



Position: Lead Associate Golf Professional

Facility: Richmond Country Club

Location: Richmond BC

Close Date: October 4th, 2026

The Richmond Country Club is searching for an enthusiastic, sincere, and authentic leader who is passionate about hospitality in a Country Club setting where it offers a fun, energetic and social environment, prioritizing teamwork and professionalism.

The RCC family value each other and truly believe that every individual's contribution can make a positive and impactful difference to their esteemed members and colleagues.

Providing members with a family-friendly experience that exceeds expectations while building life-long memories and relationships



More about Richmond BC

Richmond, BC is a highly desirable place to live, offering a unique blend of vibrant urban living, world-class culinary experiences, and exceptional natural beauty. Located just south of Vancouver on Lulu Island, it is a culturally diverse community known for its safety, convenience, and high quality of life.

It offers the sense of a smaller community within minutes of one of the world's best known cities. The airport is steps away and downtown Vancouver is only 15 minutes via the Canada Line skytrain.

The Country Club is located in south Richmond near the Steveston Village, a historic, picturesque seaside neighborhood known for its rich maritime heritage, active fishing fleet, and charming small-town atmosphere.

Richmond alone has close to 250,000 residents and offers all of the amenities that anyone would need including world class dining options. While Richmond is still an expensive real estate market relative to the rest of Canada, it offers noticeable savings when compared directly to Vancouver—especially when looking at housing, groceries, and dining out.



More about the Club:

The Club was founded on the principle that no member would be denied admission because of their race, colour or creed. While having undergone many transformations since the founding of 1958, the spirit of inclusion remains a core value.

The Club is unique among Lower Mainland golf and athletic clubs – the only one to offer golf, tennis, aquatics, athletics and social programming for families and members of all ages.

The clubhouse features updated restaurants, an outdoor patio and dining facility, a well-equipped fitness and yoga studio, pickleball/badminton courts, an expansive heated pool, and separate lounges for adults and children. They have recently invested more than \$2-million to improve the golf course and provide eight year-round tennis courts.

The 6800 yard, par 72 A.V. Macan designed course is one of BC's premiere golf venues. It is known for its tree lined fairways, well-positioned bunkers, and its signature raised, undulating greens.

Lead Associate Golf Professional – Roles & Responsibilities

Richmond Country Club (RCC) is seeking a PGA of Canada Lead Associate Golf Professional as a full-time, onsite, salaried staff member. Reporting to the Head Golf Professional Graham Ogden, this position acts as the second-in-charge of the Golf Operations team, supporting the day-to-day operations of the Golf Shop and ensuring an exceptional member and guest experience. This role blends hands-on golf operations with leadership and mentorship, offering a balance of execution and strategic responsibilities between the Assistant Golf Professional and Head Golf Professional positions.

It is ideal for a motivated, high-performing professional who wants to develop their leadership and management skills, contribute to program development and service excellence, and grow toward a future Head Golf Professional role.

This role calls for an authentic leader who demonstrates integrity, professionalism, and a strong work ethic while upholding RCC's service standards and culture with warmth and care.

The Lead Associate Golf Professional's main duties involve:

Leadership & Team Development

- Support the Head Golf Professional in leading, coaching, and mentoring the Golf Operations team, including Assistant Professionals and seasonal staff.
- Act as the primary shift leader, ensuring service standards and the "Club Experience" are consistently delivered.
- Provide training, guidance, and ongoing feedback to team members to elevate performance and engagement.
- Foster a positive, collaborative, and high-performing team environment.

Golf Operations & Member Experience

- Oversee and support daily golf operations, including tee sheet management, staff scheduling, budgeting, pace of play, and practice facility operations.
- Deliver exceptional, personalized service to members and their guests, building strong relationships across the membership.
- Actively participate in and support Men's, Ladies', Junior, and club event programming.
- Step in to lead operations in the absence of the Head Golf Professional as required.

Programming & Instruction

- Assist in the development and execution of instructional programs, clinics, and coaching initiatives.
- Provide private and group lessons to members of all ages and abilities.
- Support club fitting services and minor club repair.

Retail & Merchandising

- Play a lead role in Golf Shop operations, including merchandising, inventory support, and sales performance.
- Assist in executing retail strategies, promotions, and product selection aligned with member preferences.

Administration & Systems

- Support the use and optimization of golf operations systems (e.g., tee sheets, tournament software, retail systems).
- Assist with event coordination, tournament execution, and operational planning.
- Creating and communicating a monthly Golf Shop schedule within the budget.
- Contribute to effective communication across departments and with club members.

Club Engagement & Culture

- Required to attend all major events included but not limited to: Men's and Women's Opening and Closing Days, Men's and Women's Member Guest Events, Men's Night's, Club Championship and Outside Events.
- Uphold and model the Club's values, service standards, and traditions.
- Represent the Golf Operations team in a professional and engaging manner.
- Participate in select committees or meetings as appropriate.

Desired Candidate Profile:

- PGA of Canada Member in good standing.
- A sincere passion for Golf (the People, the Business and the Game).
- Progressive experience in golf operations, preferably within a private club environment.
- Demonstrated leadership ability with experience mentoring or supervising team members.
- Strong understanding of golf operations, programming, and member service excellence.
- Experience with retail merchandising and sales is an asset.
- Proficiency with golf operation systems and technology is an asset.
- High standards of organization and time efficiency in a fast-paced operation.
- A keen and continuous learner.
- Adding your unique sense of quality and work ethic.
- Exceptional communication skills.
- Having a positive, energetic, and friendly persona

Compensation & Benefits

- Compensation: \$75,000 to \$80,000 CAD per year dependent on experience and qualifications
- 90% of lesson revenue; professionals are able to teach a one-hour lesson on scheduled shop time
- Hours of Work: Full-time, 40 hours per week, flexible shifts
- Flexibility Required: Flexible to work weekends and holidays, and during league and social golf events

Benefits:

- PGA of Canada dues paid upon return for 2027 season
- Equipment allowance: Approximately \$3,000 per year
- Clothing allowance: \$500 per year
- Education allowance: \$500 per year
- Tournament allowance: \$500 per year
- Comprehensive Health Benefits Plan- including Life Insurance, AD&D, Extended Health and Dental
- Staff meal plan
- Group RRSP contribution, with company match
- 2 weeks paid vacation days per year (maximum of 1 week vacation in summer)
- Use of the golf course and gym (subject to off-peak hours)

- Merchandise discount in the Golf Pro shop
- Employee Sports events such as Golf, Tennis and athletic tournaments

How to apply

FG Club Solutions is assisting in the search for the next Lead Associate. Please go to www.fgclubsolutions.ca/argc to view the dedicated webpage and apply online. Any additional inquiries can be made by contacting lead recruiters Scott Kolb, at scott@vbgolf.ca or Charles Lorimer at Charles@freshgolf.ca

We appreciate all candidates who apply for this position; though only those selected for an interview will be contacted.

