



**OLIPHANT GOLF
MANAGEMENT**

2024

INTERNSHIP Opportunities

INTRODUCTION

Oliphant Golf Management (OGM) is an industry-leading golf course development, construction, and management company based in Plover, Wisconsin. Founded in 1996, the company has completed award-winning new construction and managed golf course projects at some of the most highly regarded golf clubs and new golf course developments across the country.

Oliphant Golf Management delivers transformational change by creating extraordinary golf experiences through design, maintenance, and hospitality. Our recruitment process for interns is designed to find and nurture the next generation of leaders in the golf industry. We are thrilled to offer an array of opportunities across the Midwest and Northeast United States for those seeking careers in the golf industry. At OGM, we offer exceptional golf experiences, ensure business success for our partners, and promote a passion for golf course architecture and agronomy. We strongly believe in the importance of continuing education and training for our teams and interns, as they will play a crucial role in shaping the future of the golf industry. As such, our internship program is about gaining practical on-the-job experience and providing opportunities for future job placements.



INTERNSHIPS AVAILABLE

GOLF COURSE MAINTENANCE

For those interested in a career in the Golf Maintenance industry, an internship at an OGM property offers the opportunity to implement classroom learning in a real-world setting. OGM's exceptional standards in course excellence will equip interns with insights into the tasks at hand and the detailed attention needed to deliver outstanding golf conditioning and experiences for all golfers. Under the guidance of OGM's industry-leading Superintendents and Assistant Superintendents, interns will execute daily golf course maintenance practices, while gaining experience in equipment operation, fertilizer and chemical application, and small group project management. The internship program at OGM provides students with the knowledge, experience, and professional development necessary to begin a successful career in golf course/turf management.

FOOD & BEVERAGE OPERATIONS

For those interested in a career in the Food and Beverage Service industry, our F&B Operations internship offers the opportunity to practice the understanding of the industry in a real-world setting. OGM's high standard of excellence will provide interns with a familiarity with the personability and detailed focus required to produce a top-notch customer experience daily. Under the guidance of our properties' management teams, interns will execute daily restaurant practices, while gaining experience in safe, responsible food and alcohol service, customer service, and golf-related food operations both on and off the course. This internship program provides students with the knowledge, experience, and professional development necessary to begin a successful career in Food & Beverage Operations.

GOLF OPERATIONS

For those interested in a career in PGA/Golf Management, our Golf Operations internship offers the opportunity to gain valuable hands-on experience with Oliphant Golf Management properties. As a Golf Operations Intern, you will immerse yourself in a comprehensive learning experience, acquiring key skills in excellent golf shop management, outside operations, coordinating tournaments, managing tee sheets, and mastering the art of merchandising. This internship program provides prospective PGM students with the knowledge, experience, and professional development necessary to begin a successful career in Golf Operations.

SKILLS & EXPERIENCE

GOLF COURSE MAINTENANCE

The skills and experiences gained by interns will not only fulfill institutional obligations but propel students onto successful career tracks. The learning experience is tailored for each intern to align with their specific career goals. Interns can expect to work hard as they gain hands-on experience and knowledge that simply cannot be replicated in the classroom setting.

Daily Course Preparations

- Mowing
- Bunker Maintenance
- Equipment Operation
- Course Setup
- Tournament Preparation/Setup

Turf Grass

- Fertilizer/Pesticide Application/Calibration/Record Keeping
- Disease, Insect and Weed Identification
- Pond Management
- Irrigation Operation/Repair/Record Keeping
- Tree Trimming/Removal

Management & Budgeting

- Project/Employee Management: Lawsonia's ongoing bunker restoration will give interns an opportunity to gain hands-on experience in golf course construction.
- Shop/Equipment Maintenance: Interns will get hands-on experience setting up reel mowers and performing routine maintenance.
- Time/Resource Budgeting
- Safety Planning/Implementation: Interns will lead and participate in weekly safety meetings.
- Golf Shop/Team Communication

Special Projects

- Various Construction Projects
- Bunker Restoration Work
- Aeration

Professional Development

- Off-site field trips to other OGM properties to see special construction and maintenance projects in action.
- Attendance to OGM company superintendent meetings, gaining experience within the structure of a national golf management company.
- Interns will discuss career goals and learn networking skills from Superintendents, Assistant Superintendents, and Regional Managers within Oliphant Golf Management.
- Hands-on internship experience at a top 100 golf course.
- OGM can assist interns with job placement after graduation through recommendations and potential placements at affiliated courses.

