



Position Title: Golf Grounds Superintendent

Location: Lowell, AR

Organization: First Tee – NWA

Job Type: Full-Time

About Us

First Tee – NWA is a 501(c)(3) nonprofit organization dedicated to teaching kids and teens life skills and character development through the game of golf. Based at our premier 30-acre facility, we conduct youth classes, camps, and programs. Our green-grass facility features a full-swing driving range, an indoor practice facility, and dedicated putting and short-game areas. Additionally, both youth and adults enjoy playing golf on our newly renovated 9-hole, par-3 golf course.

Job Description

The Golf Course Superintendent provides the technical expertise and leadership required to maintain the golf course greens, tees, fairways, roughs, irrigation systems, driving range, short-game areas, and all related facilities and equipment.

Key Responsibilities:

- Cultivate and maintain all playing surfaces, including greens, tees, fairways, roughs, and the driving range, ensuring optimal playing conditions.
- Continuously evaluate the course, driving range, facility entrance, and surrounding grounds to ensure they are visually appealing, safe, and aligned with First Tee's mission.
- Manage the proper operation of the irrigation system, determining and applying the precise amount of water needed for all turf areas.
- Determine appropriate grass varieties based on soil conditions, climate, and season. Conduct regular soil sampling and direct the application of soil nutrients and fertilizers.
- Select, apply, and safely store pesticides, herbicides, and other turf chemicals in strict accordance with safety and environmental regulations.
- Oversee and execute all renovation and improvement projects for the course, practice areas, and facility grounds.

- Maintain a structured maintenance schedule. Coordinate operations around youth classes, camps, tournaments, and special events to minimize disruption to participants and stakeholders.
- Manage all maintenance personnel, including hiring, staffing, scheduling, approving leave requests, coordinating background checks, and providing ongoing performance management.
- Develop annual operational budgets and ensure strict adherence to board-approved financial plans.
- Ensure all turf management equipment and machinery are regularly serviced and kept in safe, excellent operating condition.
- Provide exceptional customer service with an emphasis on courtesy. Proactively identify, verify, and resolve issues to support a positive facility experience.

Qualifications

- Strong professional knowledge of golf course operations, turfgrass management, and agronomy.
- Proven ability to recognize turf damage caused by fungi or insects and implement appropriate chemical or cultural corrective actions.
- Ability to accurately calibrate sprayers and irrigation equipment to ensure precise chemical and water application.
- Must hold (or be able to obtain) required certifications in chemical application and turfgrass management.
- Strong supervisory, organizational, and interpersonal skills to effectively lead and motivate a maintenance team.
- Comprehensive knowledge of occupational health, safety, and environmental regulations.
- Must be punctual, reliable, and have dependable transportation.
- Ability to work a flexible schedule, including weekends and early mornings as required by course conditions or events.

General Information

First Tee – NWA is an Equal Opportunity Employer and a Drug-Free Workplace.

- Successful completion of a background check is required prior to hire.
- Candidates must complete SafeSport Training as part of the onboarding process.

How to Apply

Interested candidates can submit their applications via:

- **Email:** Isaac Tellez at isaac@firstteenwa.org
- **In-Person:** Drop off at our office located at **715 E. Monroe Ave, Lowell, AR**