



MCCS Civilian Careers

Marine Corps Community Services | Serving Those Who Serve



Job Title	GOLF COURSE SUPERINTENDENT NF3*
Job Posting ID	41593
Location	MCAS Miramar

MCCS Job Opening Information

Position/Grade	ASSISTANT GOLF COURSE SUPERINTENDENT, NF-3		
Location	MIRAMAR GOLF COURSE	Type of Appointment	REGULAR FULL TIME
Open Date	13 FEBRUARY 2020	Close Date	24 FEBRUARY 2020
Who May Apply	ALL SOURCES	Salary	\$42,000- \$50,000 ANNUALLY
Hours of Operation	MONDAY THROUGH SUNDAY VARIOUS SHIFTS 35-40 HOURS A WEEK. HOURS SUBJECT TO CHANGE BASE ON BUSINESS REQUIREMENTS.		

<input type="checkbox"/> Health Card Required	<input checked="" type="checkbox"/> Background Check Required	<input type="checkbox"/> Gun Control	<input type="checkbox"/> Drug Testing Position (DTP)	<input type="checkbox"/> Valid Driver's License Required
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*****APPLICATION MUST BE COMPLETED THOROUGHLY AND RESUME SUBMITTED*****

Job Summary

Marine Corps Community Services (MCCS) is looking for the best and brightest to join our Team! MCCS is a comprehensive program that supports and enhances the quality of life for Marines, their families, and others in the Marine Corps Community. We offer a team oriented environment comprised of military personnel, civilian employees, contractors and volunteers who keep the organization functioning smoothly and effectively. As a service-oriented organization, we never waver in our commitment to our Corps.

This position is located at MCCS Golf Course, Miramar . Candidates selected for this position will serve as a Assistant Golf Course Superintendent.

Major Duties

Assists with providing the technical expertise to maintain the golf course greens, tees, fairways, roughs, irrigation system, and all related facilities and equipment. Evaluates the course and related businesses (driving ranges, entry to the facility, etc) so that it is pleasing to the eye and represents a level of expectation that is "country club" in its message. Ensures the attractiveness and constant readiness for play of the course. Assists in determining the appropriate genus of grass to be cultivated based on nature and condition of the soil, climate, and season of the year. Ensures the proper functioning of the irrigation system and determines the correct amount of water to be applied to the greens, tees and fairways, and related facilities. Assists in directing the amount and types of soil nutrients and fertilizers to be applied to the greens, fairways, and

roughs. Takes soil samples regularly throughout the year and reads the results for necessary amendments. Assists with the selection, application, storage, and otherwise safe handling of pesticides and other toxic substances. Ensures compliance with all Base, OSHA, county, state and federal hazardous waste regulations. Administers and enforces all MCCA, Marine Corps Order regulations and policies for staff.

Initiates contact with outside agencies, such as the United States Golf Association to invite site visits for consultation at least twice per year. Represents the golf course maintenance operations at all golf committee meetings to include the Miramar Memorial Men's Golf Association and the Miramar Memorial Ladies Golf Association. Assists with any renovation and remodeling of the course to include tees, greens, fairways, bunkers, and practice areas. Assists in the planning of architectural changes to the course, seeks advice from Golf Course architectural firms for drawings, scope of work and associated costs. Responsible for all maintenance personnel to include: hiring, staffing, schedules, leave request, payroll, resolving complaints, initiating disciplinary actions, and performance ratings. Schedules maintenance practices around tournament and member play to maximize efficiency and minimize disruption to members. Oversees subordinates in proper and safe operation and maintenance of mechanical and power equipment. Assists in planning budgets for additional or replacement capital equipment.

Supervises golf course maintenance staff to include: assigning and distributing work, coaching, counseling, tutoring, and mentoring employees; approving and disapproving leave, recommending and completing personnel actions, completing performance reviews and signing timecards, training employees, keeping abreast of and actively supporting the principles of the EEO program, and prevention of sexual harassment. Must be alert to alcohol abuse, and take appropriate action.

Provides World Class Customer Service with an emphasis on courtesy. Asks questions to determine, verify and solve problems. Checks for satisfaction on the quality of services. Takes action to solve problems quickly. Alerts the higher-level supervisor or proper point of contact for help when problems arise.

Performs other related duties as assigned.

