

59club *Academy*

Global Internship Initiative

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GLOBAL TALENT
SOLUTIONS

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The Club & Hospitality Industry Faces Two Pressing Challenges...



Finding passionate seasonal staff

Each year, clubs struggle to source motivated and capable team members to support peak season operations. Poor recruitment leads to poor customer service.



Creating pathways for future leaders

Aspiring managers and professionals often lack structured opportunities for international experience, leadership development, and mentorship.



The Global Internship Initiative has been introduced to solve both problems at once – by connecting motivated graduates with leading clubs worldwide, and giving clubs a reliable talent pipeline.



Quality Talent, Better Service, Higher Revenue

The Initiative supports clubs in recruiting proactive passionate seasonal staff and provides a structured, international pathway for aspiring managers and professionals.

The program combines practical experience with education, certifications, and leadership training to build a global mentorship network that empowers the next generation of leaders.



High Season Support

Motivated seasonal staff during peak periods.



Recruitment Efficiency

Guarantee seasonal headcount and save HR time and resources.



Pipeline of Future Employees

Turn seasonal interns into full-time talent.



Fresh ideas & Perspectives

Staff return with new skills and innovations.



Gen-Z Engagement

Your future customer base is also your future workforce.



Empowering Next-Gen Leaders

Attract and nurture passionate young professionals.



International Experience

Graduates bring global exposure and cultural diversity.

Express your interest here!



Partnering for Success

We can't do this alone – Between 59club, Global Talent Solutions, Robincroft, governing partners such as PGA and our network of leading club managers – collaboration is key, allowing us to tap into the finest expertise & experience in the industry



Global Talent Solutions

Source graduates from top universities.

In-depth screening, interviews, and culture profiling.

Onboarding support & duty of care.

Visa application support.



59club

Trusted global club network.

Additional in-person training.

Industry certifications and benchmarking.

Regional support and candidate program management.



Internal Club Leadership Commitment

Club onboarding & employee training.

Oversee progress & review assignments.

Foster an open-door culture.

Act as a mentor & challenge interns.

Robincroft Leadership Consultancy

Bespoke leadership development program.

One-to-one mentoring & online sessions.



PGA

Supplementary education pathways.

Professional certifications & industry credentials.





Meet Sean

Sean is a PGA Golf Professional and industry leader with Global Talent Solutions, who now leads the Global Internship Initiative in collaboration with 59club and our education and leadership partners.

Having obtained his Club Management Diploma from the Club Managers Association of Europe and accredited GB&I PGA Programs, Sean's career has taken him across the UK, Europe, and Asia, where he has led teams at some of the world's most prestigious clubs and resorts, including Quinta Do Lago, Gleneagles, and the Hong Kong Golf Club.

Sean has also played pivotal roles in hosting global sporting events such as The Solheim Cup, LIV Golf, the Asian Tour, and The European Tour.

He credits his rapid career development to a unique blend of seasonal opportunities and continuous professional development – the very foundation upon which this initiative has been built.

Today, Sean channels that experience into finding and developing the right people for the right clubs, ensuring that graduates and venues alike benefit from a program built on opportunity, mentorship, and international collaboration.

Progressive Leaders & Visionary Clubs

We're looking to proactively solve the challenges faced by progressive managers within their venues, while also addressing the obstacles motivated graduates encounter early in their careers.

Clubs & Managers

Pro-active approach to staffing

Leaders in successful culture

Forward-thinking leaders who value mentorship.

Clubs with seasonal staffing needs. Venues in Golf Ops, Coaching, F&B & Hospitality.

Clubs seeking a long-term pipeline of top-quality employees.

Graduates

From specialized university programs (Golf, Sports, Hospitality).

Passionate, driven individuals seeking international experience.

Young professionals with high emotional intelligence.

Future leaders committed to structured learning and formal pathways.



A Smarter Way to Build Your Team

Candidates are placed at clubs during high season.

During low seasons, they rotate to respected international clubs with opposing seasonal cycles.

	Season	Year 1	Year 2	Year 3
Home Club	High Season	Home Club	Home Club	Home Club
Away Club	Low Season	Away Club Region 1	Away Club Region 2	Away Club Region 3
Included Education		59club Accreditations & Leadership Training	59club Accreditations & Leadership Training	59club Accreditations & Leadership Training
Optional / Supplemental Education		PGA	PGA	PGA

Each club benefits from both returning “home club” candidates (quicker onboarding) and rotating “away club” candidates (new ideas and perspectives).

Express your interest here!



