

What the Next Generation Should Know About Choosing A Job

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Prepare

Education

- Don't memorize what you can look up easily
- Learn the big picture concepts

Experience

- Do internships to work, not to play
- Ask questions & ask to participate
- Be a sponge
- Learn the difference between being curious and being nosy
- Learn professionalism & how to network

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Figure Out What You Want

Job

- I sure hope it's more than a title
- What do you want to get out of this job professionally
- Research what golf, parks, and other turf professionals are doing
- Value the experience of learning
- Ask those in your network for advice

Life

- What do you want in life outside of work
- How will this job impact your life outside of work

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Choosing The Next Job

What To Consider

- Be honest about your deficiencies
- How do you most need to grow professionally
- What type of position is going to allow you to focus the most
- Consider the importance of working with a strong mentor
- Consider overall experience opportunities
- Look to be challenged as much as possible, within reason
- Think long term goals and how this job will impact your path

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Applying For Jobs

What To Include

- Resume
- 2-3 relevant references who are prepared to speak about you
- Personalized cover letter

Professionalism

- Act like you want the job
- Make sure your resume doesn't look like a 6th grader made it
- Check spelling and grammar
- Check names, dates, locations, etc from your copy/paste
- Personalize the experience

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The Interview

Presentation - In Person or Zoom

- Dress the part – you can never be overdressed
- Introduce yourself by full name, pronouncing clearly
- Give firm, respectful handshakes
- Don't interrupt those interviewing you
- Present thought out responses – no one word answers
- Leave politics out of the work place, even if it comes up
- Personalize the conversation
- Do not lie about anything – this industry is a very small world

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The Interview

What To Ask - Compensation

- Salary
- Health & Dental benefits
- Bonus & Raise structure
- Retirement / Investment opportunities
- Moving Expenses
- Vacation time limits / Work hour expectations
- Parking on site
- Meals
- Game Tickets
- Continued education support / turf conferences

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The Interview

What To Ask – The Job

- Staff Size – Full time, Seasonal, Game Crew
- Event Load – Is there additional compensation for events
- Frequency of renovations – PDL spec
- Equipment Fleet – capital purchasing process
- Equipment maintenance – in house or contracted out
- Contracted services – laser grading, deep tine, etc
- Product budget
- Trade agreements
- Responsibilities outside the field – snow removal, landscape, etc
- Room for growth within the organization

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The Decision

Negotiate

- Understand what you need personally
- Understand what the cost of living is in the area
- Understand what relative turf salaries are in the area
- Understand what relative sports turf salaries are
- Don't over value or under value yourself – be rational
- Consider the negatives of lateral moves
- Understand that other turf professionals want what's best for you
- The worst they can do is say no
- Don't be afraid to walk away from an offer
- Always remain professional and respectful

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Comments or Questions

Improve the industry one person at a time, starting with yourself

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