



MIRAMONT

DIRECTOR OF AGRONOMY
Miramont Country Club
Bryan, Texas

Lead our Grounds Maintenance Team at Miramont Country Club and beyond!

Miramont Country Club, established by owner and founder Donald A. Adam, was envisioned as a premier destination for the Bryan-College Station community as a place of distinction, elegance and top-tier hospitality. Since its inception in 2005, the Club has garnered acclaim, recently being named the eleventh-best clubhouse in the nation and the best in Texas by *Club + Resort Business* magazine.

At the heart of Miramont lies our Robert Trent Jones II-designed golf course, featuring an 18-hole championship layout complemented by a 4-hole family course. Spanning 22 holes, our expansive course offers a unique challenge and experience for golfers of all levels.

We're seeking a visionary Director of Agronomy to lead and elevate our agronomic operations not only by shaping the future of our 22-hole Robert Trent Jones II golf course to the highest standards, but also by managing the landscapes of our surrounding Miramont Neighborhood streets and the American Momentum Plaza. In this expanded role, you'll oversee and inspire a dedicated team of 65 Grounds Maintenance professionals. Your leadership will set the tone for a first-class outdoor experience that members, residents and guests will enjoy every day.



CLUB FACTS AND FIGURES

- Located in Bryan–College Station, approximately 90 minutes from Houston and Austin.
- Robert Trent Jones II-designed 22-hole golf course (18 championship holes + 4-hole family course) featuring serene practice areas and a large putting green.
- European-style Clubhouse spans an impressive 93,000 sq ft, offering a full suite of luxury amenities such as a resort-style swimming pool, spacious event space, modern fitness and tennis facilities, two distinctive restaurants, locker rooms and 15 elegant overnight guest suites.
- 470 Members in all Categories
- 200 Full-time, Part-time and Seasonal Employees

ESSENTIAL JOB FUNCTIONS

Strategic Leadership & Planning

- Leads the development and execution of integrated landscape plans for the golf course, Miramont Clubhouse, neighborhood streetscapes and American Momentum Plaza grounds, ensuring cohesive aesthetics and functionality.
- Collaborates with the General Manager and Director of Golf to establish long-term goals and capital improvement plans, aligning landscape initiatives with organizational objectives.
- Prepares and oversees the annual agronomy budget, ensuring cost-effective operations while maintaining high-quality standards.
- Conducts regular site evaluations to inform and update landscape master plans, adapting to seasonal changes and emerging needs.
- Solicits bids, oversees contracts and coordinates work from external landscaping, irrigation, lighting or tree care vendors to ensure quality service delivery.
- Designs and implements seasonal planting schemes, including flowers, shrubs and ornamental trees, to enhance visual appeal throughout the year.
- Supervises operations of the on-site equipment repair shop to ensure effective system/maintenance equipment performance with the support of the Equipment Manager.
- Leads winterization and other ground projects to minimize failures and optimize efficiency.
- Forecasts and allocates labor, equipment and materials in coordination with aerification schedules, golf and clubhouse events and grounds support needs.
- Tracks expenditures, manages supply inventories and optimizes resource utilization to maintain operational efficiency.

Miramont Golf Course Maintenance

- Oversees all aspects of golf course maintenance, including turfgrass management, irrigation systems, drainage and landscaping, with support from the Golf Course Superintendent.
- Ensures the proper care of all turf areas, greens, tees, fairways, roughs and bunkers, utilizing best practices in agronomy.
- Implements Integrated Pest Management (IPM) strategies and maintain compliance with environmental regulations to protect turf health.
- Collaborates with golf course architects and consultants on turf-related aspects of course design and renovation projects.

Miramont Clubhouse Maintenance

- Oversees regular maintenance tasks such as mowing, trimming, edging, weeding, mulching and debris removal around the Clubhouse, pool, tennis courts, walkways and parking areas, with support from the Clubhouse Landscape Supervisor.
- Leads year-round landscape enhancements, including flower replacements, shrub pruning, edging beds and seasonal refreshes.
- Develops irrigation and watering system (incl. hand-watering) routines while monitoring drainage and conducting water system troubleshooting to maintain high-quality landscape appearance.

Miramont Neighborhood Streetscape Maintenance

- Oversees the maintenance of Miramont subdivision's common areas, entryways and streetscapes, leading the team with support from the Streetscape Superintendent.
- Ensures seasonal bedding designs and upgrades to enhance curb appeal, reflecting vibrant, well-maintained outdoor environments.
- Engages with residents, HOA personnel and home builders to ensure alignment with community goals and expectations.
- Implement improvement plans to elevate the aesthetic appeal of communal grounds, fostering a welcoming atmosphere.

American Momentum Plaza Maintenance

- Leads the development and refinement of comprehensive landscape plans for the Plaza's outdoor spaces, ensuring alignment with the Plaza's aesthetic vision and functional requirements.
- Oversees the design and installation of seasonal plantings, ensuring vibrant and sustainable displays that enhance the Plaza's visual appeal throughout the year.
- Monitors the landscape schedule, irrigation and equipment management to ensure optimal performance.
- Plans and executes landscape enhancements and small capital projects, including planting, hardscape repairs and seasonal installations to preserve and enhance the Plaza's visual appeal.

