



Golf and Outdoor Services Manager

Recruitment Pack

*Competitive salary plus benefits package
Aberdeen City*

**creating
opportunities,
inspiring people
and changing lives**

through sport and
physical activity.

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September 2022

Welcome

Firstly, thank you for your interest in this exciting post. I hope you find the contents of this pack informative and that you will be motivated to apply.

Sport Aberdeen is a multi-award-winning charitable community leisure trust situated in the north-east of Scotland. Established in 2010, we are proud of the facilities and golf courses we manage, which includes four 18-hole golf courses, a 9-hole course and seven outdoor sports venues.

Membership and usage of our golf courses have grown substantially in recent years and I am looking for the right person to develop this even further, ensuring that our customers have the best possible experience.

This will be a challenging and rewarding position, which will provide you with the opportunity to make a real impact.

Liaising with clubs and golf members is a key part of the role, whilst a knowledge and understanding of how to maintain fine turf is also important.

The successful candidate will have a proven track record of managing and developing golf courses and you will also be responsible for managing the c.£1m per annum contract with our grounds maintenance contractor as well as our golf operations team.

We have a full Job and Person Specification which we will send you, so this pack is just a flavour of the job, you and the city of Aberdeen. If it sounds like the opportunity that you have been looking for, then I'd be very keen to hear from you.

David Selkirk
Director of Community Leisure Operations



About Us



Sport Aberdeen is a UK award-winning registered charity committed to creating opportunities, inspiring people and changing lives through sport and physical activity. Established in 2010, we manage sport and physical activity services on behalf of Aberdeen City Council.

With over 500 employees, 30+ venues and more than two million visitors every year pre-Covid, Sport Aberdeen is the largest sport and leisure provider in the north-east of Scotland.

What makes Sport Aberdeen different from many other sport and leisure providers is the fact that every penny we earn is reinvested back into the venues we operate, the programmes we deliver and the communities we serve.

Structure

The company and senior leadership team is structured into six key divisions outlined below:



Golf and Outdoor Services

In Aberdeen, we are very fortunate to have many distinct, thriving golf courses on our doorstep.

We manage four of the most stunning 18-hole golf courses in the UK: the MacKenzie Championship Course, Hazlehead Pines, Balnagask and Kings Links, plus a fantastic nine-hole course at Hazlehead. The courses are accessible for all, either through a membership or on a 'pay and play' basis, and are a combination of links and parkland courses.

We have worked very hard in recent years to upgrade the courses we operate and believe what we offer to the golfers of Aberdeen competes with that of local private clubs. We have developed a membership base of over 3000 golfers and directly support five independent clubs based at our courses. In all respects, it is a very vibrant golf business.

With courses designed by the likes of Dr Alister MacKenzie, James Braid, Archie Simpson and the Hawtree family, we are focused on building a vibrant future for the city's golf courses on the foundations of an illustrious past.



Golf and Outdoor Services cont...

Course investment and maintenance are key to ensuring that we offer a positive and competitive experience to our Golf Aberdeen members.

We have invested over £500,000 in recent years to improve the standards of the courses, including extensive drainage works to the MacKenzie Championship Course.

In partnership with our grounds maintenance contractor, we ensure that our courses are maintained to a high standard, bringing innovation where we can and ensuring that we have comprehensive maintenance programmes in place.

Outdoor Services

We also manage a number of pitches and outdoor sports areas across Aberdeen, which includes facilities for football, rugby and cricket as well as lawn bowling. In May we partnered with Scottish Rugby Union to host the prestigious Saltire Energy Caledonia Cup youth finals day, something we will build on in 2023.



About the Role

It is rare in that an opportunity like this comes up!

It's a chance to work across all aspects of golf management without the demands of running a golf club, or being a green keeper!

It's an opportunity to broaden your management experience perhaps in a different part of the golfing industry. And you have the prospect of bringing your flair and passion for golf to the North East of Scotland in order to make a resounding impact.

In summary, this key management role in the company will be at the forefront of all aspects of a dynamic service, which encompasses;

- Ensuring that the company gets best value from its £1.0m p.a. Golf & Grounds Maintenance contractor, idverde
- Overseeing and monitoring the performance of our Green Keeping Teams at three golf complexes
- Managing the golf operations at our highly acclaimed 4 x 18 and 1 x 9 hole courses
- Managing 7 sport and recreation grounds (3G and grass pitches, cricket and other field sports)
- Leading and managing the operations team for golf and outdoor sport & recreation
- Interface with 5 long established independent golf clubs (associated with the golf courses)
- Serving over 3,000 Golf Aberdeen members and an extensive pay and play community
- Leading projects to improve the courses and manage investment
-and you get to play golf as part of your job.

