

# DIRECTOR OF GROUNDS AND ENVIRONMENTAL MANAGEMENT

Maryland SoccerPlex | Boyds, MD





## Who We Are

The Maryland Soccer Foundation (MSF) is a 501c3 non-profit organization dedicated to providing sports and recreation programs and services, funding the operation of the [Maryland SoccerPlex](#), [Adventist HealthCare Fieldhouse](#), and [SAM Soccer](#), and organizing or hosting events that create economic impact for the community through sports tourism.

The Maryland SoccerPlex boasts 24 professionally maintained fields and a 66,000-square-foot fieldhouse. It is conveniently located just outside our nation's capital, on the northwest side of Washington, DC, in Germantown, Maryland. The park is 162 acres and includes 22 full-size soccer fields: 16 native soil tournament fields (11 Kentucky bluegrass/ 5 Patriot bermudagrass), 2 sand-capped bermudagrass fields (4 varieties in a trial), 3 synthetic fields, and 2014 STMA Professional Soccer Field of the Year winner, SoccerPlex Stadium (fiber sand w/ Kentucky bluegrass).

SoccerPlex hosts over 6,000 events per year for multiple sports, from youth to professional. The GEM team is tasked with maintaining all 22 fields to the highest quality. Every participant at SoccerPlex, no matter their level, is provided with a professional type of surface. To keep such quality under high traffic demands, our staff thinks outside the box and pushes field maintenance to new limits.

SoccerPlex Stadium, 2011 STMA Schools and Parks Field of the Year and 2014 STMA Professional Soccer Field of the Year, plays host to DC United Open Cup, DC United Women, ACC-Big East Challenge, 2012/13 ACC Men's Soccer Championship, 2014 USYS National Championships, Washington Spirit of the NWSL, & many other high-profile events. The stadium is currently home to Old Glory DC of Major League Rugby, Maryland Bobcats of the NISL, The Big East Conference Men's and Women's Soccer Championships, MLS Next Flex, and the National Collegiate Rugby 7s Championships.

[Championship Stadium](#) [Tournaments & Events](#) [Field map](#) [Outdoor Tournaments](#)



## POSITION SUMMARY

The Maryland SoccerPlex is currently seeking an experienced, positive, and innovative self-starter to join the Grounds and Environmental Management (GEM) team as a Director of Grounds and Environmental Management. This individual should be motivated, open-minded, and environmentally conscious. As Director, this person will be responsible for all planning, scheduling, and personnel management for the GEM team. As such, their main focus should be the creation and maintenance of high-quality, multi-use natural grass playing surfaces. The Director will also be responsible for maintaining cohesive working relationships with not only SoccerPlex administrative staff but County Parks maintenance and administrative staff as well. In the long term, the director is expected to continue field renovations that lead to natural surfaces that are playable and consistent even in extreme conditions.

## ESSENTIAL DUTIES AND RESPONSIBILITIES

### Management

- Create separate, annual agronomic plans for SoccerPlex's 8 cool-season fields, 13 warm-season fields, 3 synthetic fields, and 80 acres of common areas surrounding playing surfaces.
  - The agronomic plan must comply with all Maryland state fertilizer and pesticide laws.
  - Integrate progressive/innovative strategies to maintain superior quality, high-use natural grass surfaces.
- Manage and maintain the annual operating budget, including all purchasing.
  - Propose annual budget adjustments as needed.
- Research and procure fixed assets on an annual basis, including, but not limited to, equipment, field construction/improvements, and landscaping construction/improvements.
- Develop and maintain relationships with vendors and suppliers.
- Development and execution of environmental safety plan.
- Coordinate with SoccerPlex Director of Operations on field usage and scheduling throughout the year.
- Coordinate/collaborate with Montgomery County maintenance staff weekly to ensure compliance with county regulations and maintain this unique private/public partnership.
- Plan, execute, and manage field improvement projects such as drainage and irrigation installation/repair, reseeding/sodding/sprigging of fields, etc.

### Operations

- Act as general contractor on all field-related construction projects.
- Continue progressively improving SoccerPlex natural playing surfaces via drainage installation, improved grass varieties, innovative cultural practices, etc.
- Oversee daily operations and coordinate with Manager and Assistants to achieve agronomic goals.
- Operate turf maintenance equipment, including various mowers, tractors, utility carts, and other equipment essential to turf management operations.
- Oversee equipment maintenance plan for a large fleet of John Deere, Redexim, and other turf equipment.
- Train grounds staff in all aforementioned Operations skills.
- Create unique strategies and implement new methods in order to sustain the highest quality fields possible.
- Other duties as assigned.

### Staff Management

- Responsible for all hiring and employee scheduling for the Grounds Department.
- Develop and execute training and professional development for all Grounds Department personnel.
- Prepare daily work plans for staff.
- Develop the daily/weekly/monthly staff schedule, working around events & / or field use.
- Ensure compliance with all licensing and certifications required by Federal, State, and Local authorities related to grounds crew personnel.
- Manage full-time, part-time, and seasonal grounds staff on various projects and during events.
- Coordinate with SoccerPlex Facilities and Operations staff during league, tournaments, and special events.
- Ensure quality control and safety of subordinate work crews.

## QUALIFICATIONS

- 4-year degree in turf/landscape management or similar degree.
- 5+ years of staff management experience.
- 5+ years of turf management experience.
- Working knowledge of various turf management equipment.
- Working knowledge of best practices for sports turf management.
- Has or can obtain within a reasonable timeframe a Maryland pesticide and Fertilizer License.

## KEY CHARACTERISTICS

- Strong leadership skills: Inspires and effectively manages the team to achieve goals.
- Positive attitude and personality: Creates an encouraging and productive work environment.
- Attention to detail: Maintains high-quality standards and ensures workplace safety.
- Horticulture knowledge: Skilled in landscaping, turf management, and plant care.
- Basic machinery maintenance: Capable of maintaining and troubleshooting equipment.
- Equipment proficiency: Experienced with skid steers, excavators, and other construction equipment.
- Manual transmission skills: Proficient in operating vehicles with manual transmissions.
- Construction project management: Demonstrates experience in overseeing construction projects.
- Communication skills: Communicates effectively with the team; Spanish proficiency is preferred.
- Time management: Excels at planning and prioritizing tasks to meet deadlines.
- Physical stamina: Able to perform physically demanding work in various weather conditions.

## TOP PRIORITIES

- Develop a materials plan: Build and implement an ongoing plan for materials procurement and management.
- Engage with the team: Foster strong communication, collaboration, and morale within the team.
- Conduct a field assessment: Perform a comprehensive evaluation of the field to identify needs and opportunities for improvement.
- Understand key events and clients: Familiarize yourself with the event calendar, including a list of top returning clients, to prioritize planning and execution.

**Salary Range: \$90,000 - \$110,000**

**Benefits: Health, dental, and vision coverage, 403b Retirement plan, paid time off and sick leave, and uniforms/apparel provided.**



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