



FRESH GOLF

Full Recruitment Solution Options

For facilities that want expert advice but may not have the budget to undertake a full recruitment process. We offer a unique Ala cart option to allow facilities to choose how involved they wish to be. Doing it on your own can be time consuming and challenging if the hire is not from your background of expertise. You know what you want in your next leader, but not sure how to find the best candidates.

Collaborative Level Solution

For the facility looking for assistance with a nationwide search for their next Department or General Manager but do not have expertise of that particular industry professional. This process to the point where a selection committee can review the applications and start the interview process. Perfect for the facility that do not have the budget for a full recruitment but can be put in a strong position to finish the hiring process.

Package includes:

Consult of needs of position including having key stakeholders share their vision of the needs of the golf club in their next leaders

Compilation of Job Posting and recommendations of where to advertise

Recommend Salary range of position

Feature placement on weekly email

Posting on FG Website, Social Media Platforms & other 3rd Party options

Collection of applications in a digital format

Interviewee recognition of application

Create the customized FG evaluation scorecard template

Review and recommendation of candidates

Zoom Screening interviews with 10 candidates (option to add more screening interviews for \$99/hour)

Evaluate candidates using the FG Evaluation scorecard template

Recommend Top 10 ranking of candidates and 1 hour zoom consult before facility moves to second and third steps of the hiring process

Estimated number of hours of work by FG 50 hours

\$6,499

Full Executive Search Solution

For facilities that are looking to complete the process and assist the selection committee to find their next leader of the facility or department.

Package includes:

Collaborative Level Solutions +

Second Round interviews for up to 6 candidates selected by the selection committee.

Send out and review questionnaires custom for the club

Update the FG Evaluation Scorecard following interviews

Review with Selection Committee to help finalize the final list of candidates.

Review with committee the selection process of finalists

Final Interview process with the Top Three Candidates

Recommend Final Interview and Questions

Assist Selection Committee with Final FG Scorecard evaluations

Reference Checks of top candidates

Assist with compensation negotiations

Estimated number of hours of work by FG 100 Hours

\$11,999 plus any travel*

*Assumes that Final Interview and selection is able to be completed in one day. Rate of \$100 per hour if additional days of interviews are required.

** If in person meetings are desired during the process, travel and accommodation will be coordinated with club. If any additional work is required, then the club and FG will mutually agree to the work required in advance at a rate of \$99 per hour.

Why use Fresh Golf Solutions?

Network of Golf Industry Professionals

We are a golf industry specific company focusing on providing solutions for those looking to grow in the industry. As our company grows, we are developing a stable of professionals for your immediate consideration. Our membership program grows industry individuals over the long term. We coach our members grow over their careers to be better prepared for future positions

Use your resources wisely - Many General Managers have enough on their plate. To do the full hiring process of finding their next departmental leader takes considerable amount of time to do it right. Club owners and Board Members maybe strong leaders of their professional careers, but are they professionals in running a golf facility? We help with affordable solutions to your problems.

Full Recruitment Services

We offer full service recruitment but unlike other Executive Search firms, we can go al a cart for all your needs. We can help you find General Managers, but we can also help you find your Department Heads on your budget. We make it affordable to find your next Head Professional, Director of Instruction, Superintendent, Executive Chef, Director of Marketing, Membership Sales, Controller and more! Executive Searches don't need to cost \$20,000-\$50,000. We give you ala carte options to find your next solution to job postings. Find out more how we can assist you and your next hire.



Starting as a PGA of Canada member in 1992, Scott has been involved with all facets of the Canadian Golf Industry. He has worked with the majority of the golf associations including a Board member of the Canadian Society of Club Managers, PGA of Canada, PGA of BC, NGCOA provincial committee and the Camosun College advisory committee of the Professional Golf Management Program.

He also has hands on experience at the elite Victoria Golf Club, Raven at Lora Bay and corporate experience at GolfBC at Gallagher's Canyon & Arbutus Ridge.

Scott has been awarded provincially and nationally. He has won the Merchandiser of the Year for Golf Shop of the Year from PGA of Canada, Club of the Year from the Canadian Society of Club Managers, Inaugural winner of the Executive Professional of the year for PGA of BC and the Fore Seasons winner of the NGCOA/PGA of BC award.

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