

Javier Darío Schaab

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Citizen - US B1 Visa

currently in the advanced process to achieve European Citizenship | secured documentation to work in Peru

HIGHLY ORGANIZED | STRONG ATTENTION TO DETAIL | CLIENT-FOCUSED | WELL-ROUNDED CAREER PROFILE

- ❖ ·Versatile and global golf course management professional with 20+ years of industry experience at world-class organizations across South and North America seeking an opportunity to immerse myself in a new culture and employ my agronomic and leadership strengths at a prestigious organization to drive success
- ❖ ·Exceptional turf management skills and ability to apply necessary cultural practices to optimize turf health and aesthetics in challenging environments and/or with limited resources; highly adaptable and solution-focused; experienced in warm and cool season grasses
- ❖ ·Dynamic and hands-on leader who leads by example and strives to develop highly motivated teams who always deliver exceptional customer service; values individuality and capitalizes on unique strengths to optimize output
- ❖ ·Excellent communication skills and ability to establish strong relationships with all constituents; Bilingual - English and Spanish; experienced in public speaking and presenting to staff, leadership, members, and industry professionals . I speak english and Spanish.
- ❖ ·Forward-thinking and skilled at short- and long-term planning and budget management; continually seeks ways to improve the player experience while being cognizant of funds and resources to ensure the bottom line is met

- ❖ ·Dedication to excellence with the ability to make enhancements that take a course from good to great **LEADERSHIP & MANAGEMENT EXPERIENCE**

FOUNDER | TURFES.COM | January 2014 – Present

Web-based educational platform and community for Spanish-speaking Golf Course Superintendents to provide consulting services, support, and educational content related to golf course maintenance and construction.

- Serve as a consultant and mentor to ~600 members and teach golf course management topics
- Coordinate webinars offered by partner companies to provide relevant and up-to-date content to enhance members' knowledge and skills

GOLF COURSE SUPERINTENDENT | COUNTRY CLUB VILLA, Lima, Peru | Jul 2013 – March 21.

18-hole, semi-private course, three putting greens, and a practice area; Sealsle 2000 Paspalum; annual budget of \$1 million and crew of 52.

Effectively lead and delegate a large team across challenging course environment due to high salinity levels in water, high clay percentage in soil, cloudy weather, and outdated irrigation system. Meticulously develop and oversee \$1 million budget and allocate labor and resources to achieve high-quality course conditions while adhering to the bottom line.

- - Establish strong relationships with crew members by conducting personal interviews with each individual to fully understand their strengths, skills, motivations, and unique situations to develop strong work groups and maximize output
- - Developed training and procedural brochures to ensure proper follow through on all tasks such as irrigation, cutting of grass, chemical application, and topdressing to encourage high-quality course conditioning
- - Initiated upgrade to new Toro irrigation system in three sequential steps working through 6 holes at a time; update will result in significant irrigation and labor efficiencies
- - Regularly communicate with and present to the Committee of Golf to provide transparency, course updates, demonstration of needs, and project proposals in hopes of receiving approval
- - Strategically and incrementally replace Paspalum grass and enhance drainage to combat difficult growing conditions associated with high levels of salt and clay

GOLF COURSE MANAGER | LAS HADAS GOLF RESORT, Manzanillo, Colima, México | Aug 2012 – Mar 2013

18-hole resort course designed by Pete and Roy Dye; \$400,000 operating budget and crew of 40.

Successfully directed and trained team to deliver pristine conditions on small budget and regularly prepared course for tournaments.

- Increased overall golf course revenue by 15% by providing a friendly and welcoming environment and delivering exceptional customer service through sales of golf memberships, secured green fees, rentals of golf equipment, and producing consistent greens with good speed
- Initiated and developed marketing policy and regularly participated in public speaking to train staff members and share necessary updates with constituents

GOLF COURSE SUPERINTENDENT | SAN ANTONIO HILLS GOLF COURSE, Mazatlán, Sinaloa, Mexico | Jan 2010 – Aug 2012

18-hole, private, links-style golf course within a residential development; crew of 25. Managed daily operations with a keen eye for detail and a highly motivated staff within the golf course maintenance department, which included landscape design. Developed and maintained annual budget including technical purchases and construction oversight.

- Led construction of new greens, tees, and grassing

ASST. GOLF COURSE SUPERINTENDENT | PALMILLA GOLF RESORT, Baja California, Mexico | Apr 2008 – Jan 2010
TROON GOLF & CLUB MANAGEMENT

27-hole resort course—the first Jack Nicklaus Golf Course outside the United States; annual budget of \$2+ million and crew of 63.

