



Oslo Golf Club is Hiring a Course Manager

Would you like to help develop one of Norway's most historic golf courses? Oslo Golf Club is now seeking a long-term, committed, and highly qualified **Course Manager** with the responsibility and authority to lead course operations and further develop the club's facilities at Bogstad.

About Oslo Golf Club

Founded in 1924, Oslo Golf Club is located in the beautiful surroundings of Bogstad, featuring an 18-hole course considered among the best in the country. The club has an active environment with over 2,300 members and a strong focus on quality, sustainability, and development. There are over 2,500 people on the waiting list. The course is a classic parkland layout with a unique location by Bogstad Lake, approximately 15 minutes from downtown Oslo. The club has a long tradition of hosting both national and international tournaments and has hosted the Ladies European Tour twice. We have also been approached about hosting the **DP World Tour in 2027**.

Our members have high expectations for course conditions. In 2007/08, the course was upgraded to a technical standard that few courses in Europe can match, including USGA specifications for greens, tees, fairways, and semi-rough. Greens, tees, and fairways are seeded with Creeping Bentgrass. Advanced drainage systems have been installed throughout the course. Additionally, permanent Sub-Air systems have been installed under all greens, along with a valve-in-head back-to-back irrigation system.

In 2026, the course department will consist of the Course Manager and 17–20 staff members dedicated to maintenance and continuous improvement to meet increasing demands for quality and environmental standards. The course has been GEO certified since 2013. The department's budget, machinery, and staff facilities are aligned with the club's ambitions. A new clubhouse was completed in 2020, along with a modern operations building featuring excellent workshop and staff facilities.

Desired Qualifications

Certified Course Manager with extensive and documented experience from top-level golf facilities (national and international).

Strong leadership and communication skills.

Solid knowledge and experience with Nordic climate conditions (snow/ice).

Ability to build an inclusive and positive work environment, share knowledge, and serve as a role model and ambassador for the club.

High work capacity.

Proficiency in Scandinavian and/or English, both written and spoken.

Residence in the Oslo area is a requirement.

Experience in organizing top-level tournaments, both nationally and internationally.

Experience with course upgrade projects is a significant advantage.

Playing and understanding the game of golf is a prerequisite.

Responsibilities and Authority

As Course Manager, you will have:

Overall responsibility for OGK's golf course.

Budget and personnel responsibility.

Responsibility for all HSE-related matters.

Authority to make all decisions within your area of responsibility, in accordance with approved plans and budgets.

Responsibility for course operations, maintenance, and upgrades based on strategic and operational plans.

Responsibility for procurement of machinery, equipment, fertilizers, sand, etc.

Responsibility for communicating course-related information to members, both written and verbal, including via social media (e.g., Facebook).

Responsibility for preparing short- and long-term goals, plans, and budgets for direct presentation to the board.

Regular participation in board meetings as needed.

Reporting to the strategic/general manager in daily operations.

Contribution to the revision of the club's periodic operational plans.

Contribution to the adjustment of strategic documents in line with revised operational plans.

Main Areas of Responsibility

Present proposals for operational/action plans, investment plans, and budgets.

Perform budget control and financial follow-up.

Daily maintenance of the course, machinery, and equipment.

Further development of the course in collaboration with the administration and course committee.

Hiring, dismissal, training, development, and supervision of course staff in line with OGK's strategy.

Full HR responsibility for course department staff, including compliance with labour regulations and workplace safety.

Daily and periodic planning of course work.

Prepare tender documents for upgrade projects and coordinate and supervise work performed by external contractors.

Responsibility for the use and storage of pesticides in accordance with current regulations.

Internal meetings and professional coordination.

We Offer

An exciting leadership role in a club with long traditions and high ambitions.

The opportunity to influence and develop one of Norway's best golf courses.

A positive working environment with skilled colleagues and engaged members.

Market-leading compensation for the right candidate, including:

Company phone

Pension scheme

Housing (by agreement)

Company car scheme (by agreement)

Covered travel expenses (by agreement)

Covered relevant continuing education



Application Deadline: 01.12.2025

Start Date: By agreement

Questions about the position: Bjørn Knappskog, General Manager, +479136 0063, bk@oslogk.no. John Riiber, Head Greenkeeper, +4791303125, riiber@oslogk.no

Send your application and CV to: bk@oslogk.no