

Essex County Club located in Manchester-by-the-Sea, Massachusetts is seeking a career driven and motivated Senior Assistant Superintendent to fill a vital role within the golf course maintenance team. The successful candidate desires to be a Golf Course Superintendent in the next 2-4 years and brings accountability, work ethic, and professionalism to their position, the team, and the club.

Essex County Club, along with the leadership team has a great reputation in developing and promoting their assistant team members into industry positions and engaging them into numerous professional development opportunities. The Senior Assistant position is open, because the previous person was recently promoted. The previous Senior Assistant is the 7th person under Eric Richardson to be promoted to a head role since Eric joined Essex County Club.

To learn more about Eric Richardson, Director of Grounds, please view the following podcasts.

[The Fried Egg](#)

[The Earthworks Podcast](#)

[The Superintendent Network](#)

#### *Club Highlights:*

- One of the six founding members of the USGA
- Rounds - 20,000
- Total members - 537
- Total staff – Currently one Senior Assistant Super and one Assistant Super
- Typical work week:
  - Offseason (November 1 – March 31st) 45+ hours per week.
  - In Season (April 1-October 31st) 60+ hours per week.
  - One day off a week in season – two, 3-day weekends off in-season (typically mid-June and mid-September). Weekends off during off-season.
- Equipment - Mix of Jacobsen/Toro/John Deere; all mowing equipment is less than 3-years old
- Consulting architect - Bruce Hepner

#### **SUCCESS TRAITS OF CANDIDATE:**

- Professional goal to be a Golf Course Superintendent
- Drive, determination and a self-disciplined approach to achieving high quality and consistent results
- Passionate about the game of golf.
- Communication is collaborative amongst the management team.
- Demonstrates a sense of urgency and assures consistent achievement of quality standards.
- Actively desires to grow responsibilities, develop interpersonal skills and network.

#### **KEY KNOWLEDGE, SKILLS, APTITUDE AND OTHER TRAITS:**

The Senior Assistant Superintendent will have significant responsibilities and will be involved with every aspect of the operation. Below is an overview of the responsibilities, knowledge, and skills

needed for this position.

1. **Technical Skills:**
  - a. Turfgrass Management
  - b. Irrigation Systems
  - c. Pesticide and Fertilizer Application
  - d. Equipment Maintenance and Operation
  - e. Soil Science
2. **Leadership & Management Skills:**
  - a. Team Leadership
  - b. Project Management
  - c. Communication
  - d. Scheduling & Workflow Management
3. **Knowledge of Best Practices & Sustainability:**
  - a. Course Maintenance and Design
  - b. Sustainability and Environmental Stewardship
4. **Strategic Thinking & Business Acumen:**
  - a. Budgeting & Financial Management
  - b. Technology Integration
  - c. Member Relations
5. **Personal Attributes:**
  - a. Attention to Detail
  - b. Problem Solving & Adaptability
  - c. Work Ethic & Commitment
  - d. Physical Stamina
  - e. Continuous Learning & Professional Development

#### **COMPENSATION & BENEFITS:**

- Salary - \$80,000 - \$90,000, DOE
- \$1,000 monthly housing stipend
- Health, Dental, Vision, Life Insurance, Short term and long-term disability
- 401K
- Annual holiday, vacation and sick time
- Professional local and national membership association dues, educational fees, and travel / expenses to the annual GCSAA conference covered by the club
- Temporary Housing offered in the clubhouse
- Meals while living on property

#### **PREFERRED QUALIFICATIONS:**

- Bachelor's or associate degree in Turfgrass Management or related field
- 5+ years of progressive golf course maintenance experience
- 3+ years of management experience
- Demonstrated strong written, verbal, interpersonal & communication skills
- Embraces daily use of technology and the ability to evolve with modern day practices
- Excellent attitude with a bias towards action

## **ABOUT US:**

Essex County Club continues to be dedicated to the future of golf, a professional work environment and the maintenance operation. Our facility stays committed to a stringent equipment preventive maintenance program, innovative practices and capital replacement to ensure the best overall product and facilities.

The Essex County Club was founded in 1893. The original Club House was completed the same year. At that time, the grounds included a full size polo field, two clay tennis courts, and a nine-hole golf course. Today, ECC boasts an expanded Club House, a Donald Ross designed eighteen-hole golf course (1917), eleven grass, ten clay tennis courts, three paddle tennis courts, three pickleball courts, and a full size swimming pool. All of these amenities are located on 183.5 acres in Manchester-by-the-Sea, Massachusetts.

Currently, Essex County Club is ranked #65 by Golf Magazine and # 79 by Golf Digest in their top 100 rankings.

An in-depth profile of the restoration at Essex County Club - [The Fried Egg](#)

ECC is a tobacco-free workplace.