



Belmont Golf Course Maintenance and Grounds Staff Member

First Tee of Greater Richmond is a youth development organization that uses the game of golf and its inherent values to shape the lives of young people from all walks of life. We are strengthening the character of the community by providing programs that build resilience in our youth, teach critical life skills, and provide caring adult supervision in a safe environment.

Belmont Golf Course, designed by Tillinghast and modified by Donald Ross, was the original Hermitage Country Club from 1918-1977 and served as the host of the 1949 PGA Championship, won by Virginian Sam Snead. Other Tillinghast courses include Winged Foot, Baltusrol and Bethpage Black, which joins Belmont as the only other public courses in the country designed by Tillinghast to host a major championship. In January 2020, Henrico County Board of Supervisors voted to approve a proposal from First Tee of Greater Richmond that will transform the historic, yet underperforming, golf course into a community-focused, inclusive and affordable public golf facility for all ages.

First Tee of Greater Richmond has two other golf courses in the area. The Tattersall Youth Development Center at First Tee Chesterfield Golf Course and The Elson Redmond Memorial Driving Range in downtown Richmond (which underwent a \$1.2 million renovation in 2017 and is home to the VCU men's golf team).

While Henrico County will continue to own Belmont Golf Course, First Tee of Greater Richmond has signed a 20-year lease to manage the facility and will invest more than \$4 million to reimagine the golfing experience to include a driving range, short-game practice area, short course, putting course and 12 championship-level holes that celebrate the legendary design of course designer A.W. Tillinghast.

Vision: To strengthen the character of our community.

Mission: To impact the lives of young people by providing educational programs that build character, instill life-enhancing values, and promote healthy choices through the game of golf.

Reports to: Golf Course Superintendent

Job Description: The First Tee of Greater Richmond seeks a collaborative, detail oriented, and hard-working individual to assist in the daily preparation and maintenance of Belmont Golf Course. The responsibilities of this role include mowing various playing surfaces on the golf course and around the property, raking and maintaining bunkers, landscape bed upkeep and usage of various hand tools to accomplish these routine tasks.

Successful candidates will possess the following characteristics:

High Standards: expects personal and team performance to be nothing short of great.

Work Ethic: possess a strong willingness to work hard and get the job done right.

Flexibility: adjusts quickly to changing priorities and copes effectively with those changes.

Collaborative: reaches out to peers and cooperates with supervisor(s).

Communication: speaks, writes, and articulates clearly and professionally.

Enthusiasm: has a passion for golf, helping young people, and being a team player.

Proactive: acts without having to be told what to do.

Efficiency: able to produce significant output with minimal wasted effort or time.

Integrity: earns the trust of teammates and maintains confidence.

Preferred Experience, Skills, and Training

- High School Diploma or equivalency; or demonstrated possession of the competencies necessary to perform the work
- Experience working in a golf course environment
- Experience performing the following duties: landscaping, sodding, weedeating, mowing tee boxes, fairways, rough, fringes, and greens, irrigation system maintenance, tree trimming, fly mowing, and other tasks as directed by the superintendent
- Ability to work independently while completing daily assignments
- Ability to use equipment and tools properly and safely
- Ability to understand and follow written and oral instructions
- Must be able to lift 50 lbs. without assistance
- Must pass a background check
- Above all, the Golf Course Maintenance and Grounds Staff will consistently provide excellence to all participants, parents, customers, volunteers, and co-workers in a manner that reflects the First Tee's Nine Core Values

Job Types: full-time hourly, part-time, and seasonal

Compensation: \$10.00 / hour (higher hourly rate dependent on experience)

Applicants should send their resume to Dan Sabina, Golf Course Superintendent, at dan@thefirsttee.org.