



Josh LePine

Certified Golf Course Superintendent
Bristlecone Pines Golf Club
B.S. – Soil Science, 1995; UW-Madison

“Get job experience and work in the field of your major. Internships are great opportunities! Try to get one or two internship positions over the course of your college career. Make industry contacts and stay in touch with them!”

- Josh LePine

Josh LePine is using his soil science degree from UW-Madison as a certified golf course superintendent at Bristlecone Pines Golf Club in Hartland, Wis. He takes care of all of the maintenance for the 18-hole course, supervising a staff of 25 during the golf season and seven in the off-season.

Josh has worked for Bristlecone Pines Golf Club (Bristlecone), a semi-private club and residential community development since February 1998. The development has 181 residential lots, 44 golf villas, an Olympic-sized pool, tennis courts, restaurant, ballroom, and more.

Josh says that his position requires effective planning and delegation and the key to his success has been his ability to balance all the different aspects and demands of the job. He knows he can't do all of the course maintenance by himself, and he chooses to lead by example in order to maintain a healthy team atmosphere among his staff.

“I don't just tell people what to do and walk away, and I wouldn't ask my employees to do something I wouldn't do,” he says.

Josh also depends on his staff to be hardworking and self-motivated. At each day's morning meeting, he assigns tasks on the job board and then expects his staff to complete their duties with minimal supervision.

In addition to his supervisory role, Josh spends about 50 percent of his time on the course taking care of most of the fertilizer and pesticide applications. He also works hands-on to plant trees, adjust the course set-up when needed, and maintain the greens, tees, and bunkers,

Josh is grateful for the series of experiences and the strong network of professional contacts that led him to his position at Bristlecone. These important interactions came out of his active membership in four professional organizations: Wisconsin Turfgrass Association, Wisconsin Golf Course Superintendents Association, United States Golf Association, and the Golf Course Superintendents Association of America (GCSAA). In fact, he found the open position at Bristlecone through an employment referral service that was compiled and distributed by the GCSAA.

The soils and horticulture courses that Josh took during his years at UW-Madison have proved to be extremely helpful in his career. His favorite thing about the soil science department was his academic advisor, Dr. Wayne Kussow, who has since retired. “He wasn't just a professor, but also a mentor and friend. The door was always open,” he says.

Josh notes that the courses he took as a soil science student at UW-Madison prepared him for the career path that led to the great job he has today.