

1350 Mountain Road
Thunder Bay, ON P7J 1C2
Ph: (807) 475-8925
Fax: (807) 473-812



Golf Course Superintendent

Fort William Golf & Country Club – Thunder Bay, Ontario

The Fort William Golf & Country Club is seeking an experienced and dedicated Golf Course Superintendent to oversee the maintenance of our historic facility. Recognized as Northwestern Ontario's premier golf destination, we are committed to delivering exceptional playing conditions and a memorable experience for our members and guests. Located in Thunder Bay, Ontario, the Club has a proud history dating back to 1923. Our 18-hole championship course is set at the base of the Nor'Wester Mountains, offering both beauty and challenge.

Position Overview

The Golf Course Superintendent is responsible for the overall maintenance, management, and care of the golf course grounds, related facilities, and equipment. The Golf Course Superintendent will ensure the highest standards of turfgrass management, course playability, and environmental stewardship. This is a full-time, year-round position with seasonal hours. It offers a unique opportunity at one of the region's most prestigious golf clubs.

Key Responsibilities

- Plan, supervise, and execute all golf course maintenance and agronomic programs.
- Manage turfgrass health, irrigation systems, machinery, fertilization, pest control, tree management, and course improvements.
- Oversee, manage, train, and motivate grounds crew staff.
- Prepare, present, and manage operating and capital budgets in consultation with the Board of Directors.
- Ensure compliance with health and safety regulations, environmental regulations, and the Club's Code of Conduct.
- Maintain equipment in collaboration with mechanics and suppliers.
- Collaborate with the General Manager, Head Golf Professional, and Greens Committee on long-range capital planning and daily operations.
- Oversee maintenance of club grounds, walkways, and all on-course infrastructure.
- Deliver consistent playing conditions that meet the standards of the Club.

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Why Join?

- Lead operations at a historic and respected Club with over 100 years of tradition.
- Opportunity to shape the next chapter of course excellence.
- Supportive Board and membership community.

Ideal Candidate

- Degree, diploma, or certificate in Turfgrass Management or related field.
- Minimum of 5 years of progressive experience as a golf course superintendent or assistant superintendent.
- Strong technical knowledge of turfgrass management in Northern Ontario climates.
- Valid Pesticide Applicator's Licence.
- Valid driver's license with a clean driving abstract.
- Certified in Integrated Pest Management (IPM) and chainsaw operation.
- Demonstrated leadership and staff management skills.
- Mechanical and operating experience.
- Proven ability to manage budgets, resources, and capital projects.
- Excellent communication and organizational skills.
- Certified member of the Canadian Golf Superintendents' Association (CGSA) or provincial chapter.

Compensation

A competitive compensation package, including benefits and continuing education support, commensurate with experience and qualifications, will be offered.

Application Process

Qualified candidates are encouraged to submit a detailed cover letter and resume to our General Manager at manager@fwcc.ca, with a copy sent to our Club President at president@fwcc.ca.

Application Deadline: October 14, 2025

Start Date – As Early as January 2026

We thank all applicants for their interest. However, only those selected for an interview will be contacted.

www.fwcc.ca