

DIRECTOR OF GOLF (DoG) PROFILE: TIMUQUANA COUNTRY CLUB JACKSONVILLE, FL

THE DIRECTOR OF GOLF (DoG) OPPORTUNITY AT TIMUQUANA COUNTRY CLUB

There is an exceptional opportunity available for the Director of Golf position at one of the nation's premier clubs in Jacksonville, Florida. Timuquana is a country club with an exceptional reputation, facilities and a classic Donald Ross designed golf course that requires and desires a golf professional who has a passion and respect for the game, and who will assume the role as "Golf Ambassador" of Timuquana.

The Club is looking for a relevant, innovative, engaged professional who will collaborate with a team of highly regarded professionals and who brings a vision of creating consistently elevated member and guest experiences, and has a history of doing so in his/her present role. With exciting amenities and a golf course master plan project under consideration, under the guidance of architect Bruce Hepner, combined with the strong pipeline of membership interest because of the quality of all Club programs, amenities and leadership, and an upcoming Champions Tour event, Timuquana is well-positioned for the future.

There is a reason top tour professionals like Jim Furyk, Steve Melnyk and David Duval call Timuquana and the Jacksonville area home; the course and Club at Timuquana are first class and the area is considered one of the most livable and desirable in the country. This is an exceptional opportunity for a personable, motivated and capable golf professional to enjoy a long term 'home!'

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

ABOUT TIMUQUANA COUNTRY CLUB

Established in 1923, Timuquana Country Club has earned the distinction as one of Florida's premier private country clubs. The Club's classic Donald Ross course boasts 18 holes of tree-lined fairways, tight rolling approaches and immaculate greens. The routing provides a variety of holes to challenge golfers of all levels. Complimented by the natural scrub and a rolling panorama, the course is a testament to the heritage and tradition of Timuquana golf and the antebellum Clubhouse nestled on the St. Johns River.

In September 2002, Timuquana hosted the Senior Amateur Championship of the United States Golf Association and has a five-year agreement to host a Champions Tour event each October beginning in 2021. Additionally, the Club annually hosts the Timuquana Cup, a nationally recognized amateur golf event, similar to the Crump Cup and Coleman Cup events at Pine Valley and Seminole, respectively.

The 50,000 sq. ft. antebellum clubhouse and supporting amenities including the pool and "The Grove", an adjacent dining venue, recently underwent renovations to rave reviews. Additional work will be performed on certain portions of the clubhouse and, as noted above, many aspects of the course. The next course project will be the renovation of approaches this year, followed by greens, irrigation, cart paths and practice facilities in 2022. All work has or will be done without special assessment but through capital charges and initiation fees.

In addition to exceptional golf, the club offers eight Har-Tru Clay tennis courts and a fully stocked tennis pro shop, fitness and new family pool facilities, as well, organized events such as bridge, bingo, croquet and trivia.

TIMUQUANA COUNTRY CLUB BY THE NUMBERS:

- At present, there are approximately 1030 members in all categories with approximately 700 golf members
- Initiation Fee - \$23,000 – Regular Member
- Annual Dues - \$9,144 – Regular Member (includes \$2,604 in Capital assessment)
- 18 Holes of Donald Ross designed golf supporting approximately 26,000 golf rounds annually
- The Golf Shop is approximately 400 square feet, is owned by the Club and has annually done approximately \$285,000 in hard good sales and \$265,000 in soft goods sales
- Golf Operational revenue for 2019 exceeded \$1.7M
- Golf Operations maintains 6 on the professional staff and 6 in outside operations
- The Club is organized as a 501(c)(7) and is a not for profit corporation
- The average age of the members, at present, is 54 and has trended younger in the past few years
- The Club uses JONAS and Event Man software

TIMUQUANA COUNTRY CLUB WEB SITE: www.timuquana.net

DIRECTOR OF GOLF POSITION OVERVIEW

As noted previously, the DOG at Timuquana is expected to be the consummate professional, never losing sight of the primary objective of providing an exceptional golf experience for all the Club's members, while at the same time growing the game and its enjoyment and being the true "face" of golf at Timuquana. Amongst many key competencies, the following are absolutely necessary to success and being an ideal "fit" for the role:

