



ENVIRONMENTAL ESTATE & GARDENS MANAGER

PRIMARY JOB PURPOSE

The Environmental Estate & Gardens Manager leads the stewardship of The Country Club Johannesburg's properties at Woodmead (primary base) and Auckland Park. The role is pivotal in ensuring the preservation, enhancement, and sustainable management of the Club's diverse natural assets, which include golf courses, landscaped gardens, woodlands, wetlands, dams, and wildlife habitats.

The incumbent is responsible for biodiversity conservation, environmental compliance, and the development of initiatives that protect and showcase the Club's unique flora, fauna, and ecosystems. Responsibilities include staff and contractor management, maintenance of all gardens, oversight of environmental projects, and member engagement through educational programmes and events.

KEY RESPONSIBILITIES

Environmental Management & Compliance

- Develop and implement strategies to conserve and enhance biodiversity across Woodmead and Auckland Park.
- Maintain and update environmental records, including comprehensive lists of flora and fauna.
- Ensure compliance with environmental regulations, including the Water Use License and related government legislation.
- Oversee use, storage, and record keeping of fungicides, herbicides, fertilizers, and chemicals in line with legal requirements.
- Compile and submit environmental reports, including water filtration plant performance, irrigation usage, and other compliance documents.

Flora & Fauna Stewardship

- Lead the conservation and growth of indigenous flora, landscaped gardens, and the Club's nursery of trees and succulents.
- Drive the annual Arbor Campaign, including planning and implementation of tree planting initiatives across both campuses.
- Monitor and manage the populations of resident and feral animals, ensuring humane and ecologically responsible practices.
- Manage the health and sustainability of fish populations in the dams.
- Control and mitigate environmental challenges such as bush encroachment, erosion, stormwater flooding, and dam silting.
- Document flora and fauna through photography and reports, including submissions to the iNaturalist app.

- Knowledge of and involvement in Bioblitz campaigns to track ecosystem shifts, identify rare or endangered species, and spot invasive species.

Estate Projects & Maintenance

- Plan and manage seasonal environmental projects, including the annual grass burn, erosion control, and habitat restoration.
- Work closely with the Golf Course Maintenance and Club Maintenance teams on water quality, sewerage, and chemical application matters.
- Manage and maintain environmental and property signage, display boards, and viewing decks.
- Oversee the maintenance and correct use of environmental equipment, tools, and vehicles.
- Consult with external specialists (ecologists, arborists, hydrologists, etc.) as required.
- Ensure preparedness for and response to wildfires.

Member Engagement & Education

- Organise and lead environmental talks, guided walks, and educational programmes for members.
- Create and update pamphlets, newsletters, and photographic displays highlighting flora, fauna, and insect life on the property.
- Provide regular updates to members and committees on environmental developments, challenges, and achievements.

Team Leadership & Reporting

- Manage a team of permanent and casual workers, including rostering, task allocation, training, performance management, and discipline.
- Promote a culture of environmental awareness, accountability, and pride among staff.
- Prepare and present environmental and estate management reports for committee meetings.
- Advise the Club on long-term environmental strategies, policies, and sustainable land-use planning.
- Carries out all objectives, duties, and tasks as per the job description and as assigned by management.

PERSONAL ATTRIBUTES & SKILLS

- Strong knowledge of horticulture, landscaping, biodiversity conservation, water quality, and sustainable land management.
- Practical experience with estate management, chemical compliance, and record keeping.
- Excellent organisational and project management skills.
- Strong communication and presentation skills for engaging with members, committees, and external stakeholders.
- Hands-on leadership style with proven team management experience.
- Photographic skills for documenting flora, fauna, and environmental projects.
- Passion for conservation, education, and community engagement.

MINIMUM / PREVIOUS EXPERIENCE

- Minimum 5 years' experience in estate, environmental, or land management.
- Ideally within a golf course, country club, or large private estate environment.
- Demonstrated experience in environmental compliance reporting and government regulation adherence.
- Experience in team leadership, budgeting, and equipment/vehicle management.

QUALIFICATION

- Degree or diploma in Environmental Management, Conservation, Ecology, Horticulture, or a related field.

PROPERTY

- Woodmead

APPLY NOW!

APPLICATION PROCESS:

Interested applicants are invited to submit their CV to careers@ccj.co.za by no later than **30th June 2026**. Should you not hear from us within one month, please consider your application unsuccessful