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Daily Restaurant

Prep/Readiness/Closing

- Cleanliness and sanitation
- Stocking and rotation
- Cash counting and reconciliation proficiency
- Food handling and preparation ei. beverage garnish prep
- Food safety, ie. proper temperatures for safe service
- Teamwork
- Organization

Customer Service (Relations, Guest Satisfaction)

- Sequence of Service (Greeting and engagement)
- Building customer relationships
- Attentiveness
- Order taking
- Anticipation of customer needs
- Use of Point of Sale software and troubleshooting
- Handling customer complaints
- Suggestive selling, upselling (Salesmanship)
- Promoting specials
- Mental math
- Follow up

Special Events

- Coordination
- Banquet event order development
- Day of setup
- Execution

Management & Budgeting

- Manage food cost control, beverage cost control, budgeting, inventory
- Menu planning, development and creation
- Project/Employee Management
- Restaurant/Pub Maintenance: Interns will get hands-on experience with kitchen equipment, service techniques, Point of Sale troubleshooting, and draft beer system performance and routine maintenance.
- Time/Resource Budgeting: scheduling, forecasting, labor planning
- Weekly Planning/Initiative Execution: Interns will lead and participate in weekly planning meetings.
- Front and Back of House Team Communication

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Golf Shop Experience

- Immerse yourself in the day-to-day operations of a golf shop.
- Hone your customer service skills while assisting golfers with their needs.
- Learn inventory management and effective merchandising techniques.

Outside Operations

- Collaborate with the outside operations team to ensure a seamless golfing experience.
- Contribute to the coordination of essential activities, including bag drop, cart management, and practice facilities.

Tournament Management

- Take an active role in planning and executing golf tournaments and events.
- Assist with logistics, player registration, scoring, and overall tournament coordination.

Tee Sheet Management

- Gain hands-on experience managing tee sheets and player reservations.
- Assist in optimizing tee time allocation and address customer inquiries related to tee time bookings.
- Learn to use golf management software to streamline operations.

Merchandising

- Participate in selecting and displaying golf merchandise to enhance the shopping experience.
- Understand effective merchandising strategies to maximize sales and aesthetics.
- Collaborate with vendors and assist in the procurement of golf-related products.

Other Benefits

- Hands-on internship experience at a top regional golf courses.
- OGM can assist interns with job placement after graduation through recommendations and potential placements at affiliated courses.

WHAT TO KNOW

INTERN QUALITIES

All team members are held to the highest professional standards.

Teamwork Mentality: Our team depends upon all members working in lockstep to achieve the desired outcomes for our golf course. The success of the team directly impacts our individual professional successes and vice-versa.

Urgency of the Day: By nature, we are a hard-working company in an industry that requires the realization that each day of the growing/golfing season is an urgent opportunity. The most successful interns will embrace that work ethic.

Results-Oriented: This industry demands that golf course conditions drive our team's daily efforts.

Friendly, Confident Professionalism: We expect all team members to respect each other and our guests and to exhibit professionalism at all times. In order to provide our guests and employees with a fun golf atmosphere, we value the importance of a friendly demeanor in all of our team members.

COMPENSATION & BENEFITS

- \$13-\$18/hour depending on the level of skills and experience
- On-site housing or stipend available
- Meal plan provided
- Expansive golfing opportunities (on-site facility and OGM-affiliated courses)
- Paid Seminar Attendance, State and National Level
- Industry Networking
- Job Placement and Advisement, including routine job satisfaction meetings with OGM Regional Manager of Agronomy

2024 INTERNSHIP OFFERINGS

The Golf Courses of Lawsonia (Green Lake, WI)

Lake Arrowhead Golf Course (Nekoosa, WI)

Nakoma Golf Club (Madison, WI)

Trapper's Turn Golf Club (Wisconsin Dells, WI)

Pocono Manor Golf Course (Pocono Manor, PA)

Bullseye Golf Club (Wisconsin Rapids, WI)

The Course at Aberdeen (Valparaiso, IN)



THE GOLF COURSES OF

LAWSONIA



THE GOLF COURSES OF LAWSONIA

W2615 S. Valley View Drive, Green Lake, WI 54941

CONTACT INFO

Golf or F&B Operations:

Justin Fox, Regional Manager - jfox@oliphantcompanies.com

Golf Course Maintenance:

Tom Stem, Regional Manager, Agronomy - tstem@oliphantcompanies.com

DESCRIPTION OF CLUB

Located in Green Lake, Wisconsin, the Golf Courses of Lawsonia is a public 36-hole destination property offering two golf courses - the Links and Woodlands. Lawsonia's two contrasting layouts host over 40,000 rounds annually including numerous WPGA and WSGA tournament events. William Langford and Theodore Moreau's renowned Scottish-inspired Links course is currently ranked #79 on Golf Magazine's 2022-23 list of Top 100 Courses in the U.S. and is annually ranked as one of the best courses in the state. On the other side of the property, the Woodlands course offers lake views with scenic parkland golf enclosed by forests of mature hardwoods and abundant wildlife. Both courses feature immaculate playing conditions and uncommon golf course architecture, setting Lawsonia apart from other golf properties. Additional amenities include a practice range, putting green, on-site accommodations, and Langford's Pub - the full-service bar and restaurant located inside the clubhouse. Outside of the Lawsonia property, the shores of Green Lake - Wisconsin's deepest inland lake - attract fishermen, boat enthusiasts, and nature lovers for year-round outdoor recreation.