About You

A golfer..... Absolutely!

You're a real team player for whom second best won't do. Diligence, commitment, professionalism, resourcefulness, enthusiasm are all taken as standard and of course, you'll be ethical, trustworthy etc etc.....it is all in the job specs and that's of course the ideal person. The truth is, your personality, sense of humour and ability to forge relationships, build consensus and lead others; both within and out with the company, are the main qualities we are seeking.

A good knowledge and understanding of fine turf and the regimes and treatments necessary to maintain them certainly is an advantage As is being able to take a fair but robust approach to contract and people management. Having a commercial focus, eye for detail and be able to work with others within Sport Aberdeen to help further develop the golf membership and product ticks more boxes.



About Aberdeen

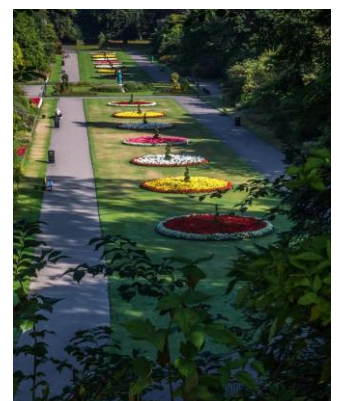
Situated in the North-East of Scotland and with a population of 250,000, Aberdeen is a balance of city life with access to a spectacular coastline and the highlands of Scotland.

It is a vibrant, cosmopolitan city with a heartbeat built around energy, as Europe's capital hub for oil and gas.

Its reputation is international and as such the culture pivots on modern galleries, museums and historic theatres, backed up by an excellent food, drink and hospitality sector.

The infrastructure reflects a modern city with ambitious plans for the future which include a £150m city centre and seafront master plan to drive regeneration and inward investment.....oh and not to forget some of the best golf courses in the United Kingdom!

Let's just say it's a great city to live, work and party in.



How to Apply



We have retained the services of CCL to assist us with this appointment.

Please send your C.V and Expression of Interest to **Kevin Fish** at recruitment@ccl.services. You will be asked to complete an on-line form at a later stage.

You must complete and Equal Opportunities and Criminal Conviction form. This will be sent to you.

Closing Date **Friday October 28th 2022 at 12.00**

First stage interviews will be held w/c **November 7th 2022** by video conference.

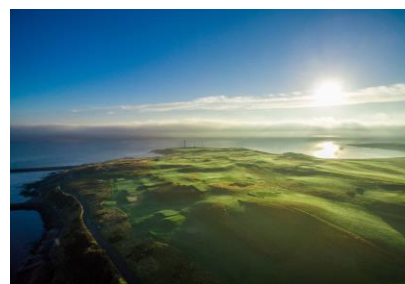
Second stage interviews will be held w/c **November 14th 2022** in Aberdeen City.

Employee Benefits Package

This salary commensurate with its responsibilities and expectations. As a guide, this will be up to £40,000.

Additional Benefits

Work/life balance	<ul style="list-style-type: none">Smarter working frameworks (family-friendly policies)Generous annual leave
Getting around	<ul style="list-style-type: none">Travel and subsistence policy
Money and investment	<ul style="list-style-type: none">Pension schemeIndependent financial adviceOnline retail discount scheme (Perks at Work)AVCs (where applicable)Death in service
Protection and insurance	<ul style="list-style-type: none">Life assurance schemeHealth cash plan
Healthy living	<ul style="list-style-type: none">Free gym membershipCycle to work schemeEmployee assistance programmeEmployee welfare (occupational health)



YOUR *Brand* of Choice

By providing value-for-money sport and physical activity opportunities that are accessible for all, providing high quality customer services.

YOUR *Provider* of Choice

By providing a flexible business model with the capacity for growth and diversification.

YOUR *Employer* of Choice

By providing an environment that successfully attracts, develops and retains talent.

YOUR *Partner* of Choice

By being trusted and highly regarded, with a reputation for delivering innovative, creative and joined-up solutions.



www.sportaberdeen.co.uk

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