

To apply for this position, please answer the questions on the advertisement

POSITION DESCRIPTION	
Title:	Golf Superintendent
Group:	The Links Shell Cove
Reports to:	The Links General Manager
Grade:	16
Hours:	38 hours per week Monday to Sunday
Vehicle:	Yes
Position Purpose	
To undertake accepted horticultural practices involving the maintenance, operation and Management of the Shell Cove Links Golf Course in accordance with the broad policies of the club and relevant State & Federal legislation.	
Qualifications and Experience	
<i>(Minimum required/essential for success in the job)</i>	
<p><u>Essential:</u> <i>(To apply for this position, please answer the questions on the advertisement)</i></p> <ul style="list-style-type: none"> • Certificate 3 in Horticulture – Turf Management • Demonstrated relevant experience • Physically capable to perform repetitive Golf Care maintenance tasks • Demonstrated management skills and knowledge • Ability to work as part of a team • Ability to communicate effectively to the public, co-workers and management • Experience in suggesting improvements in business processes • Current Class C Drivers Licence • Farm Chemical Users Certificate • General Induction for Construction Work Certificate <p><u>Desirable:</u></p> <ul style="list-style-type: none"> • Knowledge of irrigation Systems – Running and Maintenance • Accredited AGCSA Golf Course Superintendent • Competency with bobcat and excavation equipment • Certificate IV in Turf Management • Demonstrated knowledge in identifying Pest & Disease 	

Main Activities/Tasks

Council operates on the principle of existing to provide benefits for our Community, Councilors, Customers and the Council itself – we call this the 4C's. This position is required to do everything they can to identify, develop, resource, provide, support and measure benefits to the 4C's.

- Inspect the course on a daily basis to identify issues that need addressing and ensure all staff are working to acceptable levels and the quality of work is of a high standard
- Develop daily, weekly and monthly work schedules for each employee during the different seasons.
- Operate Golf Course maintenance equipment in accordance with the manufacturer's recommendations and statutory requirements (this includes daily checks)
- In consultation with your manager; establish and implement maintenance programs on a monthly, seasonal and annual basis, which will achieve the quality and cost objectives of the club
- Benchmark standards and supervise technical work such as pesticide applications fertilization, irrigation, equipment maintenance, equipment operations etc.
- Co-ordinate course maintenance activities with the club membership and club officials by attending and participating in meetings and appropriate club functions.
- Maintain a daily diary relating to the golf course maintenance activities including labor, machinery, chemical and pesticide applications, maintenance procedures, irrigation/weather records and inventory at the club and submit reports as required.
- Attend AGCSA Accredited Educational activities to remain updated and to gain and remain accredited as an AGCSA Accredited Golf Course Superintendent
- Ensure compliance with the Environmental Management Plan for the golf course to ensure its native flora and fauna are maintained and encouraged in accordance with the requirements specified in the Development Consent
- Monitor operational budget for the Shell Cove Links Golf Course to ensure budget requirements are met
- Ensure the requirements of the Pesticide Act 1999 are complied with. This includes compliance with Council's Pesticide Notification Plant, which details the use and application rates of all fertilizers, fungicides, herbicides, pesticides and chemical and biological additives.
- Answer customer enquiries about Greenkeeping practices within Council courteously and promptly
- Supervise, guide and assist apprentices, greenkeepers, laborer's and work experience employees as required
- Identify & control weeds on Golf Course
- General laboring duties as required
- Maintenance of major and minor items of plant and equipment to ensure servicing requirements are met.
- Attend golf match and committee meetings as required.
- Participate in weekly meetings with golf operations.
- Ensure on going education to keep up to date with industry trends and technologies.

Policy

- Councils position description documentation for all management and supervisory positions will indicate responsibility for:
- The design and implementation of effective, efficient and economical risk management and internal control framework that prevent and detect fraud and corruption.
- Identifying system deficiencies that facilitate fraud and corruption.

Work Health & Safety

- Carry out duties and responsibilities in accordance with Shellharbour City Council's WH & S Manual
- Implement the Work Health and Safety Policy, WHS Procedures and legislative requirements
- Monitor health and safety performance within area of responsibility
- Demonstrate commitment to health and safety through participation in formal and informal discussions, workplace visits and hazard inspections, etc
- Participate where required in resolution of safety issues
- Investigate all accident/incidents within area of responsibility
- Ensure liaison with employee health and safety representative, particularly on any workplace changes which have a health and safety component
- Initiate actions to improve health and safety within area of responsibility
- Actively monitor the workplace to determine presence of hazards and take appropriate action to rectify any hazards found
- Participate in any local Work, Health and Safety Committees
- Ensure all employees are inducted and received regular training as required to perform jobs safely
- Facilitate rehabilitation of injured workers

Organisational Values

- Apply and demonstrate the key organisational values – Collaboration, Accountability, Integrity, Respect and Sustainability.