



HYBRID INTERN – THE APAWAMIS CLUB

Objective:

The purpose of creating the innovative, hybrid intern position is to identify, recruit, and employ career-oriented individuals looking to break the mold and development pathway of the current industry standard. This position is unique in scope, compensation, and intent to provide rapid development for the correct individual to step directly into a hybrid role – sharpen their executionary skills while developing their management techniques and prowess at the same time. The anticipated result of this program is to provide a significant competitive advantage to the individual in their professional development journey. Foundational tenants of the hybrid intern position will be focused on rapidly acquiring and developing technical ability, management tactics and experience, as well as professional skills and confidence.

Special Requirements:

The hybrid internship is designed for aspiring turf professionals to get experience with heightened responsibility, while maintaining the flexibility of only working at the club during the season and taking a role at a warm-season club during the winter months if they choose and/or if their educational situation deems applicable. Hybrid interns will play a major role in scheduling and participation in daily operations. We are seeking focused, hard-working, and driven individuals who are motivated to learn and advance in the golf course industry. Hybrid interns will gain experience in countless aspects of the following: crew management, agronomic program development, cultural program development, soil science analysis, water quality testing/evaluation/treatment, budgeting, water management & hand watering, pesticide & fertilizer applications, irrigation troubleshooting, project planning, in addition to the development and execution of several other management style assignments.

The hybrid intern role provides a unique opportunity that includes sitting in on and contributing to all planning meetings, further education opportunities, and the chance to participate in exchange programs with other clubs – temporarily in-season as well as longer duration opportunities during extended internships or post-graduation. Those who wish to find winter work opportunities in warm-season climates will have access to our expansive network around the country to find the right fit for their diverse, professional development.

Compensation:

\$25/Hour + Overtime after 40 hours

Benefits:

Free Housing, meals, uniforms, golf privileges, and potential career advancement with The Apawamis Club

Educational Requirements:

Currently enrolled in or graduating in 2025 from a 2 to 4-year Turfgrass Management program.

Experience Requirements:

Golf course experience is preferred but not required.

Club History & Background:

Founded in 1890, The Apawamis Club is the 6th-oldest private club in the United States and steeped in history. The Club remains at the forefront with world-class facilities and an active, family-oriented membership. The

golf course combines quirky architectural character with an old school aesthetic – reminiscent of the early days of golf. In addition, The Apawamis Club enables a turf professional to work in the ultra-competitive Metropolitan Golf Market.

Golf Course Facts:

- 18-Hole Golf Course – 6,741 Yards from the back tees
- Designed by Willie Dunn and renovated by Keith Foster in 2017*
- Golf Maintenance Facility renovated in 2012
- A Golf Performance Center built in 2012 features two indoor / outdoor hitting bays open year-round, equipped with the most current club fitting and putting systems
- Notable Events Hosted at the Club:
 - 1905 – Present: Host site of the US Seniors Golf Association’s National Annual Tournament
 - 1909 & 1927: National Collegiate Championship
 - 1911: US Amateur Championship
 - 1970: US Girls Junior Championship
 - 1978: Curtis Cup
 - 2005: US Women’s Senior Amateur

- * Beginning in the summer of 2017, Apawamis embarked on a large-scale golf course renovation project working with golf course architect, Keith Foster. This project, completed in the winter of 2017, encompassed a complete bunker renovation, expansion of putting greens by 15,000 ft², expansion of the fairways by 8 acres, and installation of new irrigation infrastructure around the greens and approaches.
- * During the winter of 2019, we reconstructed our pump station and pumping infrastructure. In the fall of 2020, we completed a phase two golf course renovation that included further enhancements to tees, bunkers, and fairways.
- * During 2021 and concluding in Spring of 2022, we, in conjunction with Tanto Irrigation, completed the installation of a state-of-the-art Rain Bird irrigation system.
- * Apawamis maintains a focused commitment to improving and enhancing the golf course through various projects and construction initiatives. These projects are conducted annually in a variety of ways and will persist for the foreseeable future, enabling the right candidate to gain significant project and construction experience.

Date Available:

April 1, 2025

Application Instructions:

Contact Golf Course Superintendent Jace Roman at jroman@apawamis.org

Contact Info:

Jace Roman – Head Golf Course Superintendent

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