

How to Prepare for a Job Interview

by Lou Rudinski, Vice President MAAGCS

The golf course industry at present is experiencing some recovery from the slowdown of the past few years. Golf course superintendent job openings are scarce but when they occur, there is a flurry for a short time. Being prepared when the time arises will help in securing an interview.

If you are an assistant going for your first superintendent interview, you've already rewritten your resume, applied to the

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courses that may suit your values and goals, networked with salesmen and other superintendents (hopefully the outgoing superintendent can help you), and it has finally paid off—you've landed an interview. But so have a half-dozen other hopeful applicants. There are no guarantees, but following basic interviewing guidelines can give you an advantage.

One key to a good interview is to focus on the needs of the golf course doing the hiring. The golf course should share what they need from a new superintendent. Then you should share your background with them. You want to help the Green Committee/General Manager see how you can help get them from Point A to Point B.

If you don't have certain experiences they are looking for, be honest, but let them know you have the training to find the answers. Not all superintendents have built greens, but we all know who has. State confidently that

through your involvement with the MAAGCS you have developed a rapport with superintendents of many courses experiences similar directives.

Listen carefully and when speaking find out what the course needs and be prepared to demonstrate how you can fill those needs. Most of the time courses hire a superintendent, not because of their skills, but because of the personality of the applicant. Your values and theirs must be a perfect match. Emphasize the teamwork ethic you will bring with you toward the golf professional and the clubhouse staff. An interview is really a conversation about whether there is going to be a perfect match all the way around. Learn how to market yourself so as to help the officials conducting the interview.

Make a list and be able to say you are creative, intelligent, organized, etc. Offer proof by example, give a good picture of yourself, allow your strengths to shine through.

Ask questions about the important issues, budget, equipment, irrigation system, direction the club is going. Do they realize the cost involved, does the

budget reflect their expectations? Remember, Rome wasn't built in a day. Stress that careful planning and goal setting should be prime objectives before jumping into a major project.

Do a dry run. Make sure your clothing is neat, clean and professional. Be sure you know where you are going even if you must drive out the day before. Review your resume, be as prepared as you can so nothing stresses you out. Always leave the interview on a positive note. If you don't get the job, your name could be passed on to other clubs in the area. If possible, leave with a clear-cut idea about a follow-up interview or an appraisal if you've been turned down. The appraisal will help you in your next job search.

It's important to communicate well with the committee since they will be assessing how well you get along with others. Maintain eye contact, listen carefully, and respond appropriately. Be positive. Don't bad-mouth a former employer. It's a small world in the golf business.



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