

Position: Assistant Golf Superintendent**Reports To:** Superintendent**Status:** Full time, Exempt**Location:** San Antonio, TX**Date Posted:** 10/08/2025**Start Date:** ASAP

Chapter Overview:

First Tee – Greater San Antonio is one chapter of an international non-profit youth initiative called First Tee. First Tee was created in 1997 by the World Golf Foundation and First Tee – Greater San Antonio was founded soon after, in 2000. The First Tee was founded to provide young people of all ethnic and economic backgrounds an opportunity to develop, through golf and character education, life-enhancing values such as honesty, integrity and sportsmanship.

Mission Statement:

Empowering youth to build character and life skills through the game of golf.

Job Summary:

The Assistant Golf Superintendent reports directly to the Golf Superintendent. Under the superintendent's supervision, the assistant superintendent directs and participates in the daily maintenance of the golf range areas, including but not limited to, tees, greens, bunkers and landscaped areas; supervises the maintenance and repair of motorized and other mechanical equipment; and does related work as required. The assistant superintendent may serve in the superintendent's capacity during his/her absence.

Roles and Responsibilities:**Turf & Facility Maintenance:**

- Assist the Superintendent in all aspects of daily turfgrass maintenance operations for the driving range, short game areas, and putting greens.
- Perform mowing, edging, aerating, topdressing, and other cultural practices to maintain high-quality playing surfaces.
- Maintain landscaping, native areas, and facility surroundings to uphold a clean, professional appearance.
- Support construction and renovation projects related to the facility master plan.
- Assists in planning and supervising the maintenance of greens, range tee line, landing zone, chipping areas and landscape; and supervises employees and the use of the equipment, as needed
- Supervises pesticide and fertilizer applications and/or operates and calibrates pesticide application equipment.
- Assist with setup and maintenance of practice areas, ball-picking, and range ball inventory management.
- Monitor and report any safety concerns, facility issues, or needed repairs.

Irrigation & Equipment

- Operate, troubleshoot, and repair irrigation and drainage systems as needed.
- Conduct routine inspections and preventive maintenance on turf equipment and tools.
- Ensure equipment is cleaned, stored properly, and operated safely.
- Safely operate and maintain maintenance equipment and other duties related to driving range maintenance.
- Strongly motivated to align and partner with superintendent to complete all tasks to the highest standards and achieve team goals.
- Assists in personnel management and evaluation, employee safety and personnel discipline.
- May modify the daily work schedule based on professional interpretation.

Sustainability & Safety

- Follow environmentally responsible turf management practices, including efficient water use and proper chemical handling.
- Maintain records for fertilizer and pesticide applications in compliance with state and local regulations.

- Uphold all safety, environmental, and First Tee operational standards.

Preferred Experience:

- Bachelor's Degree in sports administration, business management, education, recreation, or related field; Master's degree preferred
- Minimum 5 years of experience in youth development programming, with at least 3 years in a leadership role, preferred.

Required Skills:

- Associate or bachelor's degree in turfgrass management, horticulture, or related field preferred; or equivalent experience.
- 1–3 years of golf course, sports turf, or landscape maintenance experience required.
- Knowledge of turf equipment operation and basic mechanical repair.
- Texas pesticide applicator license (or ability to obtain within 6 months).
- Ability to work early mornings, evenings, weekends, and special events, when needed.
- Must pass background check, drug test, and complete Safe Sport Training as required by First Tee.

Physical Requirements

- Ability to communicate clearly verbally and in writing
- Ability to perform heavy physical labor. May be required to work in an environment that includes such activities as bending, lifting, stooping, kneeling, climbing, reaching, standing, walking, pushing, pulling and grasping for up to 5 hours without sitting. May need to lift up to 100 lbs. occasionally and up to 50 lbs. frequently.

Work Environment

- Outdoors including working in all conditions including extreme heat and cold

Compensation:

- Salary is commensurate with experience and other qualifications
- Benefits include medical, dental & vision insurance, Simple IRA (matching), mileage & cell phone reimbursement.
- Paid Time Off (PTO) & Holidays – Time off must be coordinated in advance with the Superintendent to ensure proper facility coverage. If work is required on a holiday, compensatory time off will be provided.
- Golf playing privileges & merchandise discounts.

Submit resume and cover letter to Kellen Kubasak at kellen@firstteesanantonio.org.