



About Us

Hawks Nest Golf Club, just an hour north of Newcastle, is a hidden gem offering a perfect blend of championship-level golf and breathtaking natural beauty. Situated on the stunning Mid-North Coast, our 18-hole all-weather course is renowned for its immaculate greens, exceptional playing surfaces, coastal charm, and ability to challenge and delight players of all skill levels.

Complementing the 18-hole championship course is a modern clubhouse overlooking the course, fully stocked golf shop, *Sando's Café & Restaurant*, offering a unique blend of modern coastal cuisine, driving range & practice facilities.

About the Role

After the successful promotion of our incumbent 2IC into the role of Course Superintendent, we are seeking a full-time **Assistant Golf Course Superintendent**. The ideal applicant will be an enthusiastic and experienced individual that will be hands on, supporting an established Golf Course team, in the day-to-day golf course management. They will assist in ensuring the golf course is presented in prime condition for members and visitors alike.

Key Responsibilities:

- Assist the Golf Course Team in delivering consistent, high-quality course presentation.
- Work with the Course Superintendent to create, supervise and coordinate daily maintenance tasks including mowing, bunkers, irrigation, and general turf care.
- Conduct morning course inspections to assess conditions and allocate tasks effectively.
- Assist with the mentoring of greenkeeping staff, ensuring safe work practices and high performance.
- Monitor and manage irrigation schedules; perform minor troubleshooting and system checks.
- Assist with implementing best practices for chemical and fertiliser applications, ensuring safety and compliance.

- Maintain machinery usage standards and report any equipment issues to the mechanical team.
 - Uphold workplace health, safety, and environmental standards in all operations.
 - Assist with the development of operational procedures and training manuals to ensure consistent service standards, efficient workflows, and ongoing staff development.
 - Collaborate with industry bodies and maintain active networks within the golf community to ensure alignment with industry standards and growth opportunities.
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What You'll Bring

- Previous experience as 2IC greenkeeper, Qualified greenkeeper or senior turf management role
 - Trade qualification in Sports Turf Management or equivalent, or working towards these qualification.
 - Chemical Certification (ACDC).
 - Working knowledge of irrigation systems & modern GPS-controlled maintenance equipment.
 - Strong practical knowledge of turfgrass management, irrigation systems, and machinery operation.
 - Strong leadership, communication and problem-solving skills.
 - High level of attention to detail in course grooming and presentation.
 - Sound understanding of health, safety, and environmental practices.
 - Ability to work autonomously and show initiative in problem-solving.
 - Excellent communication and interpersonal skills.
 - Availability to work flexible hours, including weekends and early starts as required.
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What's On Offer

- Competitive Salary package
- A beautiful coastal location and supportive team environment
- Opportunity to grow and develop your professional career path.
- Join a company with strong work life balance principles and supportive of personal and professional growth.
- A tight-knit community club with an exciting and bright future