

Bidermann Golf Course, part of the distinguished Vicmead Hunt Club, is seeking a driven and dedicated Lead Assistant Golf Course Superintendent to join our agronomy leadership team. Working under the guidance of Golf Course Superintendent Patrick Michener, this is an exceptional opportunity to contribute to the success and continued excellence of one of Delaware's premier golf facilities.

This role is designed for an ambitious professional who aspires to become a future Golf Course Superintendent while developing within a supportive, high-performing team. The position became available after the previous Lead Assistant earned a Superintendent role at another respected club, proof of Bidermann's strong track record of preparing individuals for the next step in their careers.

At Bidermann, professional growth isn't just encouraged, it's built into our culture. Patrick Michener is intentional about helping each team member reach their personal and professional goals, whether through expanding technical expertise, earning certifications, advancing leadership skills, or achieving financial growth. With personalized mentorship and a commitment to your development, the opportunities here are truly limitless.

Club Highlights:

- 2025 Maintenance Budget: \$1.8 million
- Total Annual Rounds: 14,000 (8 outings per year)
- Total Staff: 24 (8 full-time, 14 full-time seasonal, 2 part-time)
- Typical Work Schedule:
 - In Season (April–November): 5:00 a.m.–3:00 p.m., every 3rd weekend on duty, watering responsibilities as needed
 - Off Season (December–March): 6:30 a.m.–3:00 p.m., limited weekend work
- Turf Types:
 - Greens, Tees, and Approaches – Creeping Bentgrass
 - Fairways – Mix of Poa Annuua, Bentgrass, and Ryegrass
 - Range Tee – Bermuda Grass
 - Rough – Turf-Type Tall Fescue
 - Green Intermediates – HGT Bluegrass
- Future Projects:
 - Practice area renovations, cart path and drainage projects
 - Turf selection and renovation initiatives
 - Technology integration for mowing, data collection, and water management
- Irrigation System: Toro 2-wire system with 1,432 heads
- Equipment: John Deere (90% leased)

Success Traits of the Individual:

- Possesses drive, ambition, and enthusiasm with a passion for agronomy
- Hands-on leader who thrives on responsibility, organization and teamwork

- Detail-oriented and safety oriented
- Eager to learn, accepts constructive feedback, and embraces ownership
- Confident in both technical knowledge and leadership ability
- Problem solver with strong communication and interpersonal skills

Initial Priorities of the Position:

- Build relationships with the existing team and integrate into daily operations
- Learn the standards and systems that guide Bidermann's maintenance philosophy
- Support ongoing course improvement projects and maintenance programs
- Demonstrate leadership, initiative, and a commitment to excellence

Key Responsibilities, Knowledge, Skills, and Aptitude:

- Assist the Superintendent in the planning and execution of all agronomic practices, including mowing, irrigation, fertilization, aeration, topdressing, and chemical applications
- Lead and mentor staff in maintenance standards, equipment operation, and safety procedures
- Monitor turf conditions, maintenance execution, moisture levels, and course presentation to ensure consistent high level playing conditions
- Troubleshoot and maintain irrigation systems, scheduling, and repairs
- Maintain accurate records of all chemical and fertilizer applications in compliance with regulatory standards
- Participate in course renovation and improvement projects
- Oversee daily crew operations, ensuring efficient and effective use of labor and equipment
- Support Superintendent in managing budgets, procurement, and capital planning

Preferred Qualifications:

- Bachelor's degree in Turfgrass Management, Agronomy, Horticulture, or related field (required)
- 4-7 years of progressive golf course maintenance experience, including supervisory responsibilities
- Strong understanding of cool-season turf management and mid-Atlantic growing conditions
- Ability to lead by example with professionalism, integrity, and attention to detail
- Excellent communication, problem-solving, and time-management skills
- Desire for continued professional development and advancement toward a Superintendent role

Compensation & Benefits:

- Salary Range: \$70,000–\$80,000
- Bonus: Goal-based bonus up to \$5,000
- On-site housing provided
- Health, dental, and vision insurance (eligible 60 days after employment)
- 401(k) with 25% match on the first 6%
- Vacation: 40 hours after 1st year, 80 hours after 2nd year
- Up to 10 paid holidays per year

- Personal and sick days accrue after time served
- Short- and long-term disability
- Paid local and national GCSAA dues
- Continuing education and leadership training opportunities
- Free meals and golf privileges
- Cell phone allowance

About Us:

Bidermann Golf Course is a premier private golf facility located in Wilmington, Delaware, and part of the Vicmead Hunt Club. The club is located within an hour of Philadelphia and within 2 hours of Baltimore and New York City. The agronomy team is dedicated to excellence, innovation, and professional growth, fostering a collaborative environment where individuals can advance their careers while maintaining one of the region's finest golf experiences. Our core values include teamwork, safety, dependability, hard work, and harmony: guiding principles that ensure both the course and its people thrive.

The club continues to reinvest in its facilities to ensure top-quality conditions and a world-class member experience.

Recent Improvements Include:

- Complete bunker renovation with Capillary Flow liners and new sand.
- All tees leveled and re-grassed, plus 13 new tees added.
- Green intermediates replaced with HGT bluegrass for improved transitions.
- 1,500+ linear feet of SOX Erosion Control installed along pond banks.
- 2+ acres of fairway and approach turf restored to enhance playability.
- Full irrigation system replacement featuring HDPE piping, 1,432 Toro 2-Wire heads, and a Watertronics pump station with automated transfer and recharge capabilities.

These projects highlight Bidermann's ongoing commitment to continuous improvement, sustainability, and supporting its agronomy team with modern infrastructure.