



Office of Human Resources  
Golf Course Operator - CJ2527  
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### General Statement of Duties

Manages the day to day operation of a city golf course.

### Distinguishing Characteristics

Golf Course Operator manages the day to day operations of a city golf course. It is distinguished from Assistant Golf Professional, which is a non-supervisory class performing golf professional duties at the standard/intermediate performance level. Golf Course Operator is also distinguished from Golf Professional. Golf Professional is a supervisory class that also carries out full performance level golf professional duties and responsibilities.

### Essential Duties

Supervises and performs ground and building maintenance for golf courses.

Monitors daily play and enforcement of rules and regulations.

Performs grounds equipment maintenance, and determines additional equipment needs.

Purchases operational supplies for city golf courses.

Allocates resources within the supervised function in accordance with work requirements and budget constraints.

Implements and interprets policies and procedures developed by higher level managers or supervisors.

Assists in developing, recommending and coordinating the implementation of new procedures for the assigned function or unit.

Implements safety standards and develops procedures to ensure compliance.

Some positions develop and manage the budget for the golf course, monitor fee collection and authorize expenditures to accomplish objectives.

Some positions review the management of the concessionaire for effective operation.

Develops the performance evaluation program for functions within the unit, monitors and documents employee performance, provides ongoing feedback regarding levels of performance, and formally evaluates employees in relation to performance.

By position, may be required to be on-call to address emergent needs.

Employees may be re-deployed to work in other capacities in their own agencies or in other City agencies to support core functions of the City during a City-wide emergency declared by the Mayor.

Performs other related duties as assigned or requested.

Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

**Competencies**

Decision Making – Specifies goals and obstacles to achieving those goals, generates alternatives, considers risks, and evaluates and chooses the best alternative in order to make a determination, draw conclusions, or solve a problem.

Delivering Results - Sets high standards for quality, quantity, and timelines. Focuses on customer needs and satisfaction. Consistently achieves project goals.

Influencing - Collaborates with, persuades and influences others.

Reading - Understands and interprets written material including technical material, rules, regulations, instructions, reports, charts, graphs, or tables and applies what is learned from written material to specific situations.

Technical Competence – Uses knowledge that is acquired through formal training or extensive on-the-job experience to perform one’s job; works with, understands, and evaluates technical information related to the job; advises others on technical issues.

Coaching - Provides others with clear direction, motivates, and empowers. Recruits staff of a high caliber and provides staff with development opportunities and coaching.

Written Communication – Composes, reviews, edits, and issues written materials for diverse audiences and communicates purpose in a succinct and organized manner that is appropriate for context, time, and place.

**Knowledge & Skills**

Knowledge of budgeting principles and practices sufficient to be able to assume budgetary responsibilities as required.

Knowledge of safety practices and precautions sufficient to be able to supervise, train, and provide safety instructions to subordinates and others and to recognize and correct hazardous situations.

Knowledge of inventory techniques sufficient to be able to maintain adequate levels of supplies.

Skill in maintaining and repairing equipment common to the field.

**Level of Supervision Exercised**

Performs supervision over sub professional employees.

**Education Requirement**

Graduation from high school or the possession of a GED, HiSET or TASC Certificate.

**Experience Requirement**

Five (5) years of experience in golf course maintenance and assisting in the operation of a golf course.

**Education & Experience Equivalency**

Additional appropriate education may be substituted for the minimum experience requirements.

**Licensure & Certification**

By position, requires a valid Driver's License at the time of application.

Licenses and certifications must be kept current as a condition of employment.

### Working Environment

Atmospheric Conditions: conditions that affect the skin or respiratory system.  
Potential exposure to hazardous conditions where there is danger to life, body, and/or health.  
Potential exposure to hazards from electro/mechanical/power equipment  
Potential exposure to Humid conditions with high moisture content to cause bodily reactions.  
Potential exposure to temperature changes: variations in temperature from hot to cold.  
Handles absentee replacement on short notice.  
Noise: sufficient noise to cause distraction or possible hearing loss.  
Pressure due to multiple calls and inquiries.  
Subject to hazards of flammable, explosive gases.  
Subject to long irregular hours.  
Subject to many interruptions.  
Subject to varying and unpredictable situations.  
Temperature Changes: variations in temperature from hot to cold.  
Wet: frequent contact with water or other liquid.

### Level of Physical Demand

3-Medium (20-50 lbs.)

### Physical Demands

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

Balancing: Maintaining equilibrium.  
Carrying: Transporting or moving an object.  
Climbing: Ascending or descending an object or ladder.  
Color vision: Ability to distinguish and identify different colors.  
Crawling: Moving about in a low or crouched position.  
Crouching: Positioning body downward and forward.  
Depth Perception: Ability to judge distances and space relationships.  
Eye/Hand/Foot Coordination: Performing work through using two or more body parts or other devices.  
Feeling: Perceiving attributes of objects by means of skin receptors, communication, or otherwise.  
Field of Vision: Ability to sharply detect or perceive objects peripherally.  
Fingering: Picking and pinching, through use of fingers or otherwise.  
Handling: Seizing, holding, grasping, through use of hands, fingers, or other means.  
Hearing: Perceiving and comprehending the nature and direction of sounds.  
Kneeling: Assuming a lowered position.  
Lifting: Moving objects weighing no more than 50 pounds from one level to another.  
Pulling: Exerting force upon an object so that it is moving to the person.  
Pushing: Exerting force upon an object so that it moves away from the person.  
Reaching: Extending the hands and arms or other device in any direction.  
Repetitive motions: Making frequent or continuous movements.  
Sitting: Remaining in a stationary position.  
Standing: Remaining in a stationary position.  
Stooping: Positioning oneself low to the ground.  
Talking: Communicating ideas or exchanging information.  
Vision Far Acuity: Ability to perceive or detect objects clearly at 20 feet or more.  
Vision Near Acuity: Ability to perceive or detect objects at 20 inches or less.  
Walking: Ability to move or traverse from one location to another.

**Background Check Requirement**

Criminal Check  
Employment Verification  
By position, Motor Vehicle Record  
Education Verification

**Assessment Requirement**

None

**Probation Period**

Six (6) months.

**Class Detail**

**Pay Grade: EX-07**

**FLSA Code: Y**

**Established Date: 9/21/2018**

**Established By: LS**

**Revised Date: 11/1/21**

**Revised By: LS**

**Class History:**

Changed pay grade from EX-06 to EX-07. Changed required assessment from Professional Supervisor to Labor and Trades Supervisor to be consistent with other golf series. Revised education, experience, and equivalency statement.