



## **Superintendent, The Community Hub**

### **First Tee – Sandhills Overview**

We are a youth development organization that enables kids to build the strength of character that empowers them through a lifetime of new challenges. By seamlessly integrating the game of golf with a life skills curriculum, we create active learning experiences that build inner strength, self – confidence, and resilience that kids can carry to everything they do.

Through deliberate efforts to foster growth, we've designed and are under construction of a 34 – acre space, The Community Hub, located in Cameron NC, that will benefit First Tee – Sandhills participants and our surrounding community.

The Hub will offer over 20 acres of outdoor green space including a 9 Hole Par 3 Course, a 20,000 square foot Putting and Himalayas Green, 2 Short Game Greens with surrounding bunkers, and a 30 Bay Driving Range.

### **Position Summary**

First Tee – Sandhills Superintendent will be responsible for The Community Hub facility maintenance and operations. These duties include maintaining all green grass areas, maintaining irrigation and drainage systems, ensuring proper use of equipment and chemicals, and providing training for all team members whether paid or volunteer. The Community Hub Superintendent will also follow the Facility's standards, procedures, and regulations while building strong relationships and driving a positive culture.

Position will report to the Executive Director and will work closely with the Golf Course Maintenance and Operations Committee which will be compiled of industry leaders providing consultation and support to ensure the property meets its goals and standards.

### **Duties & Responsibilities by Area of Focus**

#### **Golf & Property Maintenance**

Currently under construction, The Hub will begin sodding and sprigging in early June 2026, requiring a keen eye and hands on daily support to ensure the grow in period is a success.

- Manage final stages of construction and establishment of the golf course
- Planning and Executing the maintenance of greens, fairways, and green grass areas.
- Overseeing and ensuring the proper use of equipment
- Maintaining irrigation and drainage systems, proper use of all chemicals and fertilizer, and maintenance supply inventory
- Supervising pesticide applications and/or operating and calibrating pesticide application equipment
- Instructing equipment operators on proper equipment handling
- Ensure that chemicals, petroleum, and other controlled products are used, stored, and disposed of in accordance with local, state and federal regulations
- Ensuring irrigation and drainage systems are operating effectively
- Driving safety culture across your production team through continuous training and leading by example.
- Informs members about the present and future maintenance activities
- Maintains inventory and oversees all repairs and scheduled maintenance of all golf course maintenance equipment

#### **Administrative & Community Engagement**

In its infancy, the Superintendent will be the only paid position focused on Golf Course Maintenance. It will be important that this individual possess the skills, abilities and desire to engage the greater Golf Course Maintenance and Equipment community in support of projects at The Community Hub.

Retaining and progressing existing relationships with partners such as the USGA Green Section, SCC GAP, John Deere, Site One, Sod Star and others; while cultivating new relationships to allow for support throughout the year.

- Ensure timekeeping records are submitted in an accurate and timely manner
- Providing hands on training for (future) new and tenured team members to ensure they are set up for success
- Interviewing, selecting, and onboarding (future) new team members and ensure each has an excellent onboarding experience
- Be knowledgeable of and comply with Facility's standards, policies, and regulations to encourage safe and efficient operations
- Build strong relationships with internal and external clients
- Establish and oversee an annual maintenance budget in conjunction with the Executive Director and GC Maintenance and Operations Committee
- Highly organized and efficient with high attention to detail task and requirements

#### Miscellaneous

- Develop and maintain positive working relationships with individuals, community groups, and partner agencies to foster engagement and collaboration
- Network with other First Tee chapters who own and/or operate facilities; exchange best practice ideas
- Maintain continuing education for certification
- Attend other meetings and training events as requested by Executive Director
- Carry out other duties as determined by the Executive Director for the successful maintenance and operation of The Community Hub

#### Preferred Qualifications

- Minimum of an associate degree from a two-year turf grass management program
- NC Pesticide License
- Knowledge of local, federal, and state laws and regulations affecting management of golf course operations
- 3 – 5 years' turf grass management experience with clear hands on experience in fertilization and pest control, on course projects or renovations, and irrigation work.
- Construction and/or Grow-In Experience is preferred.
- Proficient computer skills in Microsoft Office and Google Drive
- Detail oriented, responsive, well organized; excellent time management skills
- Excellent verbal and written communication skills
- Able to work evenings and weekends as needed for execution of roles and responsibilities
- Reliable personal transportation

#### Salary Range and Job Type

- Pay will commensurate with experience
- Staff clothing package
- Business travel mileage reimbursement
- Cell phone stipend
- Continued education & training

#### How to Apply

Applications must be submitted in .pdf format. To be considered, they must include a Cover Letter, Resume, and two (2) references with a direct tie to experiences on your resume from the last two (2) years. References may not be family members. Please include the following for each reference: Full Name, resume experience of association, best phone number, and email address.

#### Contact Information

Courtney Stiles, Executive Director

Email – [cstiles@firstteesandhills.org](mailto:cstiles@firstteesandhills.org) | 910.255.3035

*The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel. The incumbent must have the abilities or aptitudes to perform each essential function with or without reasonable accommodation. FTS is a dynamic work environment where positions evolve and change. Therefore, FTS reserves the right to modify, delete, or add job duties, responsibilities, and skills that are stated in this job description at any time.*