



Office of Human Resources  
Golf Course Assistant Superintendent - CJ2739

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### General Statement of Duties

Supervises on call seasonal employees (Park seasonal laborers) involved in the operation, maintenance and repair of municipal golf course grounds, facilities and equipment. Co-Leads the work of full-time staff (Irrigation Technician and Fleet Technician II).

### Distinguishing Characteristics

The Golf Course Assistant Superintendent performs first-line supervisory duties and is assigned to supervise crews working at municipal golf courses. This class is distinguished from the Golf Course Superintendent that performs second-line supervisory duties over first-line supervisors and non-supervisory employees involved in operations, maintenance and repair of municipal golf course grounds, facilities and equipment.

### Essential Duties

Supervises and works in a crew involved in the operation, maintenance and repair of municipal golf course grounds, facilities and equipment.

Trains employees in day to day procedures and safety standards and ensures compliance.

Develops, communicates and monitors the daily tasks of seasonal workers, and irrigation technician.

Supervises and performs application of chemicals such as fertilizers, pesticides, and insecticides to treat the course and the grounds. Independently calibrates application equipment, determines product rates based on label requirements, mixes and loads products, and keeps monthly records required by division standards.

Determines the type of equipment to use and directs employees and oversees operation of equipment. Directs employees to operate and maintain turf grass equipment.

Independently monitors and advises repairs to irrigation system.

Forecasts employee work hours for annual budget.

Operates on behalf of the Golf Course Superintendent's capacity during their absence.

Executes planning and oversees personnel for continued golf course maintenance and improvements of the course.

Presents ideas and methods to the Golf Course Superintendent about scheduling maintenance and continued improvement projects for any problem areas within the golf course.

Plans, reviews, develops, and/or modifies work plans, methods, and procedures, determines work priorities, and develops work schedules to provide adequate staff coverage.

Prepares work records, reports and documents employee time.

Provides work instruction, assists employees with difficult and/or unusual assignments, and encourages innovation. Prioritizes, assigns and distributes work, reviews work for accuracy and completeness, and returns assignments with recommendations for proper completion.

Conducts new hire interviews and selects appropriate candidate(s) for job opening(s) and terminates employees for performance issues.

Resolves problems, mediates conflicts encountered during daily operations, determines appropriate solutions, and promotes teamwork. Encourages regular communication and informs staff of relevant business issues and their impact on the organization.

Supervises and works in a crew involved in snow removal and winter maintenance operations.

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

By position, may be required to perform daily course set-up.

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.

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 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.

### **Level of Supervision Exercised**

Supervises two or more employees working on a crew and multiple seasonal employees.

**Education Requirement**

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

**Experience Requirement**

Three (3) years of experience in golf course maintenance.

**Education & Experience Equivalency**

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

**Licensure & Certification**

Possession of a Qualified Supervisor Turf Pest Control License from the Colorado Department of Agriculture prior to the completion of the probationary period.

By position, may require a Colorado Class "R" Driver's License by the completion of probation.

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

**Working Environment**

Potential exposure to cold temperatures, cold enough to cause marked bodily discomfort.

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 heat temperatures, hot enough to cause marked bodily discomfort.

Potential exposure to temperature changes: variations in temperature from hot to cold.

Noise: sufficient noise to cause distraction or possible hearing loss.

Subject to injury from moving parts or equipment.

Subject to long irregular hours.

Subject to: vibrations and strain on the body to cause bodily harm if endured daily.

**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).

Color vision: Ability to distinguish and identify different colors.

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.

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.

Lifting: Moving objects weighing no more than 50 pounds from one level to another.

Reaching: Extending the hands and arms or other device in any direction.

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

### Assessment Requirement

None

### Probation Period

Six (6) months.

### Class Detail

**Pay Grade: EX-07**

**FLSA Code: Y**

**Established Date: 10/1/21**

**Established By: LS**

**Revised Date: 1/1/2025**

**Revised By: BM**

**Class History: 11/1/21 - Revised title, pay grade, salary range, FLSA status, and essential duties; 1/1/25 – Revised pay grade per annual market analysis.**