

Augusta National Golf Club Internships

Description:

Rich in history and tradition, Augusta National Golf Club was founded in 1934 and is consistently recognized as one of the finest clubs in the world and home of the Masters® Tournament. The club facilities include a championship golf course, a par three course, multiple dining rooms, an extensive wine cellar and overnight accommodations for members and their guests. Augusta National Country Club offers internships in several areas to include, but not limited to Golf Course Turf Management, Human Resources, Horticulture, Merchandise Design and Product Development, and Merchandise Operations and Logistics. The ideal candidate for these internships is a current junior or senior or a student in a post-graduate program. Depending on the internship students majoring in turf grass, horticulture, agronomy, plant sciences, fashion design, product development, supply chain management, or logistics, are encouraged to apply. These are paid internships with housing provided by the Club at a subsidized rate. If interested please visit <https://wd5.myworkdaysite.com/recruiting/angc/ANGC> for application information. Positions will also be posted on Handshake.

Activity Director Name: Karen Saunders

Activity Director Title: OEL Internship Programs Coordinator

Activity Director Email (must be MyID): kasaund@uga.edu

Activity Director Phone: 706 542 1716

AREA of EL Transcript: Internship

College/Unit Division: OVPI

Department for Non-College Units:

Program Term: Spring 2020

Program Length: Semester

Start Date: January End Date: April

Minimum Hours: 320

Is this activity limited to a certain number of students? (Y/N)

If Y: Maximum 1 Minimum 20

Is this activity limited to certain category/ies of students? Yes

If Y: Please describe:

This internship is geared toward juniors and seniors in specific majors.

If Y: Select AREA of EL Transcript: Internship

Engagement:

Interns will work 40 hours a week for a minimum of 8 weeks for 320 hours.

Mentorship:

Interns are provided mentorship throughout their time with ANGC. Formal and informal learning begins on day one with a two day orientation and training program. Each intern will have a Department Manager, Supervisor/Mentor, and HR Office contact for support throughout their internship. These 3 points of contact strengthen ANGC's commitment to ensuring students are able to meet their full potential. Interns work on real, mission-critical projects that have to meet high expectations and are valued members of the ANGC team. They work alongside incredibly talented professionals as they develop the skills needed to succeed in their position and future endeavors. Interns participate in training and onboarding and have regular meetings (at least bi-weekly) with their supervisor and meet with their HR Office contact multiple times during their employment. Internships with ANGC are designed to enable students to develop skills and competencies that align with their professional goals and promote continued success in and outside of the classroom. The OEL Internship Programs Coordinator will serve as the Activity Director. The EL Activity Director will be in contact with the ANGC Human Resources Manager a minimum of two times during the semester, at the beginning to receive the names of the UGA students selected to the program and at the end to confirm successful completion of the program. The Activity Director will also correspond with the interns twice during the semester. At the beginning of the internship the EL Activity Director will work with the students to provide EL information and answer questions and/or provide any materials that may assist the intern in being successful in their position. At the end of the internship the Activity Director will inform students of their EL status.

* A MOU will be in place with ANGC before the start of the internship program

Challenge:

Interns accepted to the ANGC internships must complete an application, submit a resume and cover letter, and successfully participate in a multi-step interview process. Interns in this position are selected from a competitive pool of qualified candidates from across the country. Students work on challenging projects that include hands-on experience in human resources, horticulture, merchandise design, and operations and logistics to name a few. Interns are valued team members in their department and work with ANGC employees as well as outside partners and patrons. Interns are challenged to take knowledge from their academic studies and the ANGC orientation and training and apply that knowledge to real-world projects that have specific constraints, parameters, and deadlines that must be met. Interns are brought into their position and are challenged to quickly acclimate as team members, convey a professional image to all levels of associates, and must maintain the strict confidentiality of all Club business. Interns are challenged to exercise and continue to develop interpersonal and communication skills, both verbal and written. Interns will also utilize planning, prioritizing, and time management skills to meet deadlines while working with multiple projects, and to demonstrate efficient organizational skills with high attention to detail.

Ownership:

ANGC interns are part of a talented and diverse team and are cognizant of their role on the projects they are working on. The projects interns complete allow for practice in exercising independent judgment and developing professional autonomy. Interns are expected to understand and meet parameters, timelines, responsibilities, and will think through and solve problems on their own, but will have their supervisor providing guidance and support when needed. Interns are aware of the importance and value of their position and how their assignments are vital to other team members, departments, and projects. The ANGC Internship Program has several internships that include, but are not limited to those briefly described below. Each internship enables students to demonstrate ownership and have measurable student learning outcomes.

Human Resources: Interns will report to the Director of Human Resources with primary responsibilities that support operations within the department. The Human Resources Intern will be exposed to a variety of practical learning experiences through scheduled job rotations within the recruiting, benefits, and payroll and training disciplines for ANGC. This intern will also assist in the management and expansion of the Intern and Post-Grad Trainee Programs to include the coordination of in-house training programs, event development, preparing program material, setup, attendance tracking, and monitoring expenditures. The intern in this position will assist with the planning, coordination and implementation of employee relations events to include, but are not limited to the Wellness Fair, Blood Drive, and Club events. This position also assists with the publishing of the monthly newsletter to include researching, drafting articles, proof reading, printing and distribution, and work on HR related projects, such as: Total Rewards Statements, Open Enrollment, Intern Focus Groups, etc.

