

Baltimore Country Club located in Timonium, Maryland is seeking an enthusiastic 2nd Assistant to join one of the country's premier facilities. The selected individual will join one of Baltimore's top employers, and an industry leader in hospitality and golf course maintenance.

The individual will support the 1st Assistant and report directly to the Course Superintendent and will be trained to perform chemical and fertilizer applications on the golf courses and grounds. In addition, they will assist in the day-to-day operations of the golf courses and on-going projects.

Club Mission Statement: Baltimore Country Club is a private, family-oriented association of members committed to camaraderie, tradition, and core values of dignity, courtesy, respect, and graciousness who enjoy social, golf, and recreational activities provided at the highest level of service in exceptional facilities.

Culture Statement: When culture is connected with people, tradition, heart, hospitality, innovation, and facilities, **WE WILL** have built an environment that is rewarding, fun, and engaging that you are proud of, and others are inspired by.

Why work at Baltimore Country Club?

- Six consecutive years as one of the top places to work in Baltimore.
- Professional advancement - 15 assistant superintendents have been promoted to golf course superintendents under the mentorship of Tim Kennelly, CGCS Head Superintendent
- Today the Club has over 3,400 members strong with two campuses, and over 400 Staff Members with diverse backgrounds. It is widely recognized as one of the top 50 country clubs in the nation and top 100 in the world.
- **BCC YOUiversity** is a continuing education program geared to promote personal and professional growth for all BCC Staff. Staff will have the opportunity to unlock a passion, or new professional skill with one of our many classes taught by fellow Staff Members, Club Members, and Special Guests such as Cal Ripken Jr., Eric DeCosta, and Justin Tucker! Topics vary in range including finance, real estate, gardening, fitness, leadership, mixology, and more!
- BCC Scholarship program over \$20,000 was awarded in 2024
- Tournament experience. BCC will serve as host to:
 - 2025 Big Ten Men's Golf Championships
 - 2026 USGA US Senior Amateur Championship

- 2029 Western Amateur Championship
- 2031 USGA Women's Amateur Championship
- Renovation/Construction experience
 - Future Short Game Area (in planning phases)
 - 2025-2027, West Course Irrigation Pond Suction Dredging and Dam rebuilding
 - 2027 East Course Renovations
 - Rebuilding and regrassing tees
 - Rebuilding all 94 bunkers
 - Green surrounds regrassed, and introduce additional fine fescue native areas (6.25 acres)
 - Further enhance AW Tillinghast design features

Success Traits of Individual:

- Highly motivated, dependable, detail oriented, and positive and encouraging attitude
- All members of our leadership team are encouraged to ask questions, share thoughts, and look at the big picture, with opportunities to network with leaders in both club hospitality and turfgrass industry.
- Ability to obtain a Maryland Pesticide License within 12 months of employment with the guidance of supervisors.
- Passionate team player, who desires to provide world class experiences and conditions for our members and guests.
- Preferred knowledge or irrigation and current chemical practices.

Preferred Requirements:

- A degree in turf management or related field preferred, or candidate should be pursuing a degree or certificate.
- If not in possession of a State of Maryland pesticide license, must do so within 12 months of employment with guidance from supervisors.

Key Duties and Responsibilities:

- Apply pesticides/fertilizers and calibrate sprayers/spreaders.
- Maintain proper and complete application records and storage of materials.
- Train and oversee employees assigned in assisting with spray applications.
- Operate or learn to operate and train staff on golf course and grounds maintenance equipment.
- Measure and maintain proper moisture levels in playing surfaces, assist with irrigation installation and repairs.

Compensation & Benefits

- Hourly wage with over-time: \$60,000-\$65,000
- Christmas Bonus
- Health, Dental and Vision Insurance
- 401(k) with company match
- Club paid Life Insurance
- Uniforms
- Voluntary Short term & Long-term Disability
- Medical and Dependent Flexible Spending Account
- Medical Health Savings Account
- 10 Days of PTO accrued in the 1st year
- 6 Holidays off per year
- Golfing Privileges
- On-site housing available
- Continuing education reimbursement
- Club-sponsored Staff Events
- Spanish language classes available on-site
- Tournament volunteer opportunities throughout the country provided by the club
- Health and Welfare Benefits
- Performance-based Compensation Plan
- Gym Membership Wellness Incentive
- Cellular phone monthly allowance reimbursement

About Us:

The Baltimore Country Club, founded in 1898, is a private club with two golf courses. It was one of the first 100 clubs established in the United States. The championship par-70 East Course designed by A.W Tillinghast was opened in 1926. It has received many honors including the #48 ranking in Golfweek's 2024 list of America's top 100 Classic Courses and #95 ranking GOLF magazine's 2024-2025 list of Top 100 courses in the U.S. Baltimore Country Club is one of only two clubs in the world to have hosted a Men's U.S. Open, PGA Championship, Men's U.S. Amateur, U.S. Walker Cup, U.S. Women's Open, and Champions Tour Major. Most recently, we hosted the 2017 and 2018 Big Ten Men's Golf Championship and 2023 Howard University Lady Bison Invitational.

The par-72 West Course opened in 1962 and was re-designed in 1990 by Bob Cupp and Tom Kite, member of the Champions tour and World Golf Hall of Fame. There is an ongoing plan for

annual improvements , including recent tee regrassing to new cold hardy improved bermudagrass.

On the East Course, we are beginning to execute our Master Plan for the golf courses, developed by Golf Architect, Keith Foster, and implemented by McDonald & Sons golf contractors. Enhancements include extensive drainage installation, tee work, bunker restoration, return of A. W. Tillinghast design features, new short game and improving the practice facilities. As a staff, we see importance in staying up to date, utilizing new technology, and keeping an open mind to new ideas. It is a work environment where people are passionate about providing exceptional service and experiences for members and guests.

BCC offers full recreational amenities including:

- Two Fitness Centers
- Har-Tru Tennis
- Har-Tru Pickleball
- Squash Courts
- Paddle Tennis
- Duckpin Bowling
- Pool Complex
- Casual & Elegant Dining
- Private & Club Events