

PATRICK RYAN

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GOLF COURSE MANAGEMENT PROFILE

GOLF COURSE SUPERINTENDENT / DIRECTOR OF GROUNDS / DIRECTOR OF AGRONOMY

Over 15 years of experience, including multiple Golf Superintendent roles. Background in leading management and non-management team members, holding full authority for key areas, and managing projects with complex challenges. Solid record of impactful contributions to 180-degree turnarounds, substantial talent upgrades, high-quality course conditions, and successful, high-profile golf tournaments.

Accomplished professional who provides steady, confident leadership for all golf course capital projects. Build and retain top-performing teams to ensure the highest level of production. Excel in managing the day-to-day details that ensure a premier golf experience, as well as compliance with regulatory and community compliance requirements. Golfer's eye for course set-up, aesthetics, and playability. Deeply passionate about the golf course and tournament industry.

SELECTED CORE COMPETENCIES: Golf Course Quality Excellence • Agronomy Management • Turf Grass Science • Project Management • Tournament-Level Conditions • Employee Relations • Team Building & Leadership • Talent Recruitment & Retention • Staff Training & Development • Employee Promotion & Advancement • Internal & External Communications • Department Leadership • Resource Deployment • Budget Management • Problem-Solving

PROFESSIONAL EXPERIENCE

SANDS POINT GOLF CLUB – Sands Point, NY – 2013-Present

A.W. Tillinghast-designed golf club, golf only facility, and the host of the 2020 Long Island Open, with 175 members.

Golf Course Superintendent

Oversee all aspects of the Golf Course Maintenance department and grounds, including employee management and relations, financial management, capital project management, safety program coordination, and community relations. Hold full authority on purchases, capital expenditures, staff hiring, and course design. Plan and administer \$1.65M annual operating budget and \$250K annual capital budget.

Lead a team of 18, including an Assistant Superintendent, and report to the Greens Chairperson. Interact weekly with the Golf & Greens Chairperson to provide relevant information that strengthens decisions at the management, Board, and committee levels; update the Head Golf Pro, General Manager, and Controller on key issues.

Brought on board to resolve a series of outstanding issues at the end of the club's Phase One Course Renovation.

- **Played key role in driving a membership turnaround**, with the club achieving full membership and financial stability. Built the team, retrained and motivated team members, and implemented the renovation plan, with conditions improving and guest rounds increasing in the first full season.
 - Sands Point was subsequently **featured in MET Golfer as “Simply Perfect.”**
 - Course continued to gain recognition for its renovations.
- **Spearheaded efforts in recruiting and retaining top talent.** Created a website portfolio used to attract assistants and interns, as well as networking with former employees/employers. Exceeded expectations in finding 5 interns over 8 years, along with hiring a few as full-time assistants.
 - Additionally, promoted internal staff and championed a staff scholarship program.
- **Conceptualized and implemented a creative solution** for a conflict with a neighboring property (build-out of a large berm, shifting tee and fairway to prevent balls from “trespassing” into the property). Fostered a positive working relationship with the neighbor, mended some of the membership fractured over the issue, and maintained integrity of the original design.
- **Reinvented the brand as an old school, enjoyable yet challenging course.** Worked jointly with the course architect on modifications and enhancements, including course signage, flags/flagsticks, removal of unnecessary accessories, and an appealing walking course.
- **Played key role in landing the 2020 Long Island Open and driving overall growth.** Worked jointly with the GM and other management team members to institute the vision and strategy that enabled continual membership growth and the LI Open capture while achieving budget/fiscal goals.

GLEN OAKS CLUB – Old Westbury, NY – 2010-2013

27-hole, private country club and host site to PGA Tour, MET Open, and Aramco Team Series (Platinum Club of America).

Assistant Golf Course Superintendent

Hired to help drive the vision of achieving a top-conditioned club. Oversaw multiple areas that included Staff Recruitment and Hiring, Employee Management, Pesticide Applications, Tree Management, Water Management, Payroll, and others. Held full accountability on staff recruitment and retention, payroll management, and selected purchasing.

Led a team of 25, including 4 Assistant Superintendents, and reported to the Golf Course Superintendent. Interacted with the club President, Head Golf Pro (and staff), GM, Greens Chairperson, Course Superintendent, and others.

Implemented daily decisions in key areas such as overnight watering.

- **Drove a significant talent upgrade to align with new management's vision**, replacing 75% of the staff. Brought former Bethpage interns on board as 2nd Assistants, as well as interviewing and hiring new seasonal team members still employed by Glen Oaks (1st seasonal staff member hired is now Project Manager/Spray Technician).
- **Led in-house cleanup efforts following Hurricane Irene in 2011 and Hurricane Sandy in 2012** (over 1K trees downed), including tracking cost/damage for insurance claims. Facilitated the launch of the full-course construction project as a result, with the birth of the “Augusta of the North” becoming a PGA Tour location.
- **Gained the full trust of the membership and Board of Directors**, demonstrating value of efforts via cost comparisons of each in-house project and a “Year in Review” slide show to the Board.
- **Earned recognition on a club-wide scale, from management to the grounds team**, for maintaining high standards of excellence in all activities.

BETHPAGE STATE PARK – Farmingdale, NY – 2007-2010

Containing 5 separate 18-hole public golf courses; host site for the PGA Tour and U.S. Open. Ranked as a Top 40 Course.

Assistant Superintendent

Focused efforts primarily on ensuring perfect conditions for the 2009 U.S. Open. Managed course set-up, pesticide application, and water management. Participated in in-house projects (greens, tees, bunker construction, drainage work).

- **Provided leadership that ensured a playable course for a full 4-round finish of the 2009 U.S. Open** despite incredibly challenging conditions (record-setting rain in Long Island in 6/2009). Led creation of entirely new set of schedules, maintained continual communications with all Tournament Directors and assistants, and guided a team of 170+ in numerous activities to guarantee success.
- **Ensured top-notch conditions for 5 high-traffic public golf courses.** Instituted a program that resulted in a highly efficient team and extreme sense of urgency in highly challenging conditions.
- **Engaged in extensive team building efforts to form exceptional relationships with a unionized staff.** Maintained continual visits to all 5 courses and achieved a high level of mutual respect with each team member.

IVANHOE CLUB – Mundelein, IL – 2006-2007

27-hole private club recognized as a Distinguished Club (Top 25 in the State of Illinois).

2nd Assistant Superintendent

EDUCATION & CREDENTIALS

Bachelor of Science in Plant and Soil – SOUTHERN ILLINOIS UNIVERSITY – Carbondale, IL

Associate of Science in Turf Management – KISHWAUKEE COLLEGE – Kishwaukee, IL

Certifications/Licenses – NY State Pesticide License

Professional Affiliations – Member: LIGCSA, GCSAA

Tournament Experience –

- 2008 PGA Wachovia Championship – Quail Hollow Country Club
- 2009 U.S. Open Championship – Bethpage Black
- 2012 The Barclays – Bethpage Black
- 2017 PGA Tour Northern Trust – Glen Oaks Club
- 2019 PGA Championship – Bethpage Black
- 2020 Long Island Open – Sands Point Golf Club