & WALLACE

THE MOST TRUSTED NAME IN EXECUTIVE SEARCH AND CONSULTING

DIRECTOR OF AGRONOMY PROFILE: DESERT MOUNTAIN CLUB SCOTTSDALE, AZ

Desert Mountain Club is seeking a Director of Agronomy. One who possess great passion for the game of golf, tremendous care for the wellbeing and development of their team and have a desire to be part of a Club whose vision is to be the absolute best Club in North America.

The ideal candidate will be an exceptional leader with a talent for driving a positive culture of mentorship, collaboration and teamwork striving for success, not only within the department, but the entire 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 a world-class golf course. At least 15 years of golf course management experience to include prior director-level experience in a prestigious environment is required.

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

THE COMPANY

Desert Mountain Club is one of the finest private residential communities in the world featuring world-class golf, indulgent amenities, and curated experiences. It is a private country club open to on and offsite property residents located in the elevated foothills of the beautiful Sonoran Desert in North Scottsdale, Arizona. The club spans across 8,000 acres featuring:

- Seven signature golf courses (six of which are Jack Nicklaus & a par 54 course)
- Seven distinctive clubhouses – each with its own unique restaurant plus banquets
- An award-winning spa and fitness center
- Spectacular swim and tennis facility
- Dozens of hiking and biking trails
- Horseback riding
- Luxury camping at The Ranch

The Club's governance is among the finest in the country as it operates with a strategic Board who is not involved in day-to day operations. The Club's CEO, former Chairman of the Club Managers Association of America, leads a Senior Team of 10 direct reports, including this position, and a total of 750+ employees with grossing revenues of approximately \$80M annually.

OUR VISION

Our vision is to become the finest private club and community for golf and recreational lifestyle activities in North America.

OUR MISSION

We will provide our members and employees with an exceptional experience consistent with our vision to be the finest club and community for golf and recreational lifestyle activities in North America.

THE COMMUNITY

8,000 acres of pristine beauty on this breath-taking expanse of high Sonoran Desert provides the canvas for a storied community that is Desert Mountain with a lifestyle like no other. Desert Mountain's commitment to excellence is evident throughout the community, from the guard-gated entryways to the exceptional amenities and service throughout The Desert Mountain Club/Community.

Named a Platinum Club of America consecutively since 2000 by Club Leaders Forum and ranked among the top 10 private clubs in the country, Desert Mountain is the only private club in the world with six Jack Nicklaus Signature Golf Courses. The Jim Flick Golf Performance Center features the most advanced technology in the industry today. But great golf is just the beginning. Members can enjoy the exquisite cuisine in their nine restaurants and grills in seven opulent clubhouses for an unsurpassed dining experience. The Club is financially strong and will complete \$150M in exciting facility improvements in the next 10 years, all with cash reserves.

The Sonoran Fitness, Tennis and Spa, which is the hub for family activities, offers cardiovascular and weight training equipment, personal training, fitness instruction, a variety of exercise classes and resort-style pools. A recent \$12 million renovation of the facility has brought this amenity to an expansive 42,000-plus square feet for fitness training, relaxation in the luxurious spa and even a place for the kids to enjoy. Situated on 10 acres, the Sonoran is complemented by a tennis complex with nine USTA-certified courts utilizing hard, clay and grass surfaces.

Desert Mountain has its own 15-mile private trails system consisting of seven trail segments, each varying in degree of difficulty for a different hiking experience on each. The system takes hikers to the eastern slope of the Continental Mountains overlooking beautiful desert panoramas and through a colorful riparian basin. Desert Mountain is a recipient of the American Trails Developer Award from the non-profit American Trails organization.

The club's newest amenity is The Ranch where families can enjoy horseback rides and lessons, luxury camping and a wide range of outdoor events for the entire family within a pristine 3,000-acre site within Desert Mountain.

Adding to the richness of the community, Desert Mountain has created a series of exclusive member events, ranging from special nights of food and wine to music and art. To assist members with everything Scottsdale, Phoenix, and the Desert Southwest have to offer, the Member Services department is modelled after the finest concierge services found in five-star hotels throughout the world.

