

Full Resume for Darren Cribbes

Award winning, motivated and internationally qualified Golf Course Manager, with twenty four years experience, including over twelve years in Asia. A demonstrated talent in managing golf courses with unique improvement challenges.

Especially skilled at building effective management systems to integrate financial control, facility maintenance and project implementation. Proven ability to motivate people, work effectively across cultures and build productive working relationships. Energetic, self-starter with excellent analytical and organisational skills.

Areas of expertise include:

Strategy

- Accomplished business planning skills, resulting in targeted improvements through golf course renovation and operation.

Financial

- Contained operation budgets to a 23% increase over ten years while costs grew 38%.
- Reduced operational expenditure for golf carts by 50% in first year.
- Reduced machinery and plant from 280 units to 236 units.
- Reduced chemical inputs by 85% of original consumption.

Agronomic

- Created world class Integrated Pest Management program, based on new research.
- Implemented regrassing of golf courses while course remained in play.
- Implemented soil creation program using in-house recycled materials.

Water Management

- Managed golf courses and landscapes with 22% of actual water requirements.
- Administered irrigation system, reported by one consultant "the best maintained in Asia".
- Initiated Water Use Study resulting in effluent water re-use and a Reverse Osmosis Project.

Equipment Management

- Planned strategic replacement from single use to multi-function equipment.
- Created machine specific Preventative Maintenance schedules for all plant.

Staff Management

- Created Management Development positions, while reducing staff numbers by 11%.

Professional History

Nexus Agronomy Pty Ltd - Since 2004

Nexus Agronomy is a fully independent Management and Agronomy consultancy. We support people to implement change, based on a performance improvement model that helps measure and correlate existing systems and processes, allowing a plan of change to be created. External and Internal education and communication supports the development of people. We use TOE model to establish agronomy, sustainable maintenance, and integrate biological systems into contemporary management.

Clearwater Bay Golf and Country Club, Hong Kong Golf Course and Landscape Manager - Feb. 1994 to Aug. 2004

Successfully managed Operational Budgets to US\$1.6 Million, instigated unique Integrated Pest Management program resulting in 30% reduction in operating expense, instigated Golf Course Master Renovation Plan, supervised installation of irrigation system, managed 280 club vehicles and equipment, implemented computer system for administration of all maintenance activity, actively began staff mentoring.

Managed In-House projects consisting of:

- Regrassing the golf courses using Zoysiagrass, including 4500 metres of subsoil drainage.
- Completed reconstruction of three golf holes to USGA Specification, including irrigation system.
- Initiated in-house landscape and horticulture production, including compost and seed collections.
- Prepared five International Professional golf tournaments from 1995 to 2000, including Asia's first live televised golf event, The Tournament Players Championship 1995, and numerous Hong Kong championships.

Kingswood Golf Club, Melbourne, Australia Golf Course Superintendent - Aug. 1988 to Jan. 1994

Prepared and managed installation of a hybrid irrigation system, completed major water storage and flood mitigation project, instituted Vegetation Master Plan with indigenous plant species, implemented Occupational Health and Safety legislation.

Prepared for Australian Amateur Golf Championships 1989, and numerous state and local events.

Personal highlights during this time include:

- Fellowship Award - Australian Golf Course Superintendents Association, 1992, USA Study Tour President.
- Victorian Golf Course Superintendents Association, 1993.

Education and Qualifications

- Executive Masters of Business Administration (2001 to present) Mt Eliza Business School.
- Graduate – National Institute of Golf Management – National Golf Foundation and Oglebay Training Centre.
- Advanced Management Program 2002 - Mt. Eliza Business School.
- Diploma of Horticulture – Turf – Northern Melbourne Institute of TAFE.
- Associate Diploma of Applied Science, Sports Turf Management - Northern Metropolitan College of TAFE.

Awards

- Fellowship Award of the Australian Golf Course Superintendents Association, 1992.
- Brens Scholarship nomination 1985 (only turfgrass manager nominated).
- Beasley Award, Most Outstanding 3rd Year Turf Management Apprentice 1984.

Published Articles

- Cribbes, D. T. 1996, Staff Management: As an Expatriate, Golf Course News Asia Pacific.
- Cribbes, D. T. 1987, Bentgrass Variety and History, Turf Craft Australia, Nov/Dec.

Memberships

- Golf Course Superintendents Association of America - 13 year Member – including International Task Group Committee – 2004 ongoing.
- International Turfgrass Society - 11 year Member.

Affiliations

- **Brookside Laboratories** - Society of Professional Consultants.
- **Soil Food Web** - Certified Advisor.
- **Northern Melbourne Institute of T.A.F.E** - Training Consultant.
- **Golf Course Superintendents Association of America** - Committee of the GCSAA International Task Group.
- **International Turfgrass Society**.

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