Horticulture Department: This intern is part of the Plant Health Care team and develops skills in a multitude of landscape practices and methods. The intern is encouraged to bring forward ideas to help improve efficiency within the department. Interns will learn how to scout for pests and diseases, formulate plans on how to react and treat any found issues as well as hands-on application of carrying out the treatment. Interns become well versed in soil therapy injections of organic components to enrich soil nutrients and provide a healthier environment for root growth. This internship involves application of conventional fertilizers and calibration of equipment for a number of different types of trees and ornamentals that correlate to soil samples taken in the summer and winter months. Interns receive hands-on training in pruning all types of plants on property including vines, perennials, annuals, shrubs, ornamental trees as well as large trees, and will include learning to operate various lifts to complete tasks - sizes ranging from 10'-125' high, and also including the use of cranes. The intern abides by and performs work tasks in compliance with Club procedures as well as local and state regulations. Throughout this internship the intern will attend PHC staff meetings to discuss applications planned and completed, results from tissue and soil samples and how to proceed from the paper to the field.

Merchandise Design & Product Development: This position reports to the Product Developer and assists with projects that enable the intern to acquire and sharpen skills in merchandising and product development. Depending on the semester and current projects and timelines the intern will participate in at least one, but most likely multiple opportunities that include product concept and development meetings, assisting with new designs and products, and researching market trends to support patron experiences through merchandise. This position is exposed to variety of projects. The semester will determine where the team is in development, from concept through production, of both domestically and internationally sourced products. The intern will learn day to day operational and technical functions of merchandising as it pertains to the development of product for retail sales at Augusta National Golf Club and The Masters Tournament. The intern will gain first-hand knowledge on working with a variety of vendors and product categories from around the globe, will follow up with vendors on pending projects to ensure timelines are upheld, provide visual feedback across different product categories, and will assist with strategic assortment plans and roadmaps in a one of a kind environment.

Merchandise Operations & Logistics: Interns in this position will learn about supply chain management, strategic planning methods, and best practice procedures in both the retail industry and event merchandising from a team of experienced professionals. Interns will work side-by-side with team members and depending on the semester will gain exposure to multiple aspects of the product life-cycle related to logistics, retail facility planning, and event operations. The intern in this position will execute approved delivery schedules and study how they impact other aspects of the department, such as warehouse storage space, sales floor set-up, and labor schedules. This position assists in the development and execution of tournament set-up bubble plans and planograms, studies relationships between product placement and patron traffic flow patterns, contributes to merchandising decisions to include development for product placement and displays, and assists with creating space study analysis reports. This internship provides an enriching professional growth experience through full exposure to all operations and logistics of the Merchandising Department. The wide spectrum of exposure provided by this program will help participants strengthen their decisions to pursue specialized areas of related fields.

Golf Course Turf Management: The intern in this position is a valued member of the Golf Course Department and gains an understanding of ANGC golf course operations and practices. Depending on the season this position is exposed to multiple aspects of the Golf Course Department to include the areas of general golf course and equipment maintenance, tournament preparation, bunker maintenance, fertilizing, seeding and over-seed process, irrigation, hydrology, integrated pest management, entomology, and course projects. The intern develops skills and knowledge in golf course turf management and proposes improvement ideas to the Golf Course Department. Responsibilities of this position include, but are not limited to administering ANGC water management philosophy for summer and seasonal situations with regards to Bent grass, Perennial ryegrass and various varieties of Bermuda

grasses, identifying disease and pest issues using ANGC resources, assisting with irrigation repair and maintenance, and pesticide and fertilizer applications. The intern receives exposure to all facets of department operations and will gain understanding of seasonal and Masters Tournament Golf Course procedures. This internship is designed so that upon completion, the intern will have the confidence and knowledge to apply these learned skills in their career.

Self or Social Awareness:

Interns will have bi-weekly 1 on 1 meetings with their supervisor. During these meeting the intern will discuss topics to include, but are not limited to challenges, pressing issues, what is working well, status of current projects, and future projects and assignments. This time also enables the supervisor to provide coaching, mentorship, and promotes open communication to create an environment where interns feel comfortable to discuss issues and concerns. In addition to the meetings and interactions with their supervisor the intern will also meet with their HR mentor during the internship. These meetings are invaluable as they provide support and encouragement and assist the student on their journey to career success. At the end of the internship the mentor will meet with the intern to discuss all that was gained during the internship and how to highlight those skills on a resume and cover letter so they are transferable to future opportunities. Finally the intern will have an exit interviews with their Department Manager and HR Contact. During this meeting the intern will discuss and be provided feedback on their work, future plans, and if they were provided all of the tools and resources need to successfully complete their projects. They are also asked to provide feedback to their supervisor and asked if they have any suggestions to improve the ANGC Internship Program for future students.