Qualifications

Must be able to recognize turf damage from fungus or insects and apply fungicide, pesticide and germicides to correct the problem. Must be able to calibrate sprayers and sprinklers so that the correct amount of materials will be applied to designated areas. Must have attained academic achievements or practical experience with a sound background in turf grass maintenance and established agronomy, and horticulture practices. Must display talent in the art of landscaping, planting, and growing of turf characteristic to golf courses. Must be a certified pest control applicator or attend and complete Navy pest control within one year after employment. Must have leadership and supervisory experience to plan and motivate employees. Must have the ability to communicate effectively orally and in writing. Demonstrated willingness to support Equal Employment Opportunity Programs.

Must possess professional knowledge of golf operations and maintenance. Ability to ensure operational efficiencies are implemented in golf course maintenance or otherwise assigned. Knowledge of pertinent safety, occupational health, and environmental regulations, to include matters relating to chemicals, sprays, and other agents. Knowledge of Non-Appropriated Fund policies and procedures preferred. Advanced computer skills required for financial reporting and control of operations. This is a mixed position where the

incumbent must be able to lift and carry objects up to 45lbs independently and objects over 45lbs with assistance.

How To Apply

All applications *must* be submitted online via the MCCS Careers website: <https://careers.usmc-mccs.org>

Resumes/applications emailed or mailed will not be considered for this vacancy announcement. To be considered for employment, the application or resume must be submitted online by 11:59 PM (EST) on the closing date of the announcement.

Note: To check the status of your application or return to a previous or incomplete application, log into your MCCS user account and review your application status.

Internal Applicants, PLEASE UPDATE YOUR E-MAIL ADDRESS/PHONE NUMBER IN PEOPLE SOFT SELF-SERVICE IN ORDER TO RECEIVE HIRING NOTIFICATIONS.

"Employer of Choice"

Unique benefits working at Semper Fit:

- Flexible hours.
- Flexibility of working in various departments, cross-training and learning different areas.
- World-class training opportunities for professional development and career advancements at MCCS locations worldwide.
- Ability use numerous facilities and amenities on base (e.g., gyms, pools, golf course, ticket office, movie theater, beauty and barber shops, and many more).
- Shopping privileges – no sales tax and significantly reduced prices (on average 23% below other major retailers and online) at MCX Store (popular name brands and state-of-the-art technology) and other discounted entertainment tickets (Universal Studios, Knotts Berry Farm, San Diego Zoo, etc.)
- Exciting base-wide events (Air Show, concerts, book-signings, movie screenings with Hollywood stars, etc.).

Check out:

Employee Development & Training: <http://www.mccsmiramar.com/employee-training/>

Information, Tickets and Tours: <http://www.mccsmiramar.com/information-tickets-tours/>

MCX Store: <https://www.shopmyexchange.com/>

Theater: <http://www.mccsmiramar.com/theater/>

Closing Statement

GENERAL INFORMATION: Applicants are assured of equal consideration regardless of race, age, color, religion, national origin, gender, GINA, political affiliation, membership or non-membership in an employee organization, marital status, physical handicap which has no bearing on the ability to perform the duties of the position. This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis.

It is Department of Navy (DON) policy to provide a workplace free of discrimination and retaliation. The DON No Fear Act policy link is provided for your review: <https://www.donhr.navy.mil/NoFearAct.asp>.

As part of the employment process, Human Resources Division may obtain a Criminal Record Check and/or an Investigative Consumer Report. Employment is contingent upon the successful completion of a National Agency Check and Inquiries (NACI).

Direct Deposit of total NET pay is mandatory as a condition of employment for all appointments to positions within MCCS.

Required Documents:

*Education/certification certificate(s), if applicable.

*If prior military, DD214 Member Copy

This activity is a Drug-free workplace. The use of illegal drugs by NAF employees, whether on or off duty, cannot and will not be tolerated. Federal employees have a right to a safe and secure workplace, and Marines, sailors, and their family members have a right to a reliable and productive Federal workforce.

ALL CANDIDATES MUST COMPLETE THE ONLINE APPLICATION AND SUBMIT A RESUME TO BE CONSIDERED FOR THIS POSITION.

ALL ONLINE APPLICATIONS MUST BE RECEIVED BY 1159PM EASTERN STANDARD TIME (EST) ON THE CLOSING DATE LISTED IN THE JOB POSTING.

APPLICANTS WHO DO NOT MEET THE ABOVE REQUIREMENTS WILL NOT BE INTERVIEWED.