INTERNSHIPS AVAILABLE

- Golf Operations (see pages 5-6 for details and internship specifics)
- Golf Course Maintenance (see pages 3, 6 for details and internship specifics)
- Food and Beverage Operations (see pages 4, 6 for details and internship specifics)



LAKE ARROWHEAD GOLF COURSE

1195 Apache Lane, Nekoosa, WI 54457

CONTACT INFO

Golf Course Maintenance:

Tom Stem, Regional Manager, Agronomy - tstem@oliphantcompanies.com

DESCRIPTION OF CLUB

Nestled in the heart of central Wisconsin, Lake Arrowhead Association (LAA) is a 2,000-member homeowner's association where members, families, guests and the community enjoy our spectacular facilities throughout the year. Lake Arrowhead is a diverse community boasting two of the Midwest's best public, award-winning golf courses (the 'Lakes' and the 'Pines'), a 300-acre lake, and beautiful amenities that so many call home.

Golf Digest has given both the Pines and Lakes courses 4 ½ stars in their "places to play" rankings, placing two championship courses on one property. Both courses, which are open to the public, offer golfers of every skill level plenty of challenges and enjoyment.

Defined by sandy soil, plentiful pine forests and scrubby oaks, the Lakes and the Pines are the heart of our 2,500-acre, member-owned development. Each course winds through mature oaks and Norway pines in a one-of-a-kind, Lakeland setting. Both feature bent grass fairways, tees and greens, sculpted bunkers, natural sand waste areas, breathtaking water hazards, and large, contoured, undulated greens. With this unique blend of features, the Lakes and the Pines are touted as two of the premier facilities in the Midwest.

INTERNSHIPS AVAILABLE

- Golf Course Maintenance (see pages 3, 6 for details and internship specifics)



NAKOMA GOLF CLUB

4145 Country Club Road, Madison, WI 53711

CONTACT INFO

Golf or F&B Operations:

Justin Fox, Regional Manager - jfox@oliphantcompanies.com

Golf Course Maintenance:

Tom Stem, Regional Manager, Agronomy - tstem@oliphantcompanies.com

DESCRIPTION OF CLUB

Located on the west side of Madison bordering the University of Wisconsin's Arboretum, Nakoma is the only private country club within the Madison city limits. The 18-hole Thomas Bendelow-designed golf course is home to local golf legends Andy North and Sherri Steinhauer. The club features 4 hard surface tennis courts and a regulation-size swimming pool. In addition to golf, tennis, and pool activities, Nakoma's members, enjoy both casual and fine dining, as well as numerous social activities throughout each year.

INTERNSHIPS AVAILABLE

- Golf Operations (see pages 5-6 for details and internship specifics)
- Golf Course Maintenance (see pages 1-2 for details and internship specifics)
- Food and Beverage Operations (see pages 3-4 for details and internship specifics)



TRAPPERS TURN GOLF CLUB

2955 Wisconsin Dells Parkway, Wisconsin Dells, WI53965

CONTACT INFO

Golf Course Maintenance:

Tom Stem, Regional Manager, Agronomy - tstem@oliphantcompanies.com

DESCRIPTION OF CLUB

Located in Wisconsin Dells, WI, Trappers Turn Golf Club offers 27 holes of championship golf and a 12 hole Par-3 course. The spring of 1991 marked the birth of Trappers Turn Golf Club. Two-time U.S. Open Champion Andy North and renowned golf course designer Roger Packard have created what many consider the ultimate golf course. North and Packard masterfully molded a layout to compliment the surrounding land features, in an area carved by glaciers. The beauty of the Wisconsin Dells countryside provides a beautiful backdrop to a uniquely challenging and scenic golf design.

In 1998, construction began on the Arbor nine as well as reconstruction of the first three holes of the original 18 layout. Trappers Turn Golf Club was proud to present the Lake, Canyon, and Arbor nines in 2000. The 27 hole facility allows guests to choose between Scottish flair, traditional tree-lined fairways and holes compatible with the natural canyon beauty.

In the fall of 2019, construction of 12 North began and continued through 2020. Once again Andy North came forth and teamed up with Craig Haltom from Oliphant Haltom Golf and designed and constructed a one-of-a-kind Par-3 course with holes ranging from 50-120 yards.