Developing Global Leaders for Your Club

Over the course of three years, this program equips future leaders with the international experience, professional training, and leadership development needed to make an immediate and lasting impact at your club.

6 internships - 6 months each (home/away) across multiple clubs and regions.

Global network - 59club affiliate properties are paired with like-minded leadership models & comparable service standards around the world.

Training - candidates benefit from 59club certifications and in-person education sessions.

Education - PGA programs integrated throughout a candidate's term.

Leadership - tailored program delivered by Robincroft Leadership Consultancy.



Sept. to Oct. 2025

Onboarding Clubs & begin graduate sourcing.

Nov. 2025

Graduate applications, screening interviews, video presentations, & culture profiling.

Dec.2025

Candidate shortlists presented to clubs; manager/HR interviews.

Jan. 2026

Home club onboarding and international club visa processes begin.

Apr. 2026

First interns start placements.

Oct. 2026

Second placements begin in opposite seasonal clubs.

Professional Onboarding

Our processes and timeline have been strategically structured to provide the best onboarding experience from club to candidate. We understand clubs lack large HR teams and the time to sift through countless CVs and interviews. Our expertise allows clubs to thoroughly and quickly review candidates and focus on best practice onboarding which in turn results in happier, more committed, and proactive staff.

The initiative will be the first of its kind - For it to be as valuable as possible to you and your club, we value your engagement, feedback and willingness to work with us on launching this unique program for the betterment of the industry.

Express your interest here!



Finding the Right Fit for You

Our five-step selection process finds candidates for you, your club and the industry...

1

CV Application

Candidates formally apply with accompanying CV outlining their experience and education

2

Video Presentation

Candidates pitch themselves and their career goals via a short video.

3

Culture Profiling

Provides a foundational understanding of the candidates' organizational culture profile.

4

Screening Interview

A face-to-face virtual meeting to understand the candidate's skills and emotional intelligence.

5

Final Interview

Candidate meets with club managers/HR to complete the final interview & selection process.



Expert Education



Industry Leading Education

59club Training
59club Service Excellence
Certifications.



Internal Leadership

Club Managers at the host venue to be accessible, mentor with intent and challenge interns to lead.



External Leadership

Robincroft bespoke leadership coaching (group sessions + one-to-one mentoring).



Supplementary

PGA Professional Development Programs.

Express your interest here!



Opening Doors to Attract Global Talent

Global Talent Solutions research visa options to identify those most suitable for international graduates and clubs.

We provide recommendations and resources outlining key visa types, requirements, and costs to support informed decision-making. While clubs remain responsible for managing their own applications, our approach ensures that candidates are sourced with visa eligibility in mind.



Here's Some of Our *Most-asked* Questions

What if the candidate doesn't get a visa approved?

While visa application is supported at club level, and approval is ultimately outside of everyone's control, we don't leave you stranded. If a candidate is unsuccessful, Global Talent Solutions will work closely with you to identify a suitable replacement as quickly as possible, ensuring minimal disruption to your operation.

What is expected from the clubs onboarding?

We simply ask that clubs engage with their new team members in the lead-up to the season and provide a welcoming environment when they arrive. This may include helping them source temporary accommodation and offering some local guidance, which goes a long way in setting your candidates up for success.

What are the financial costs to the club?

Clubs are responsible for an annual program fee, a regionally competitive salary for candidates, and the visa cost. We work to keep the process transparent & on track, ensuring you know exactly what to expect and that the investment delivers value through well-matched, motivated, & educated talent.

Express your interest here!



Which departments does the internship cover?

Golf Operations

Participants gain hands-on experience across every aspect of the golf operation, from retail sales and inventory to tee time management, bag services, course set-up, competitions, and events. They'll also support guest-facing services such as check-in, shuttle transfers, course marshalling, and golf cart management — ensuring members and guests enjoy a seamless experience.

Hospitality

Interns play an active role in the day-to-day running of resort hospitality, supporting guest services, front desk operations, concierge duties, and event coordination. From welcoming guests to helping deliver weddings, tournaments, and corporate functions, they'll develop a strong foundation in service excellence.

F&B

Within restaurants, bars, banquets, and event catering, candidates gain practical F&B experience that ranges from front-of-house service and bartending to inventory management and event delivery. Each placement builds confidence in providing high-quality dining and hospitality experiences.

Express your interest here!



Express Your Interest!

If this initiative appeals to you, please tell us a little bit more about your staffing needs via the short form below and we'll be in touch.

I'm Interested!



Sean Plunkett

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