PALMILLA GOLF RESORT (continued)

Supported golf course superintendent in performing all nuances of course maintenance including comprehensive operations and daily set-up, projected both short and long-term budgets, and managed personnel scheduling, supervision, and evaluation.

- Maintained accessibility and visibility for golfers; regularly engaged in conversations and provided explanation of course matters assuring exceptional customer service
 - Adhered to a people-centered leadership model; provided quality training and fostered a team environment to maximize productivity
- GOLF COURSE SUPERINTENDENT | PRADERAS DE LUJAN GOLF COURSE, Lujan, Argentina | Apr 2004 – Mar 2006** *27-hole, semi-private golf course and 5 polo fields with Bentgrass greens: praderaslujan.com.ar.* Effectively maintained Bentgrass in the Transition Zone and overcame challenges such as dry spots and disease associated with heat in the summer and wet conditions in the rainy season.

**GARDEN DEPARTMENT MANAGER | HOME DEPOT ARGENTINA SRL,
Buenos Aires, Argentina | Mar 2000 – Mar 2004**

Managed stock, rotation, sales, inventory, and customer service and led a team of 50 people. Hired and trained new employees with a focus on motivating them to succeed.

- - Served as a trainer for 2 months at Santiago de Chile Home Depot Store and aided in 4 new store openings in Argentina and Chile
- - Demonstrated high customer service performance and passed that attribute onto team members resulting in secured sales and satisfied customers
- - Identified the most efficient and effective ways to complete assignments and exceed customers' expectations

- - Effectively merchandised and exhibited products to maximize sales

ASST. GOLF COURSE SUPERINTENDENT | SAN MARTIN GOLF COURSE, Buenos Aires, Argentina | Jun 1996 – Feb 2000

18-hole golf course with Bentgrass greens; operating budget of \$400,000 with additional funds for capital projects and crew of 20.

Scheduled and delegated daily assignments for crew; motivated them to maintain the highest standards. Conducted personnel management including hiring, training, and evaluating. Projected, analyzed, and amended short- and long-term budgets based on priorities and needs.

- - Effectively coordinated with event coordinators, academy staff, and consultants to meet client expectations and achieve common goals
- - Delivered exceptional customer service by engaging in conversations and establishing relationships with players
- - Applied overseeding

INTERNSHIPS

GOLF COURSE MANAGEMENT PROGRAM | THE OHIO STATE UNIVERSITY, Columbus, OH, USA | Apr 2006 – Apr 2008

2-year trainee program that prepares professionals for a successful career in the golf industry via internships at prestigious courses in the United States: pso.cfaes.ohio-state.edu/.

INTERN (OSU) | WESTCHESTER COUNTRY CLUB, Rye, New York, USA | Apr 2007 – Apr 2008

Host to the Barclay Classic PGA Tournament and other notable PGA events:

barclaysclassic.com.

Accrued strong foundational skills and knowledge of effective cultural practices at one of the most prestigious golf courses in the world.

INTERN (OSU) | FRENCHMAN'S CREEK GOLF COURSE, Palm Beach Gardens, Florida, USA | Apr 2006 – Apr 2007

Two, 18-hole, championship golf courses: The North by Jim Fazio and The South by Robert Cupp: frenchmancreek.com.

Developed spray technician knowledge and skills through accurately applying agrochemicals on greens, tees, and fairways.

INTERN | ARGENTINE GOLF CLUB, Buenos Aires, Argentina | 1998

Performed golf course maintenance assignments.

INTERN | PILAR GOLF CLUB, Buenos Aires, Argentina | 1997

Applied agrochemicals on the golf greens, tees, and fairways. Operated machines to mow greens, fairways, and rough. **PROFESSIONAL**

INVOLVEMENT

Golf Course Superintendents Association of America, Class A Status (in progress)

- Attend GIS each year and participated in the GCSAA Show in 2007, 2008, and 2010

Golf Course Superintendents Association of Argentina, Certified Member

Speaker for Golf Course Superintendent Events: Bogota City, Columbia, July 5-6, 2016, organized by Columbian Federation of Golf; Cancun City, Mexico, organized by the Mexican Golf Course Superintendents Association; GIS, San Diego, CA, 2019

EDUCATION

Master of Organizational Coaching | Salvador University, Buenos Aires, Argentina (in progress)

Agronomy Engineer Degree | Salvador University, Buenos Aires, Argentina

Florihorticulture and Gardening Technical Degree | Florihorticulture and Gardening School, Buenos Aires, Argentina