

# KOPPLIN KUEBLER & WALLACE

THE MOST TRUSTED NAME IN EXECUTIVE SEARCH AND CONSULTING

## SENIOR VICE PRESIDENT OF AGRONOMY PROFILE: ARCIS GOLF

### SENIOR VICE PRESIDENT OF AGRONOMY AT ARCIS GOLF

This is an exceptional opportunity for the seasoned, experienced golf course maintenance executive. Arcis is a premier golf course management company dedicated to maintaining and enhancing best in class playing conditions across our portfolio of 70 courses in fourteen states. They are seeking a dynamic **Senior Vice President of Agronomy (SVP of Agronomy)** to lead their team and agronomic strategy, ensuring excellence in turf management, sustainability, and course conditioning. This individual will have bottom-line responsibility for the portfolio's financial performance, which includes private and public daily fee facilities. A key to this role is a track record of proven success at leading multiple teams and empowering and developing staff and leaders.

The successful candidate will embody the company Axioms of practicing humility, seeking help, implementing independent thinking, getting comfortable with being uncomfortable, developing a growth mindset, obsessing over initiatives and action steps, making course corrections quickly, and equally – BE GRATEFUL.

The **SVP of Agronomy** will oversee all aspects of agronomic operations, driving standards, innovation, and efficiency across their courses. This leader will work closely with regional agronomy directors, course superintendents, and executive leadership to develop standard operating procedures, best practices that enhance playability and environmental stewardship.

[Click here to view a brief video about this opportunity.](#)

### ABOUT ARCIS GOLF

Arcis Golf is the premier operator of nearly 70 private, resort, and public golf clubs in the United States and an industry leader, providing dynamic direction and unrivaled amenities that complement diverse playing experiences. Their properties enhance the golf and country club lifestyle to a level of excellence designed to exceed the needs and expectations of family, friends, co-workers, and guests of all ages.

Known for innovative management, with a best-in-class leadership team that is reinventing the modern club experience, making it more relevant to the lifestyles of today's consumers. Arcis Golf is committed to enhancing service levels, amenities, and programming to broaden the appeal for members and guests at all its properties.

Arcis Golf has positioned itself as a dynamic leader in the industry by consistently providing unrivaled amenities to complement diverse playing experiences for members and guests. Arcis Golf properties tailor each element of the golf and country club experience to a level of excellence targeted to exceed the needs and expectations of family, friends, co-workers, and guests of all ages.

**Private Clubs (31):** [www.arcisgolf.com/private-portfolio](http://www.arcisgolf.com/private-portfolio)

**Public / Daily Fee Clubs (34):** [www.arcisgolf.com/daily-fee-portfolio](http://www.arcisgolf.com/daily-fee-portfolio)

**ARCIS GOLF WEBSITE:** [www.arcisgolf.com](http://www.arcisgolf.com)

### SENIOR VICE PRESIDENT OF AGRONOMY – POSITION OVERVIEW

As the **SVP of Agronomy**, this individual will serve as the **strategic thought partner** to the COO and Executive Leadership Team, ensuring best-in-class agronomic practices across all properties.

They will **lead, develop, and mentor** three Regional Agronomy Directors and collaborate with course superintendents to foster a culture of passionate leaders implement cutting-edge turf management strategies, environmental initiatives, and budget optimization.

The **SVP of Agronomy** will play a critical role in creating and fostering a positive work culture amongst the golf course maintenance teams geared towards developing, retaining and recruiting the best talent in the industry. and enhancing course conditions, managing agronomic technology, and ensuring compliance with environmental and regulatory standards. Ensure financial targets are met and forecasts are accurate.

