

THE PINES COUNTRY CLUB

7516 N. 286th St. • P.O. Box 679 • Valley, Nebraska 68064 • pinescountryclub.com

JOB OPPORTUNITY

Golf Course Superintendent

About the Club

The Pines Country Club, a private 18-hole golf club located in Valley, Nebraska (convenient to the Omaha metro area), is seeking an experienced, hands-on Golf Course Superintendent to lead all aspects of course and grounds maintenance. This is a key leadership role responsible for delivering consistently excellent playing conditions and presentation that enhance the member and guest experience. The Club completed installation of a new, fully automated irrigation system in fall 2025 and has planned capital projects that include updating tee boxes and bunkers and addressing some drainage issues.

Position Overview

The Golf Course Superintendent reports to the General Manager and is accountable for the day-to-day and long-term agronomic management of the golf course, practice facilities, and surrounding grounds. The successful candidate will lead a maintenance team of approximately 17, own the operating and capital budgets for the department, manage the new fully automated irrigation system and equipment fleet, ensure regulatory compliance, and partner closely with golf operations and club leadership. Near-term priorities include maximizing the new irrigation system and planning and executing tee box and bunker improvement projects.

Key Responsibilities

- Develop, implement, and continuously refine comprehensive turf management and agronomic programs to maintain optimal playing conditions.
- Direct daily and seasonal maintenance operations, including mowing, cultivation, fertilization, pest and disease management, bunker work, tree and plant management, and course setup.
- Oversee the Club's new fully automated irrigation system, including programming, scheduling, maintenance, water management, and conservation practices.
- Recruit, train, schedule, mentor, and evaluate a grounds staff of approximately 17; foster a culture of safety, accountability, and continuous improvement.
- Prepare, manage, and report on the annual operating and capital budgets for golf course maintenance; control costs and procurement.
- Manage the maintenance equipment fleet and buildings, including preventive maintenance, repairs, and replacement planning.
- Conduct regular assessments of turf health, soils, drainage, and overall course conditions; plan and execute capital improvement projects, including planned tee box and bunker updates.
- Ensure full compliance with environmental, pesticide, safety, and labor regulations.
- Collaborate with the General Manager, Head Golf Professional, and the Greens Committee on course conditioning standards, tournament preparation, member communications, and long-term facility planning.
- Promote sustainable and environmentally responsible practices.

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Required Qualifications

- Associate's or bachelor's degree in Turfgrass Management, Agronomy, Horticulture, Plant Science, or a closely related field.
- Proven strong safety focus.
- Minimum 5–7 years of progressive golf course maintenance experience, including at least 2–3 years in a supervisory or Assistant Superintendent role (prior Superintendent experience preferred).
- Strong working knowledge of turfgrass species, soil science, pest and disease management, and irrigation systems.
- Demonstrated ability to develop and manage budgets and control costs.
- Valid driver's license and ability to obtain (or currently hold) a Nebraska pesticide applicator license.
- Ability to work outdoors in all weather conditions, stand and walk for extended periods, and lift up to 50 pounds.

Preferred Qualifications

- Prior experience as a Golf Course Superintendent or senior Assistant at a private club or high-end facility.
- GCSAA membership; Certified Golf Course Superintendent (CGCS) credential a plus.
- Experience with fully automated irrigation systems, irrigation management software, and modern agronomic technologies.
- Proven track record of staff development and delivering consistent, high-quality course conditions.

Technical and Soft Skills

- Expertise in turfgrass management, equipment operation and maintenance, and data-driven decision making.
- Strong leadership, communication, and interpersonal skills; ability to interact effectively with staff, management, members, and vendors.
- Detail-oriented, adaptable, and committed to excellence and safety.

Compensation and Benefits

- Competitive annual salary commensurate with experience and qualifications.
- Health insurance.
- Retirement savings plan.
- Paid time off and holidays.
- Professional development support, including association dues, continuing education, and relevant certifications.
- Additional benefits as outlined in the club's employment manual.

Equal Opportunity Employer

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The Pines Country Club is committed to a diverse and inclusive workforce and is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, creed, gender, national origin, age, disability, veteran status, sexual orientation, or any other protected characteristic.

To Apply

Please submit a résumé and cover letter to Mike TenEyck, General Manager, at thepinescc@hotmail.com.