

# NICOLAS GARIBAY

DIRECTOR OF AGRONOMY

+772-453-6628

Nick.Garibay@Suntree.com

## PROFESSIONAL SUMMARY

Results-driven Director of Agronomy with over 20 years of experience managing high-end private golf courses, leading agronomic strategies, and driving team success. Passionate about sustainability, course aesthetics, and operational efficiency. Proven track record in budget forecasting, staff development, and delivering premier playing conditions.

## KEY SKILLS

- Expertise in golf course renovation, maintenance, and agronomic best practices.
- Strong leadership in mentoring and developing staff, with a coaching style that fosters career growth.
- Experience in budget management, capital improvements, and financial forecasting.
- Effective communicator and collaborator with club management, members, and industry professionals.
- Skilled in pesticide management, irrigation systems, and sustainable turf practices.

## PROFESSIONAL EXPERIENCE

### Suntree Country Club (2025 - Current)

Melbourne, Florida

#### Director of Agronomy

- Oversee turf management, irrigation, budgeting, and course conditioning of a 36-hole golf facility.
- Lead golf course improvement projects including greens restoration, drainage, bunker renovations, bulkheads and nursery development.
- Develop advanced agronomic programs focused on championship-level playing conditions and operational efficiency.
- Manage multimillion-dollar budget while implementing sustainable and data-driven maintenance practices.
- Train, mentor, and develop staff to promote leadership, accountability, and future professional success.
- Collaborate with club leadership and membership to communicate course conditions and long-term improvement strategies.

### The Club at Ibis (2021 – 2025)

West Palm Beach, FL

#### Golf Course Superintendent, Class A

- Oversaw operations for a 54-hole private golf course, ensuring top-tier playing conditions.
- Developed a staff mentorship program that led to multiple assistant superintendents advancing to higher roles.
- Spearheaded an operational efficiency blitz program that enhanced detail-oriented maintenance across multiple courses.
- Managed capital improvement projects and budgeting aligned with club expectations.
- Strengthened safety training programs, implementing video-based sessions for staff education.
- Increased member satisfaction as evidenced by positive feedback in 2023 surveys.

## PROFESSIONAL AFFILIATIONS

- Golf Course Superintendent Association of America (Class A Member, since 2012)
- Florida State Golf Course Superintendent Association (since 2008)
- Palm Beach Golf Course Superintendent Association (since 2021)

## PROFESSIONAL EXPERIENCE (CONT'D.)

### Jacaranda West Country Club (2018 – 2021)

Venice, FL

#### Golf Course Superintendent

- Successfully re-grassed fairways, tees, and approaches, improving course quality and playability.
- Led a financial turnaround, increasing revenue by 50% through strategic agronomic planning and improved member engagement.
- Enhanced agronomic management through data-driven budgeting and operational forecasting.
- Implemented an advanced irrigation and water management system, optimizing efficiency and reducing water usage while maintaining pristine course conditions.
- Developed and mentored a high-performing team, fostering professional growth and promoting staff into leadership roles.
- Spearheaded course renovation projects, including bunker enhancements and tee-box improvements, resulting in increased member satisfaction.

### The Venice Golf and Country Club (2015 – 2018)

Venice, FL

#### Assistant Golf Course Superintendent

- Managed a \$2.5M course renovation project, upgrading greens, collars, tees, fairways, and irrigation systems.
- Led Green Committee meetings, providing strategic updates on agronomic conditions, course improvements, and financial planning.
- Effectively implemented turfgrass and water conservation programs, reducing usage while maintaining optimal playing conditions.
- Developed comprehensive maintenance schedules to enhance turfgrass health and ensure peak performance during tournaments.
- Implemented new pest management protocols, improving course conditions while adhering to environmental safety standards.
- Trained and mentored a diverse team of employees, improving efficiency, teamwork, and overall staff retention.

### PGA Golf Club (2014 – 2015)

Port St. Lucie, FL

#### Assistant Golf Course Superintendent

- Implemented agronomic strategies based on scientific soil and tissue analysis.
- Designed a Blitz program to improve maintenance efficiency and minimize disruption for members.
- Managed course preparations for high-profile tournaments, ensuring pristine playing conditions for professional and amateur events.
- Led daily operations for a 54-hole championship facility, overseeing a diverse team to maintain industry-leading turfgrass conditions.
- Introduced precision fertilization and pest management programs, optimizing plant health while reducing chemical usage.
- Collaborated with irrigation specialists to enhance system efficiency, reducing water consumption while maintaining premium course standards.

## CHAMPIONSHIP & TOURNAMENT EXPERIENCE

- Cognizant Classic (2024) – PGA National, FL
- 100th PGA Championship (2018) – Bellerive Country Club, MO
- Diamond Resorts Invitational (2017-2018) – Tranquilo Golf Club, FL
- PGA Senior National Championship (2015) – PGA Village, FL
- U.S. Open Qualifiers (2008 & 2012) – Hawk's Nest Golf Club, FL
- AT&T HP Byron Nelson Tournament (2011-2012) – TPC Four Seasons, TX

## CERTIFICATIONS & EDUCATION

- Certified Golf Course Superintendent (In Progress)
- Florida Golf Course Best Management Practices (2026)
- Florida Commercial Turf and Ornamental Pesticide License (2026)
- Syngenta Business Institute – Wake Forest University (2022)
- Green Start Academy Graduate (2018)
- Management & Leadership Development Course (2014)
- OSHA Training for Hazardous Materials Level 2 (2025)
- Principles of Turfgrass Management – University of Georgia