

Pine Tree Golf Club, one of Florida's premier private golf clubs, is seeking an experienced and dynamic **Associate Course Superintendent** to lead its dedicated maintenance team. This critical role reports directly to Director of Agronomy Jimmy Germana and offers an opportunity to contribute to the ongoing excellence of a renowned course while spearheading ambitious renovations planned for 2025 and 2026.

Pine Tree Golf Club invites you to become a part of its storied history and play a pivotal role in shaping its future.

Position Highlights

- **Maintenance Staff:** 27 full-time employees
- **Annual Budget:** Operational: \$3.5M | Capital: \$500K–\$1M
- **Irrigation System:** Toro Central control with Rainbird heads (to be updated during 2026 renovations)
- **Turf Types:** Tif-Eagle greens, Celebration tees and fairways, 419 rough
- **Future Projects:**
 - New pump station installation (2025)
 - Comprehensive course renovation (2026)
- Typical work hours: 40-50 hours per week year round including a scheduled shift every other weekend

Success Traits of Candidates:

- A self-driven leader with high personal and professional standards
- A detail-oriented, organized professional with excellent communication skills
- Passionate about mentorship and team development
- Dedicated to continuing education and industry leadership
- Adaptable and innovative in their approach to course maintenance and management
- Individual with professional goals to be a Golf Course Superintendent within the next 3-years

Key Knowledge, Skills, Aptitude and Other Traits:

1. **Operational Excellence:**
 - Assist in budget and capital planning alongside the Director of Agronomy.
 - Lead the maintenance team to uphold Pine Tree's elite standards.
 - Oversee chemical and fertilizer application, irrigation management, and agronomic activities.
2. **Project Leadership:**
 - Prepare for and manage the 2025 pump station installation.
 - Collaborate on the complete course renovation in 2026, ensuring milestones and timelines are met.
3. **Team Development:**
 - Foster a positive work culture through training, mentoring, and motivation.
 - Develop team members for growth into leadership roles.
4. **Compliance & Safety:**
 - Maintain adherence to local, state, and federal regulations.
 - Integrate safety best practices into daily operations.

Qualifications

- Bachelor's or associate degree in Turfgrass Management or a related field
- 7+ years of progressive golf course maintenance experience
- 3+ years of senior leadership and administrative experience

- Proven experience managing golf course renovations

Compensation & Benefits

- **Base Salary:** \$125,000–\$135,000 (DOE)
- **Benefits Package:**
 - 401(k) with eligibility after one year
 - Health, dental, and vision insurance (employee pays 25%)
 - PTO/vacation
 - Bonus opportunities
 - Continued education support
 - Local and national association dues
 - Uniforms, meals, and golfing privileges

About Pine Tree Golf Club:

Pine Tree Golf Club was founded in 1961, A group of good friends and avid golfers, who felt the need for a great golf course in this area, began the Pine Tree dream. The 50 Founding Members and 12 Charter Members purchased a large tract of dairy land and engaged the prominent course architect Dick Wilson to design the course. Pine Tree is considered to be one of Dick's best courses and has been ranked in the nation's top 100 and in Florida's top five.

To learn more about Pine Tree, [click here](#).