



Naperville Country Club — Naperville, IL is seeking a motivated **Assistant Golf Course Superintendent** to join our agronomy team and play a key role in delivering high-level playing conditions for our membership. NCC was founded in **1921** and designed by Tom Bendelow. The course was renovated by Steve Forrest in 2006 and received *Renovation of the Year* in **2009** for private clubs. The club is golf-centric with no paddle or pool facilities, maintains a full membership of **275** with a strong waitlist, and offers a supportive, engaged culture that values the agronomy team and continuous improvement of the golf course.

NCC is also recognized as a **Distinguished Club** by *BoardRoom Magazine* in partnership with **Forbes Travel Guide**, reflecting our commitment to excellence in all operations.

The Assistant Superintendent works directly with the **Golf Course Superintendent, Senior Assistant, Assistant, and Equipment Manager**. This is a hands-on leadership role with **strong autonomy** and the ability to influence course conditioning standards. We take a modern, data-driven approach to our agronomy program and are seeking someone who shares that mindset.

Key Responsibilities

- Lead, train, and motivate staff in daily course setup and maintenance
- Assist with planning and executing fertilizer and pesticide programs
- Manage and monitor moisture from tee to green
- Oversee cultural practices including aerification, topdressing, verticutting, and general plant-health management
- Maintain compliance with state and federal regulations
- Ensure high levels of communication, detail, and professionalism always
- **Attend and participate** in Green Committee meetings
- Develop an Individual Development Plan (IDP) with the Superintendent and Senior Assistant

Qualifications

- Degree or certificate in Turfgrass Management, Agronomy, or related field
- 1–3 years of progressive golf course experience preferred
- Illinois Pesticide Operator/Applicator License (or ability to obtain within 60 days)

- Strong work ethic, positive attitude, and willingness to learn
- Ability to lead a team and perform physical tasks in varying conditions
- Willingness to work weekends, holidays, and extended hours during peak season
- **Has a strong desire to advance their career**

Compensation & Benefits

- **\$75,000 salary + Tournament and Christmas tips**
- Health, dental, and vision insurance
- 401(k) with club match
- GCSAA and local chapter dues paid
- Continuing education, conferences, and professional development support
- Meals and golf privileges
- **Outstanding advancement opportunities. We are a young, highly connected management team that takes pride in developing talent through mentorship, resume support, networking, and active involvement in the job-search process. There will also be opportunities for internal promotion.**
- Ability to gain tournament volunteer experience (if desired)
- **Not responsible for snow removal in the winter (30-35hrs a week in Winter)**

Looking ahead (active and future projects)

- Renovating/construction of practice facilities
- Irrigation renovation
- Soil erosion around ponds
- Chemical building renovation
- Autonomous mowers
- Architectural projects around the course
- An active membership that has an appetite to support future enhancements

Job available

April 1, 2026

How to apply

Please send your resume and brief cover letter to:

Spencer Cole

Golf Course Superintendent

spencer@napervillecc.org