### **PRIMARY RESPONSIBILITIES OF THE NEW SENIOR VICE PRESIDENT OF AGRONOMY**

- Strategic Leadership: Lead the three regional directors to develop and implement agronomic programs to maintain best in market segment playing conditions while optimizing budgets and resources.
- Team Oversight: Lead and mentor three Regional Agronomy Directors, ensuring alignment with company, culture, goals and best practices.
- Standard Operating Procedures: Work collaboratively with team members to create actionable and accountable SOPs.
- Course Performance: Establish agronomic standards and monitor course conditions across all properties, providing guidance to superintendents.
- Turf Management: Oversee turf health programs, including pest control, irrigation strategies, and sustainability initiatives.
- Innovation & Sustainability: Implement cutting-edge agronomic technologies and environmentally responsible practices to enhance efficiency and sustainability.
- Budget & Vendor Management: Collaborate with leadership to manage agronomic budgets, negotiate vendor contracts, and ensure cost-effective solutions.
- Compliance & Safety: Ensure adherence to industry regulations, environmental standards, and safety protocols.
- Cross-Functional Collaboration: Work closely with operations, general managers, golf professionals, and executive leadership to align agronomy with overall business objectives.
- Golf Course Renovation: Collaborate with the SVP of construction on all projects.

### **CANDIDATE QUALIFICATIONS**

- 10+ years of progressive agronomic leadership experience in multi-course golf operations.
- Proven ability to manage agronomic operations across multiple regions and varying climates.
- Exceptional leadership and team development skills, with a track record of mentoring and guiding high-performing teams.
- Expertise in turfgrass science, irrigation systems, pest management, and sustainable agronomy practices.
- Strong financial acumen, with experience in budget management, resource allocation, and vendor negotiations.
- Excellent communication and problem-solving skills, with a collaborative and solutions-oriented mindset.
- Degree in Agronomy, Turfgrass Science, Horticulture, or a related field required.
- Certified Golf Course Superintendent (CGCS) designation is a plus.
- Experience in the for-profit space of the golf course maintenance industry or a good understanding of the for-profit operating model.
- Excellent written and verbal communication skills.
- Proactive approach to problem-solving with strong decision-making capability.
- Effectively builds strong relationships within the Arcis framework, and with members and staff.
- A team builder. A person who embodies the persona of ultimate coach and motivator, bringing out the best in others by setting clear goals and expectations, providing consistent feedback and support, and treating others with respect and professionalism.
- A confident, diplomatic, and competent professional who is a doer and take-charge person who recognizes accountability's importance. A creative problem solver who commands respect through professional interactions and integrity.
- Ability to achieve high-performance goals and meet deadlines in a fast-paced environment.
- Ability to manage multiple projects and tasks simultaneously.

- Ability to illustrate a compelling point of view and move others to action
- Dallas-based position; required
- Ability to travel approximately 50% of the time

#### **EMPLOYMENT ELIGIBILITY VERIFICATION**

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

#### **SALARY AND BENEFITS**

Salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefits package including association membership and the following Team Member Lifestyle Perks:

- Medical, mental health, dental, and vision insurance Life Insurance
- Accident & Critical Illness Insurance
- Pet Insurance
- Paid time off
- 401(k) plan and match
- Food & Beverage discounts throughout the portfolio
- Golf & Tennis benefits
- Employee assistance program
- Career Growth
- Flexible Schedules
- Development Opportunities
- Participation in Arcis Equity Program

#### **INSTRUCTIONS ON HOW TO APPLY**

Please upload your resume and cover letter, in that order, using the link below. You should have your documents fully prepared to be attached when prompted for them during the online application process. Please be sure your image is not present on your resume or cover letter; that should be used on your LinkedIn Profile.

**Prepare a thoughtful cover letter addressed to Arcis Chief Human Resources Officer Ron Massey** and clearly articulate your alignment with this role why you want to be considered for this position at this stage of your career and why Arcis and the Dallas area will be beneficial to you, your family, your career, and the Club if selected.

**It is suggested that you apply for this role as soon as possible as the position is currently open and it is desired to fill it this summer. Candidate selections will occur in the Spring of 2025 with first Interviews expected in June and second interviews a short time later. The new candidate should assume his/her role sometime in August of 2025.**

**IMPORTANT:** Save your resume and letter in the following manner:

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - **Arcis**”

(These documents should be in Word or PDF format)

Note: Once you complete the application process for this search, you are not able to go back in and add additional documents.

[Click here](#) to upload your resume and cover letter.

If you have any questions, please email Katy Eliades: [katy@kkandw.com](mailto:katy@kkandw.com)

#### **Lead Search Executive:**

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