



Position: **Head Golf Professional**  
Facility: **Highland Pacific Golf**  
Location: **Victoria, BC**  
Closing Date: **November 3rd**

The Highland Pacific Golf is seeking a motivated individual to lead its golf operations. Qualified candidates should be self starters who have a proven track record of motivating the staff around them. A collaborative team-first culture is important to the success of the individual and the organization. Someone who has a proven track record of attention to detail and strong communication skills. This leader should naturally provide memorable customer service who goes above and beyond without being asked.

**The Facility** – Highland Pacific Golf first opened nine holes in 2008 before expanding its second 9 in 2010. HP continues to retain its model of having two separate nines to allow their guests to choose to play 9 or 18 holes. Boasting the title of Victoria’s Friendliest Public Golf Course, Highland Pacific Golf was created for golfers who want to enjoy a scenic, but challenging championship golf course that is playable all year round. Minutes from downtown Victoria, BC, Highland Pacific overlooks the majestic Olympic Mountains, the Strait of Juan de Fuca and Thetis Lake Park. The Club has quickly elevated itself as a must play when visiting Victoria and is a favourite among the locals. HP has hosted a number of provincial championships including the recent BC Juvenile Boys & Girls Championship. This par 71 course can play as long as 6603 yards but does offer 6 different tee options to meet every golfers needs.



The practice facility opened before the golf course and quickly became an ideal and centrally located location to take lessons and improve your game. There is a café conveniently located next to the hitting stall which helps create a very casual and social atmosphere. Featuring a two-tiered tee line of 44 heated stalls, long and short game practice areas, lights for evening practice, and real terrain targets, including a water hazard to avoid or... aim for. The practice range at Highland Pacific Golf was very quickly designated as one of the Top 100 Ranges in North America.



The Pro Shop located next to the café and practice facility, has more than 1000 sq feet of retail space and plenty of storage.



**The Position** – The successful candidate will be a key member of the Senior Leadership Team, the Head Professional will play an essential role in exceeding the expectations of guests by coordinating an exceptional golf experience. Reporting to the General Manager, the Head Professional will lead the golf operations staff, tournament execution, retail & golf academy. HP is searching for a candidate who will represent its brand, have exceptional organizational skills, proven revenue generating ideas and strong communication skills.

The Head Professional will be responsible to:

- Manage the facilities entire golf operation, including the practice facilities, golf professionals, non-professional golf staff, teaching programs and seasonal golf activities/events.
- Build, lead and mentor a strong team of golf professionals, pro shop staff and back shop team members.
- Work with the Director of Instruction to provide a comprehensive teaching program, including clinics and private instruction. Work with the DoI to grow revenues for the Golf Professional Team and HP.
- Direct and coordinate your team to organize all golf activities. Including HP Club events, golf schools and invitational events/tournaments.
- Oversee practice facilities, assist in maximizing tee time reservations & coordinate back shop and cart operations.
- Coordinate a team of retail professionals to help maximize net revenue while showcasing the high standards of the facility.
- Manage golf-related administration and financial activities such as budgeting, forecasting and reporting.



### Candidate Profile -

- Relevant experience at a high-quality golf facility. Have a well-rounded background experience will be an asset.
- Demonstrated exceptional member/guest service.
- Strong leadership and relationship-building internally and externally.
- Track record of motivating and inspiring a team towards a common vision with defined goals.
- Business sense and experience as it relates to golf shop management.
- Class "A" professional with recognition of being an active participant in the PGA programing.
- Collaborative contributor to the Senior Leadership Team with a facility-wide perspective and focus.
- Experience in organization & promotion of events / tournaments
- Been a part of a successful golf academy program. Goal of the candidate being involved in a small role of the instructional team to generate approximately \$10,000 worth of lesson revenue
- Ability to tactfully enforce the rules and regulations of the facility and golf

### Minimum Qualifications

- Class A PGA of Canada professional in good standing with ability to work in Canada immediately.
- Relevant education and experience
- Proficient with Microsoft Office software, Club Management Software and Golf Genius or similar
- Strong business sense and a desire to search for new revenue streams
- An inherent drive for excellence

### Compensation

- \$70,000 - \$75,000 based on experience and education
- Bonus structure
- 75/25 Teaching revenue –
- Extended Health and Dental Care plan
- PGA Dues
- Cell Phone allowance

### Inquiries

Please send a cover letter and resume to Scott Kolb – Lead Recruiter Fresh Golf Solutions at [scott@vbgolf.ca](mailto:scott@vbgolf.ca) Application deadline is **November 3<sup>rd</sup>, 2023**



[www.freshgolf.ca/highlandpacific](http://www.freshgolf.ca/highlandpacific)

Interested candidates are asked NOT to contact any Club employees directly in relation to this posting. Please direct all inquiries to Scott Kolb.