Desert Mountain is family-friendly with a full calendar of children's activities, including junior golf and tennis, saltwater lap and resort-style pools, volleyball courts, a basketball court, hiking and biking trails and a Youth Activity Center. At Desert Mountain, members enjoy a lifestyle that is truly without equal.

DESERT MOUNTAIN CLUB/COURSE BY THE NUMBERS:

- 1,960 Golf members
- \$20+M Golf Course Maintenance Operating Budget (11.9M Gross payroll)
- 220 Employees in Agronomy (FTE)
- 180K rounds of golf annually
- 62 Average age of members
- 3 warm season/overseeded golf courses and 4 year-round cool season golf courses

Please visit the website to learn more about this extraordinary community at: www.desertmountain.com.

DIRECTOR OF AGRONOMY POSITION DESCRIPTION

Responsible for leading, inspiring, and supervising all personnel in Agronomy in accordance with the club's core values and fostering the belief that the staff is the Club's greatest asset. Responsible for the health, prosperity and consistency of the golf course conditions and associated landscaping for the golf course and practice facility assets. Plan, coordinate and execute all projects and golf course agronomics that shape and uphold the Club's standards for excellence. Mentor, develop and lead all Agronomy leaders and teammates.

Responsible for the maintenance and upkeep of course equipment, record keeping, multi-vendor bidding and safety training for the Agronomy team. Lead a team who care about providing world-class conditions and performing to budget expectations.

GENERAL RESPONSIBILITIES

- Establish course standards that includes an ability to maintain tees, fairways, greens, and water delivery systems to the highest standards of golf course play including major national championships
- Plan and develop budget and operational expenses for all golf courses
- Coordinate and supervise the development of all Agronomy leaders and administrative personnel
- Engage in active communication with the team to promote high employee morale and a positive image of our Agronomy team within the membership and community
- Desire to engage our agronomy staff on the courses, participate in their success and ride courses with the Director of Golf, CEO, and course Superintendents to promote the vision of a quality golf experience
- Participate in the procurement, hiring, coaching, promoting, and discharging of employees under general guidelines established by Desert Mountain Club
- Work closely with the Director of Golf in scheduling course activities including planning of golf events
- Communicate with the membership to answer questions, concerns, issues, and challenges
- Take the lead to coordinate and manage the success of all construction projects and course improvements
- Direct the ordering of agronomy supplies and materials within budgetary limitations
- Develop record keeping of manual activities including, but not limited to, chemical and fertilizer applications
- Stay abreast of current industry standards through seminars, conferences, and educational opportunities
- Ensure compliance and safeguarding of all chemicals, pesticides, and Club assets
- Comply with all Federal, State and Local ordinances, regulations and government record keeping
- Other duties as assigned by the CEO

EXPERIENCE

At least 15 years of golf course management experience to include at least 10 years as a Golf Course Superintendent.

EDUCATION / CERTIFICATIONS

Degree from a recognized college or university in Turfgrass Management.

CANDIDATE QUALIFICATIONS

The successful candidate will possess a wide range of necessary leadership personality traits, knowledge, abilities, working norms, and skills necessary to effectively fulfil duties and responsibilities.

Must have a thorough knowledge of the following:

- Construction and maintenance of golf course tees, greens, and fairways
- Seeding and maintenance of types of turf used on golf courses
- Planting, cultivating, pruning, and caring for plants, shrubs, and trees

- Characteristics and proper use of various fertilizers and soil conditioners
- Herbicides and pest control methods and materials
- Drainage control methods
- Computerized watering and irrigation systems including wells, pumps, and automatic controls

SALARY & BENEFITS

Salary is open and commensurate with qualifications and experience. The Club/Community, along with the typical GCSAA benefits, offers an excellent bonus and benefit 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.

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

“Last Name, First Name Resume” &

“Last Name, First Name Cover Letter Desert Mountain”

(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 Nan Fisher: nan@kkandw.com

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