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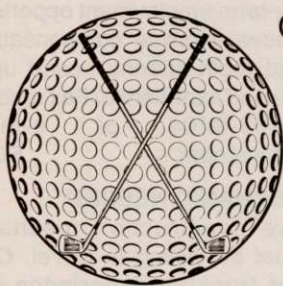
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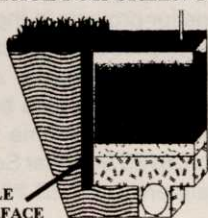
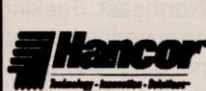


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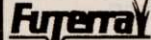
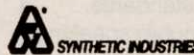
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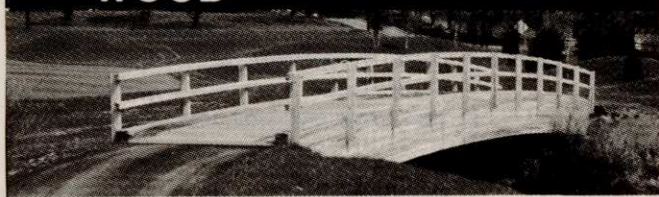
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POSITION ANNOUNCEMENT - SCOTT MILLER GOLF COURSE

POSITION TITLE: Golf Course Superintendent

SUPERVISED BY: Director of Golf

POSITION DESCRIPTION: Responsible for the operation, management, and maintenance of a golf course(s) under the supervision of the Director of Golf.

QUALIFICATIONS: Member in good standing of the GCSAA. May require current state certification or licensing as a pesticide applicator. Bachelor Degree with five years successful experience as golf course superintendent in warm grass climate or high school diploma or GED with ten years successful experience as a golf course superintendent. Must meet FMYN insurance standards.

DUTIES AND RESPONSIBILITIES: Coordinates with engineering. Supervises the maintenance and repair of construction and maintenance equipment. Provides professional advice, opinions, assistance, and services to the facility's board of directors as required. Participates in all long-range planning meetings. Coordinates all aspects of operation with the club manager and the golf professional. Responsible for maintaining golf course properties, which may include: The golf course(s); Maintenance equipment; Golf carts; Clubhouse grounds and landscaping; Tennis courts; Swimming pool and other recreational facilities; Open spaces, unused acreage, and areas outside the perimeter fence; Other properties as specified in writing by the Director of Golf. Responsible for renovation and/or reconstruction of such properties, whether performed by maintenance staff or outside contractors. Prepares annual budgets for the maintenance and capital improvement of course properties so as to implement board policies established in accordance with long-range plans and defined maintenance standards. Interviews, hires, terminates, trains, directs and supervises a staff of employees for the purpose of maintaining the properties. Plans all maintenance and project work, applying agronomic and administrative expertise to achieve agreed-upon maintenance standards and long-range goals. Oversees the scheduling and routing of personnel and equipment to accomplish the work. Inspects the golf course(s) and related areas to evaluate how well management standards are being achieved and to effect changes in management programs. Acquires equipment and supplies necessary to maintain the golf course(s) and other properties. Responsible for inventory control and oversees equipment maintenance programs. Approves all expenditures and exercises cost control measures to keep operating and capital expenses in line with approved budgets, as nearly as possible. Keep accurate and complete records on payroll, inventory, weather data, maintenance procedures, pesticide applications, etc. Communicates regularly with other members of the top management group to discuss activities, goals, plans, and member/customer input. Also plays golf regularly with these individuals. Participates in continuing education, opportunities such as seminars, workshops, correspondence courses, field days, and trade shows.

KNOWLEDGE, SKILLS, AND ABILITIES: Advanced knowledge of agronomy and turfgrass management practices. A working knowledge of golf facility construction principles, practices, and methods. A thorough understanding of the rules and strategies of the game of golf. High degree of administrative and executive ability, especially in terms of problem solving and decision making. Excellent oral and written communication skills. Knowledge of current federal, state, and local laws and regulations affecting the management of golf course operations (including, but not limited to, employment, safety, and environmental standards).

BENEFITS: 401k Pension Plan; Medical, dental, vision group insurance; Long-term disability; EAP Assistance; Two (2) weeks paid vacation; Paid holidays

PAY RATE: \$65,000 - \$85,000 Per Annum (DOE)

POSITION STATUS: Permanent, Full-Time

OPEN UNTIL FILLED:

SUBMIT APPLICATION TO: Fort McDowell Yavapai Nation, Human Resources Department
P.O. Box 17779, Fountain Hills, AZ 85269
Phone: 480-816-7105/Fax: 480-816-9524
Email: prussell@ftmcdowell.org

INDIAN PREFERENCE: Preference will be given to qualified applicants who are members of federally recognized Indian tribes. To be considered for Indian Preference, you must submit your Certificate of Indian Blood (CIB) with your application.

