Royal Oaks Country Club, located in Houston, Texas is seeking a confident and professional turf professional to join its golf course maintenance team as an Assistant Superintendent. This newly created position will play an important role in the daily management of the golf course, with an immediate focus on staff scheduling and training, fertility and chemical planning, and the execution of agronomic programs.

The club is currently undergoing a full golf course renovation by Beau Welling Design, creating an exciting opportunity for an Assistant Superintendent to join the team during a significant period of growth and improvement. The successful candidate will work closely with the Golf Course Superintendent and Senior Assistant Superintendent while gaining meaningful experience across all areas of golf course maintenance and management.

Club Highlights:

- Operating Maintenance Budget: $2.7M+ annually, including payroll
- 2026 Capital Budget: Approximately $700,000
- Annual Rounds: Approximately 29,000
- Total Staff: 26, all full-time
- Typical Work Schedule:
    - March–October: Typically between 45-50 hours per week
    - November–February: Typically between 40-45 hours per week
    - One weekend every three weeks
- Turf Types: TifEagle greens and NorthBridge Bermuda fairways and rough
- Irrigation: Rain Bird IC system with Cirrus Pro
- Equipment: Primarily Toro; daily-use equipment is leased, with long-term equipment purchased
- Future Projects: Full course renovation currently underway, with reopening planned for early December and portions potentially opening in late spring
- Golf Course Renovation: New greens, bunkers, irrigation, NorthBridge Bermuda throughout, and TifEagle greens
- Future Events: Member tournament events are expected to resume in fall 2027

SUCCESS TRAITS OF INDIVIDUAL:

The ideal candidate will be an outgoing, confident, well-spoken, and professional leader who enjoys working with people and takes pride in being part of a team. The successful candidate will demonstrate:

- Integrity and accountability
- Strong communication and interpersonal skills
- A positive attitude and team-first mentality
- Reliability and a strong work ethic
- Professionalism when interacting with staff, members, guests, and vendors
- Confidence in directing and training employees
- Strong organizational and time-management skills
- Comfort using technology and learning new systems
- A willingness to be hands-on and contribute wherever needed

- A desire to continue developing as an agronomic professional

INITIAL PRIORITIES OF POSITION:

- Obtain a Texas Department of Agriculture pesticide applicator license
- Become immediately involved in daily staff scheduling, assignments, and training
- Develop a strong understanding of the club's fertility and chemical programs
- Assist with planning and executing fertilizer and pesticide applications
- Learn the property's turf management programs, irrigation system, and maintenance practices
- Build strong working relationships with the Superintendent, Senior Assistant, Equipment Manager, crew, vendors, and other supervisors
- Become familiar with the ongoing golf course renovation and the club's plans for reopening

KEY RESPONSIBILITIES, KNOWLEDGE, SKILLS, AND APTITUDE:

- Assist the Golf Course Superintendent and Senior Assistant Superintendent with the daily management and maintenance of the golf course and grounds
- Participate in the development and execution of turf management programs and agronomic practices
- Assist with the development and monitoring of the golf course maintenance budget
- Assist with daily scheduling, crew assignments, and equipment distribution
- Directly supervise and, when necessary, perform fertilization, spraying, and cultural practices across assigned turf areas
- Assist in the supervision and execution of golf course improvement projects
- Assist with the operation, troubleshooting, and maintenance of the golf course's irrigation and drainage systems
- Assist with hiring, training, discipline, and performance management of golf course maintenance staff
- Provide hands-on training to crew members to promote proper work performance, safety, and efficiency
- Maintain accurate records of weather, pesticide applications, fertilization, cultural practices, and other required maintenance activities
- Communicate regularly with the Equipment Manager and mechanics regarding equipment repairs and service
- Maintain effective communication with other department supervisors
- Develop and maintain positive relationships with vendors and occasional interactions with members and guests
- Operate motorized vehicles and golf utility carts safely
- Maintain flexibility with work hours and participate in emergency on-call responsibilities as needed
- Perform other duties as assigned by the Golf Course Superintendent or General Manager

PREFERRED QUALIFICATIONS:

- 1–3+ years of golf course maintenance experience

- Certificate, Associate's, or Bachelor's degree in turfgrass management, agronomy, horticulture, or a related field preferred (Additional experience may be considered in lieu of formal education)
- Texas Department of Agriculture pesticide applicator license, or the ability to obtain one promptly
- Experience with turf fertility, chemical applications, and cultural practices
- Experience leading, training, or supervising golf course maintenance staff
- Strong verbal and written communication skills
- Comfortable utilizing technology in day-to-day operations
- Ability to maintain confidentiality and consistently demonstrate honesty, integrity, courtesy, and respect
- Ability to work outdoors for extended periods in extreme heat, cold, rain, and wind
- Ability to lift, push, or pull up to 50 pounds and perform the physical requirements associated with golf course maintenance

COMPENSATION & BENEFITS:

- Salary: $60,000–$65,000
- Bonus Potential
- Health Insurance
- Dental Insurance
- Vision Insurance
- 401(k) with 4% match
- PTO/Vacation
- Short-Term Disability
- Long-Term Disability
- Continued Education
- Local & National Association Dues
- Uniforms
- Free Food
- Golfing Privileges

ABOUT US:

Royal Oaks Country Club is committed to building a high-performing golf course maintenance team grounded in integrity, respect, accountability, teamwork, reliability, a positive attitude, and leadership. With a significant golf course renovation currently underway, this is an exciting time to join the operation and contribute to the next chapter of the property.

The club also supports the continued professional development of its team by providing opportunities for local education and continuing education at the club's expense. This position offers an individual early in their career the opportunity to take on meaningful responsibility while learning directly from an experienced Superintendent and Senior Assistant Superintendent.

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