

City of Truth or Consequences

Human Resources Office

505 Sims Street

Truth or Consequences, NM 87901

FAX (575) 894-0363

www.torcnm.org

PH: (575)740-7554

JOB ADVERTISEMENT

GOLF COURSE SUPERINTENDENT

The City of Truth or Consequences has an opening for as **FULL TIME** position as **GOLF COURSE SUPERINTEND** at the **MUNICIPAL GOLF COURSE**.

See Job Description for full requirements and representatives duties.

pay rate commensurate with qualifications and experience

Application and Job Description are available from the City's Human Resources Office, 505 Sims Street, T or C., NM, 87901, tel# 575-740-7554 Fax #575-894-0363.

Deadline for applications to be returned to City's HR Office is 12/02/2023 - Extended to 12/16/2023

PUBLISH: Sentinel: April 3,2025 and each Friday until filled

POSTED: City Website: 04/01/2025

Indeed.com: 04/01/2025

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JOB DESCRIPTION

Class Title: Golf Course Superintendent

Department: Community Development

Division: Golf Course

Status: Classified

GENERAL PURPOSE:

The Golf Course Superintendent is responsible for the operation and maintenance of the Golf Course. Responsibilities include: turf grass/plant material maintenance programs, property/asset management, assist with budget/forecasting, financial management, member relations, scheduling/maintenance or irrigation systems, pesticide applications, related recordings, and compliance of regulatory issues. The Golf Course Superintendent works to create an environment where staff is involved and enthusiastic, with open communications and respect for themselves, members, guests, and the property.

SUPERVISION RECEIVED/GIVEN:

The Golf Course Superintendent is directly responsible for the Golf Course and reports to the Director of Community Services.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Oversees the care and maintenance of the turf, ornamental plants, shrubs, trees and wetlands on the facility grounds.
- Oversees, directs, and assists the staff on the planting of new vegetation, the replacement, spraying, pruning and trimming of trees and shrubs, the preparation of soil plant beds for aesthetically pleasing arrangements and tending to high stress areas.
- Oversees and manages an aggressive water usage tracking plan and irrigation systems and provides monthly reporting on retaining ponds, wells and other water source usage.
- Assists with recruiting, supervises and retains maintenance staff. Assists with employee performance evaluations and exercises disciplinary action.
- Assists with and oversees the technical, operational, and safety training for employees to ensure that staff is working within the guidelines of OSHA, club safety, and state and federal guidelines for safe working conditions.
- Oversees, supervises, and participates in the application and recording of chemical applications (fertilizers and pesticides) on the Club's grounds in compliance with all local, state, and federal regulations.
- Assists with the controlling of all maintenance expenses associated with Golf Course Operations, including payroll, supplies, chemicals and fertilizers.
- Maintains records and completes required reporting. Order parts, supplies and equipment as needed.
- Assists with annual plan and annual budget for the golf course.
- Schedules maintenance practices around member play and outings to maximize efficiency and minimize disruption to members.
- Coordinates snow removal and winter maintenance activities when necessary.
- Responsible for all phases of Golf Maintenance and Agronomic operations, cost control, and personnel.
- Must be able to work independently and be a self-starting problem solver.

MINIMUM QUALIFICATIONS:

Education and Experience:

- 3-5 yrs. experience as a Golf Manager/Superintendent or 1st Assistant.
- Advance computer skills required for financial reporting and control of operations, including use of Microsoft Office Suite.
- Pesticide Application License.

- Prefer Certification by the Golf Course Managers Association of America.

Knowledge, Skill, and Abilities:

- Knowledge of management and maintenance of greens, fairways and roughs.
- Knowledge of use and operating standards of equipment and tools used in golf course construction and maintenance work.
- Knowledge and skill in recruiting, supervising, training, monitoring, evaluating and motivating personnel.
- Knowledge and interpersonal skill to resolve conflict and work with supervisors, officials, employees, members and the general public.
- Knowledge of safe use, mixing and application of chemicals and commercial products.
- Knowledge of the game of golf, golf rules and methods of play.
- Knowledge and ability to anticipate personnel, equipment, and material requirements related to golf course maintenance and repair assignments.
- Knowledge and ability to lay out irrigation patterns, drainage patterns, construct tees and/or greens.

Requirements/Certifications/License:

- Valid New Mexico Driver's License.
- Must successfully pass pre-employment drug screening.

EQUIPMENT, TOOLS, AND MATERIALS:

Running machines for cutting greens and fairways, tools for edging, pruning and mulching jobs. Also know how to use tractors, mowers and other lawn and landscape equipment, irrigation systems using multiple types of lawn, and heavy equipment along with pest control and, all fertilizer and chemical applications.

List is generally not all inclusive.

WORK ENVIRONMENT:

- Occasionally exposed to extreme heat and cold.
- The noise level is usually low.
- Works inside and outdoors.

PHYSICAL FUNCTIONS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Duties may involve lifting of heavy objects not to exceed 100 pounds, with assistance of other employees.
- Duties involve walking or standing for long periods of time on even, uneven, hard, soft, wet or dry surfaces.
- Duties involve crouching and kneeling for long periods, twisting, bending; ability to rotate and to balance.
- Duties require use of hands to finger, handle, feel or operate objects, tools or controls, grasp, manipulate, reach with hands and arms, and overall finger dexterity.
- Duties require ability to talk and hear.
- Specific vision abilities required for this job include close vision, distance vision, color vision, peripheral vision, depth perceptions, and ability to adjust focus, bilateral coordination, and eye and hand coordination.

SELECTION GUIDELINES:

Formal application, rating of education and experience, oral interview and reference check; job related tests may be required. The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position. The job description does not constitute an employment agreement between the employer and the employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Equal Opportunity Employer Statement:

The City of Truth or Consequences is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws. This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, and apprenticeship. The City of Truth or Consequences makes hiring decisions based solely on qualifications, merit, and business needs at the time.

I have read the above written job description, I understand the demands and expectations of the position described and to the best of my knowledge believe I can perform these duties. I understand that this is a uniformed fulltime position in compliance with FLSA (Fair Labor Standards Act).