WILL BE REQUIRED TO PASS A PRE-EMPLOYMENT DRUG SCREEN

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Wadsworth Golf Construction Company is currently seeking an experienced irrigation estimator/purchaser to join the Midwest office in Plainfield, IL. Proficiency in Autocad necessary; field experience preferable. Long-term employment opportunities with above average compensation, benefits, and profit sharing based upon performance and experience. Fax resume to 815-436-8404 or e-mail: WGCCMW@aol.com. EOE

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Golf course construction mechanic needed, must be willing to travel. **CDL license and trucking experience will be helpful. Fax resume and date available to 231-547-7009.**

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SHAPERS WANTED

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POSITION ANNOUNCEMENT - SCOTT MILLER GOLF COURSE

POSITION TITLE: Golf Director

SUPERVISED BY: Enterprise Board

POSITION DESCRIPTION: Responsible to the Board of Directors for ensuring that overall objectives, policies, programs, and fiscal practices of the golf course facility and related areas are implemented, administered and maintained. The Director is responsible for delegating to subordinates appropriate authority to fulfill a portion of the assigned responsibilities, but may not delegate or relinquish overall responsibilities for results or any portion of final accountability.

QUALIFICATIONS: Must be a PGA member in good standing. AZ Drivers License and Must meet FMYN insurance standards.

Must possess a personality that will make people feel welcome and that reflects favorably on the facility. This includes public speaking skills as well as personal human relations abilities. Must be qualified administrator and have demonstrated that quality.

Shall possess a Masters Degree in Business or related from an accredited college or university with five years experience as a director of golf at a warm grass facility. Must have the ability and skills to administer the entire golf and recreational complex.

Shall be a competent golfer with considerable experience in teaching and organizing instructional programs and in the management of tournaments. Must have demonstrated merchandising and golf shop operational skills. Must have promotional ability, physical and mental energy and have demonstrated creative talents. Shall have the respect of his peers. Must meet FMYN insurance standards.

DUTIES AND RESPONSIBILITIES: Acts as chief operating officer responsible for marketing total assigned facilities and services of the enterprise. Interprets and enforces policies, rules and regulations of the Board. Prepares and acquires board approval of an annual budget and administers that budget in a fiscally responsible manner. Responsible for daily cash receipts and accounts for safe-keeping of same according to established, written policy and procedures. Certifies and categorizes all invoices for payment. Promotes various functions that are within the bylaws and policies of the organization which will generate operating revenues and create member interest. Maintains close cooperation with community officials and develops a strong community awareness within the people of the community. Stays current on developments in the world of golf and presents the facility as a leader in positive innovation. Works closely with the other officials associated with the facility, allied associations of golf, and others that might contribute to the facility's function. Speaks at various club, educational, or civic functions on behalf of the facility, as required. Operates the facility according to established fiscal parameters and assists in budgetary development and related matters as required. Oversees the creation and distribution of informational and promotional materials. Supervises the detailed operation of the golf courses, clubhouse and golf shop, including supervision of the greens superintendent and head golf professional. Responsible for hiring, disciplining, and/or terminating employees according to facility policy and procedure. Recommends wage rates for assigned employees. Ensures that guests adhere to club policies and/or regulations. Operates within purchasing policies and procedures. Establishes inventory levels and ensures distribution of merchandise and supplies to assigned departments. Prepares related reports and records. Responsible for the overall scheduling of the courses to insure that guests, tournament functions, etc., do not pose any conflicts. Revises schedules as required. Creates an increased public interest in golf which includes all age groups. Ensures that golf educational programs are conducted for guests as needed. Participates in organizations whose purpose will be of benefit to the facility. Coordinates and communicates with local news media, commercial firms, civic organizations and other entities to promote the development of the golf facility's policies and programs.

Performs other duties as assigned.

BENEFITS: 401K/Pension Plan; Medical, dental, vision insurance; Long-term disability; EAP Assistance; Two (2) weeks paid vacation; Paid holidays

PAY RATE: \$75,000-\$100,000 Per Annum (DOE)

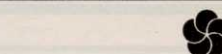
POSITION STATUS: Permanent Full-Time

OPEN UNTIL FILLED:

SUBMIT APPLICATION TO: Fort McCowell Yavapai Nation, Human Resources Department
P.O. Box 17779, Scottsdale, AZ 85269
Phone: 480-816-7105/Fax: 480-816-9724
Email: prussell@ftmcdowell.org

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