- The new DOG must be an outstanding and flawless communicator, current and innovative in engaging all member constituencies to participate and further enjoy the game, event planning and execution, retail management, and recognize that he/she will be stepping into a role that very few have enjoyed in the past; the history and tradition of professionalism is critical in one's style and intuitive persona. Possessive of a strong organizational, planning and prioritization skills combined with outstanding service and a fully member-focused attitude.
- Ultimately, the DOG at Timuquana is the master coordinator of a great golf experience, comfortable in his/her role as "Ambassador of Golf" in this full-time year-round position.
- A naturally energized personality with high levels of integrity, pragmatic, progressive and levelheaded with a presence that conveys leadership, trust, and confidence. Someone who recognizes that being "present" is critical during "season."
- A great merchandiser who understands what members desire from their Golf Shop, and who is able to provide an exceptional experience inside and out in all things golf.
- A good player, members are proud of for his/her playing skills and who recognizes the priority is the role that he/she has assumed, not working on his/her game. A skillful teacher who can adapt teaching techniques to apply to all golf level abilities and include various media including video and technology innovations of other sorts, but who also recognizes that a true "balance" of teaching, managing and leading needs to occur.
- Comfortable working in a highly collaborative manner with the GM and other Department Heads and provide thoughtful input and leadership to Golf and Green Committees. Ultimately, a hardworking, "lead-by-example" professional who sets clear accountabilities, provides thoughtful and regular feedback to staff members, recognizing the responsibility he/she has to develop and mentor those who support him/her. A self-motivated, role model for team members in all departments. Motivated to create and lead a culture around golf operations including golf shop, golf staff development; someone who can build an especially strong team of professionals around himself/herself.
- Significant experience and competency in organizing and managing golf events and outing and who works closely with the course superintendent in coordinating course setup for events and scheduled maintenance.
- One who demonstrates a strong team player leadership role and provides supportive communications about conditions, course plans, etc., with the membership.
- Someone who has significant experience and competencies to organize and manage golf events and outings.

- Create and perpetuate a high level of staff morale and engagement through a strong mentor program to help continue to develop the skills and capabilities of the staff. Be the coach who motivates his or her team to higher standards and the consistent execution of quality service standards.
- A service minded leader who is naturally focused on the details as well as a continuous evolution to enhance and personalize service delivery to members and their guests, and who can instill those same virtues in his/her team.
- A servant-hearted leader who can relate to, interact with, play golf with, converse intelligently with, and have fun with all constituencies of members, while remaining the quintessential golf professional.
- Someone who works closely with the course superintendent in coordinating planned closures for events and scheduled maintenance, demonstrating a strong “team player” leadership role in supportive communications about conditions, course plans, etc., with the membership.
- Is comfortable being “an agent of change” while recognizing that his/her success in doing so is predicated by first building trust and support of both members and staff, and then leading by example in all that he/she does personally and professionally.
- Has exceptional organizational skills and is able to convey such through development of standards, process and procedures and a proven ability to ensure they are instilled and followed by every member of the team.

KEY PRIORITIES FOR SUCCESS

- Focus on significant engagement opportunities in the shop, on the practice areas, in the clubhouse and as often as possible; evaluate ALL aspects of the golf experience in collaboration with the GM and Golf Course Superintendent; from arrival to departure, what can be done to ensure consistent execution of a highly personalized golf experience for members and guests.
- Develop a keen and deep understanding of the Timuquana “culture;” and what needs to be accomplished to enhance or develop areas to support the aforementioned elite club experience.
- Create an obvious “Wow” factor for members by instilling a high level of sustained energy and enthusiasm for Timuquana into all that you do.
- Dig into the overall “details” necessary to be in place and/or implemented and enhanced to create a consistently high performing operation and team.
- Ensure that scheduled events are well planned, properly, and effectively communicated and coordinated with all necessary constituencies.
- Review and understand the full scope of merchandising and its opportunities in both hard and soft goods areas, ensuring that a strong understanding of member expectations in these areas is accomplished.
- Work closely with the GM to understand the fiscal responsibilities for all golf areas including planning, budgeting, monitoring and corrective management.

CANDIDATE QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty. The requirements listed above are representative of the knowledge, skills, and abilities required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The Club is interested in candidates in top similar club positions looking to enjoy an enhanced opportunity at a historical and growing club in a great area to live. Additionally, the Club is open to considering top performing assistant professionals who have a verified history of success in their present roles, but only when such performance and ability can be directly confirmed through discussions with their current HGP or DOG. Coming from a top performing club in a #2 role, so long as it is an environment of exceptional mentoring and strong service culture will be important.

While preferring candidates from a high-end private club operation, the Club will consider candidates currently leading top-rated resort or destination course operations, if able to communicate their understanding of a private club member experience.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

Preferably, a college degree, and hold a minimum of a "Class A" card and be a registered member of the PGA. Further, a verifiable commitment to continuing education within both the PGA, as there is a strong desire in place for candidates with leadership skills beyond golf operations.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. The Club, along with the typical senior staff 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.

Preparing a thoughtful letter of interest and alignment with the above noted expectations and requirements is necessary. Your letter should be **addressed to Greg Sheara, GM/COO** and clearly articulate why you want to be considered for this position at this stage of your career and why Timuquana and the Jacksonville area will be beneficial to you, your family, your career, and the Club if selected.

Your interest in this role must be communicated in the above manner no later than Monday, February 10, 2020 and preferably sooner. Interviews are expected to occur in February with second interviews shortly thereafter so the selected candidate can be in place before the height of season.

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

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter – TIMUQUANA"

(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 Patty Sprankle: patty@kkandw.com

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