Team Leadership & Development

- Directs, mentors and manages multiple landscape crews, fostering a culture of accountability, safety and professional growth.
- Conducts regular training sessions on equipment operation, safety protocols and agronomic practices to ensure staff proficiency.
- Develops and enforces maintenance schedules and seasonal programs, including pruning, fertilization, irrigation timing and seasonal color changes.
- Promotes teamwork and high morale within the department, ensuring efficient and effective performance.
- Oversees maintenance and safe operation of all field equipment, enforces PPE use, spotter protocols and daily safety inspections to maintain a safe working environment.
- Approves weekly crew timesheets and payroll records to ensure accurate and timely compensation.
- Conducts annual performance reviews and administers disciplinary actions as needed to uphold departmental standards and promote team accountability.

Communication & Collaboration

- Serves as the primary liaison between the agronomy department and Club leadership, providing regular updates on course conditions and maintenance activities.
- Engage with members and Miramont homeowners to gather feedback and address concerns, ensuring a high level of satisfaction and fostering positive relationships.
- Coordinate with other departments to minimize disruptions and enhance the overall Club experience, promoting collaborative efforts.

Compliance & Recordkeeping

- Ensures compliant use and documentation of fertilizers, pesticides and chemicals in accordance with local, state and federal regulations.
- Ensures compliance with the Texas state's environmental laws (TCEQ compliance).
- Acts as primary contact for landscaping inquiries from members, Miramont homeowners, events team and vendors.
- Serves as primary contact for landscaping inquiries and manages records such as schedules and inspections for reporting to the General Manager, Ownership and appropriate personnel.
- Ensures all staff are trained and certified as required, including obtaining and renewing necessary licenses to meet regulatory standards.
- Conducts regular quality audits of field operations to verify adherence to landscape design specifications and upkeep standards, ensuring consistent quality across all properties.

JOB QUALIFICATIONS

- Bachelor's degree (or higher) in Agronomy, Turfgrass Management, Horticulture, Plant Science or a related field; an Associate degree will be considered with equivalent experience.
- Valid Texas Pesticide Applicator License, or the ability to obtain within 90 days.
- Golf Course Superintendent certification (CGCS) preferred but not required. Minimum of Class A status required.
- Minimum of 5 years of progressive leadership experience in golf course maintenance or large-scale grounds management, including supervisory responsibilities.
- In-depth expertise in warm-season turfgrass management, irrigation systems, Integrated Pest Management (IPM), drainage and turf reconstruction.
- Proven experience managing a variety of landscapes, including golf course features (greens, tees, fairways, bunkers), Clubhouse grounds, streetscapes and commercial properties.
- Prior experience in golf course renovations and/or irrigation renovations are preferred.
- Demonstrated success in budgeting, capital planning and cost control within agronomy or landscape operations.
- Strong leadership skills with the ability to recruit, train, mentor and develop a diverse team of full-time and seasonal staff (~65 employees).
- Excellent communication and interpersonal skills, with the ability to collaborate effectively with senior leadership, Club members, residents, staff and vendors.
- Highly organized and solutions-oriented, with strong problem-solving and operational management abilities.
- Comprehensive knowledge of pesticide safety, environmental regulations, and OSHA standards.
- Strategic thinker with a hands-on, detail-focused work ethic.
- Motivational leader who fosters teamwork, morale, and a culture of excellence.
- Calm and flexible under pressure; able to respond efficiently to operational challenges and time-sensitive issues.
- Proficient in both English and Spanish.
- Proficient in Microsoft Office Suite (PowerPoint, Excel, Word, Outlook).
- Strong follow-through to ensure Club goals and vision are achieved.
- Committed to maintaining high visibility and engagement with members and staff.

PHYSICAL REQUIREMENTS

- Ability to frequently stand, walk, bend, kneel, and lift up to 50 pounds while performing landscaping and maintenance duties.
- Capability to work outdoors in various weather conditions, including heat, cold, rain, and sun exposure.
- Ability to skillfully handle and oversee irrigation systems, machinery and equipment with sustained physical effort.
- Visual acuity to inspect landscape areas, identify issues and review detailed plans and reports.
- Ability to communicate effectively both verbally and in writing, including interaction with staff, vendors and members.
- Capacity to respond quickly and safely to emergencies or urgent operational needs.

Additional Information: This job description provides a general overview of the responsibilities and qualifications associated with the position and is not intended to be an exhaustive list of all duties, responsibilities, or requirements. Additional tasks may be assigned as needed. This description is subject to change at any time without prior notice.

Please note: To avoid any potential conflicts of interest, children or grandchildren of Miramont Country Club members are not eligible for employment at the Club.

SALARY & BENEFITS

Salary is commensurate with qualifications, education and experience. The Club offers an excellent benefits package.

INQUIRIES

Please e-mail your resume with references to: mcglothlin@miramont.cc.