OGM has completed the following construction projects at Trappers Turn:
2016: Greenside Bunker Renovation - 2017: Fairway Bunker Renovation
2019/2020: 12 North Par-3 Course - 2020: 36,000 sq ft Putting Green/Putting Course
2022: Driving Range Tee Resurfacing and Reseeding

INTERNSHIPS AVAILABLE

- Golf Course Maintenance (see pages 1-2 for details and internship specifics)



POCONO MANOR GOLF COURSE

395 Manor Drive, Pocono Manor, PA 18349

CONTACT INFO

Golf or F&B Operations:

Justin Fox, Regional Manager - jfox@oliphantcompanies.com

Golf Course Maintenance:

Tom Stem, Regional Manager, Agronomy - tstem@oliphantcompanies.com

DESCRIPTION OF CLUB

Located in The Pocono Mountains, PA, Pocono Manor Golf Course is a historic 1910s golf course combining the work of two famous and influential golf course designers from the early 20th century. In 1912 the original 9 hole track opened featuring a Donald Ross design. William Flynn designed an additional 10 holes on the property and the course opened the current 18 hole routing in the early 1920s.

For over 100 years the facility has hosted golfers ranging from vacationers and local enthusiasts to touring professionals. Art Wall Jr. famously won the 1959 Masters along with numerous other professional tournaments while playing as Pocono Manor's touring professional through the 1950s, 60s and 70s. He and his son Greg Wall have hosted outings at Pocono Manor featuring tour professionals, Arnold Palmer, Sam Snead, and Tommy Bolt among many others. In recent years OGM has revitalized course conditions and made impactful improvements including green rebuilds and expansions and tree work and drainage projects.

Currently offering the best golf conditions in its storied history, Pocono Manor Golf Course is a regional destination for golf history lovers and players of all abilities.

INTERNSHIPS AVAILABLE

- Golf Operations (see pages 5-6 for details and internship specifics)
- Golf Course Maintenance (see pages 1-2 for details and internship specifics)
- Food and Beverage Operations (see pages 3-4 for details and internship specifics)



BULLSEYE
GOLF CLUB

BULLSEYE GOLF CLUB

2800 Ridgewood Trail, Wisconsin Rapids, WI 54494

CONTACT INFO

Golf or F&B Operations:

Justin Fox, Regional Manager - jfox@oliphantcompanies.com

Golf Course Maintenance:

Tom Stem, Regional Manager, Agronomy - tstem@oliphantcompanies.com

DESCRIPTION OF CLUB

Bullseye Golf Club, situated in the heart of Wisconsin Rapids, boasts an 18-hole golf course, a restaurant, and a banquet facility. Originally established in 1922 as a member-owned country club, Bullseye is now excited to extend its offerings to the public. The Restaurant at Bullseye provides a complete dining experience with a full-service bar and a menu featuring classic Midwest favorites, including the renowned Friday Fish Fry and other weekly specials. Overlooking the Wisconsin River, the dining room and banquet hall can host up to 220 guests for private and social events.

Managed by the acclaimed Oliphant Golf Management team, the golf course at Bullseye is designed to delight golfers of all skill levels. The course not only presents a challenge but also offers a serene and picturesque setting. Throughout your round, the absence of residential clusters allows for an immersive experience surrounded by ancient towering pines and Wisconsin wildlife, all accompanied by the soothing sounds of the nearby Wisconsin River.

INTERNSHIPS AVAILABLE

- Golf Operations (see pages 5-6 for details and internship specifics)
- Golf Course Maintenance (see pages 1-2 for details and internship specifics)
- Food and Beverage Operations (see pages 3-4 for details and internship specifics)



THE COURSE AT ABERDEEN

245 Tower Road, Valparaiso, IN 46385

CONTACT INFO

Golf or F&B Operations:

Justin Fox, Regional Manager - jfox@oliphantcompanies.com

Golf Course Maintenance:

Tom Stem, Regional Manager, Agronomy - tstem@oliphantcompanies.com

DESCRIPTION OF CLUB

The Course at Aberdeen is an 18-hole golf course in Valparaiso, Indiana, complete with a driving range and practice facilities, a cafe, and a banquet venue. Aberdeen offers annual passes that include unlimited golf and cart and tee times open to the public. One of the premier golf experiences in Northwest Indiana, it is the only “5-Star” golf facility ranked by Chicagoland Golf. The traditional golf course features tree-lined fairways, preserved wetlands, and rolling countryside.

Established in 1997 by Dr. Michael Hurdzan, The Course at Aberdeen is a standout spot for golf in Indiana while offering a golfing experience that is both challenging and fun. The well-kept fairways wind through the beautiful Valparaiso landscape, making every swing a scenic delight.

The Course at Aberdeen also sits within many surrounding homes in the Aberdeen Property Owners Association.

INTERNSHIPS AVAILABLE

- Golf Operations (see pages 5-6 for details and internship specifics)
- Golf Course Maintenance (see pages 1-2 for details and internship specifics)
- Food and Beverage Operations (see pages 3-4 for details and internship specifics)