



Do's and Don'ts of the Interview Process

VGCSA

2IC/3IC/ Ground Staff Education Meeting

Club Mandalay 4th June 2019



Endeavour Turf Professionals Pty Ltd

Presented by

Jim Porter / Senior Turf Agronomist





Do's

“It's all about you, your achievements and suitability for the role and organisation”

Be prepared

- course walk and report, discussion with incumbent super and manager, portfolio.

Presentation

- be confident, appearance, engaging, body language.

Know the panel and organisation

- research budgets, staffing.

Tell your story

- achievements and interests outside of work, community involvement, leadership.

Stand out from the crowd, know your opposition

- enthusiasm and passion, initiative, resourcefulness, EQ.

Practice

- expect the unexpected.

Dont's

Bull....

Waffle

- be concise and to the point.

Have all the answers

- be willing to listen, reflective and show preparedness to use networks.

Body language

- Its ok to be nervous.



The STANDARD questions!

1. What is your knowledge of our course and club?

- history, finances, website.
- staffing, grassing policy.

1. Have you had a look at the course?

- where can we improve, what is our greatest challenge(s).
- any thoughts on how to implement improvements.

2. What experience do you have in.....?

- tournaments, couch, *Poa annua* control.

3. Why have you applied for this position?

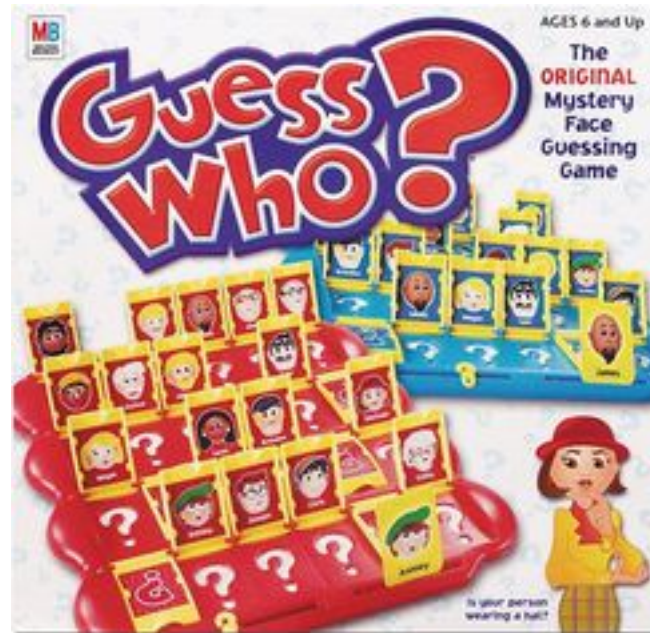
The REAL questions!

1. **Tell us about yourself**
 - what drives and inspires you.
2. **Have you experience in changing workplace culture?**
 - conflict resolution.
3. **What makes a really good leader in a role such as this?**
 - resourceful, analytical, proactive, empathy, self awareness, managing interpersonal relationships, communicator, business acumen.
4. **What are you strength and weaknesses?**
 - adaptable, resilient, driven and motivated.
5. **How do you motivate staff?**
 - leading by example, fair but firm, consistent, passion.
6. **Course Presentation - perhaps you might tell us about your philosophy on this matter.**

Offer solutions and examples



Some successful, recent examples





WHO AM I



PROPERTY



RUNNER

Details of project successes and experience

During my time at [redacted] Golf Club and then at [redacted] Golf Club, many projects and events have been completed successfully and to the highest standard. Throughout this time I have been in a senior position both as Assistant Superintendent and Course Superintendent. I have played a major role in the planning and execution of these projects and events.





Greens surface preparation



Greens establishment hydro-seed mulch



Organic matter removal



Greens turf laying

I have planned, managed and executed greens construction and establishment of cool season grasses from both seed and turf. At Royal Melbourne alongside the Course Superintendent I assisted in management of and implementation of the greens replacement program and irrigation upgrade of all greens and surrounds. This experience has then helped me successfully manage the current greens replacement program at Woodlands Golf Club to replace the old bentgrass and *Poa* greens with Mackenzie creeping bentgrass. In my three years at Woodlands we have replaced twelve greens and surrounds. Four greens are being replaced per growing season and are being re-introduced back in to play after three months.



Good Luck!

Thankyou



Endeavour Turf Professionals Pty Ltd

Presented by
Jim Porter / Senior Turf Agronomist