

Recruitment Solutions by FRESH GOLF

For facilities requiring an expert advice, but with limited budget to undertake a full recruitment process. We offer a unique variety of recruitment options to allow facilities to choose how involved you wish to be. Hiring process outside your expertise can be time-consuming and challenging. Let us guide you through step by step finding your best candidate.



Recruitment Solutions by FRESH GOLF

✓ Collaborative Recruitment Solution

- Consultation
- Job Posting
- Screening Interviews
- Candidate Evaluation
- Weekly Email
- FRESH GOLF Evaluation Scorecard

\$6,499 - Approximately 50 hours by FRESH GOLF

✓ Full Recruitment Solution

- Collaborative Recruitment Solution +
- Second Round Interviews
- Candidate Evaluation
- Reference Checks
- Final Interviews
- Compensation Negotiations

\$11,999 - Approximately 100 hours done by FRESH GOLF

Collaborative Search Solution

For facilities requiring assistance with a nationwide search for their next Department or General Manager, but lack of expertise of searching industry professional. We will streamline the search process for the selection committee to review applications and start the interview process. Perfect for facilities looking for a full recruitment solution, but with limited budget.

\$6,499 - 50 estimated hours of work by FRESH GOLF.

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- ✔✔ Consultation of needs of position, including having key visions 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.
 - ✔✔ Recommendation of salary range.
 - ✔✔ Feature placement on weekly email.
 - ✔✔ Posting on FRESH GOLF website, social media & other third party platforms.
 - ✔✔ Collection of applications in a digital format.
 - ✔✔ Interviewee recognition of application.
 - ✔✔ Creation of customized FRESH GOLF evaluation scorecard template.
 - ✔✔ Recommendation and review of candidates.
 - ✔✔ Zoom screening interviews with 10 candidates + option to add more for \$99/hour.
 - ✔✔ Evaluation of candidates using the FRESH GOLF evaluation scorecard.
 - ✔✔ Recommendation of top 10 candidates and consultation to next steps.



Full Executive Search Solution

For facilities requiring assistance to complete the search process. We will consult the selection committee to find their next Department or General Manager,

\$12,999 - 100 estimated hours of work by FRESH GOLF + any travel costs.

- ✓ Collaborative Search Solution +
- ✓ Second round interviews for up to 6 candidates selected by the selection committee.
- ✓ Distribution and review questionnaires custom for the club.
- ✓ Update of FRESH GOLF Evaluation Scorecard following interviews.
- ✓ Review with selection committee to help finalize the final list of candidates.
- ✓ Review of selection process of finalists with the committee.
- ✓ Recommendation of final interview questions.
- ✓ Final interview process with top three candidates.
- ✓ Assistance to selection committee with final FRESH GOLF scorecard evaluations.
- ✓ Reference checks of top candidates.
- ✓ Assistance with compensation negotiations



Why Fresh Golf?

Visit www.freshgolf.ca

FULL RECRUITMENT SERVICES

We offer full recruitment services but unlike other Executive Search firms, we can go à la carte 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!

INDUSTRY PROFESSIONALS AT YOUR FINGERTIPS

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.



SCOTT KOLB

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 Golf BC 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.

Contact Us

www.freshgolf.ca

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