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Salary negotiable

No accommodation available.

Replies in writing with full CV together with name and address of two referees to:

The Managing Secretary
Bristol and Clifton Golf Club
Beggar Bush Lane, Failand,
Bristol BS8 3TH

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requires an

EXPERIENCED
HEAD GREENKEEPER

for an 18 hole championship downland links course. Applicants must be suitably qualified and have a proven record in all aspects of course management and machinery maintenance.

The ideal candidate must have the ability to lead and motivate staff, organise work programmes and maintain healthy and safety requirements.

Salary negotiable but will be commensurate with the importance of this position.

No accommodation available.

Apply in writing with full CV to:

The Secretary
Southerndown Golf Club, Ewenny,
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GREENKEEPER INTERNATIONAL August 1994 55
THE LONDON GOLF CLUB

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ASSISTANT GREENKEEPERS

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The London Golf Club officially opened on 10th July 1992 and we now look to complement our greens staff team with highly motivated, enthusiastic greenkeepers to maintain the high standards that have been determined.

The ideal candidates will be suitably qualified (spraying certificates would be an advantage), hard working and conscientious. The salary will be negotiable according to age and experience.

Apply in writing, enclosing CV to:
Stephen Marsden, Courses Superintendent,
Greenkeepers Compound, The London Golf Club Plc,
South Ash Manor Estate, Ash, Nr Sevenoaks, Kent TN15 7EN

Zeewolde Golfclub

requires a

HEAD GREENKEEPER

The Zeewolde golf club in the Netherlands, founded in 1984 in the reclaimed Flevopolder, wishes to appoint a Head Greenkeeper to replace the present holder of this position who is leaving the club on 1 September 1994.

The existing 18 hole course and a 9 hole pitch and putt course are situated in attractive rural surroundings about 30 miles east of Amsterdam. In the next few years the 18 hole course will be extended with another 9 holes in woodland.

Applicants should be fully qualified with experience in modern greenkeeping methods, irrigation systems and the management of personnel and maintenance contractors. Experience in course construction and maintenance in the growing-in phase is an advantage.

The club will assist in finding accommodation and the salary and other benefits are negotiable.

Please apply in writing with full CV to:
The Secretary, Stichting Openbaar Golf Zeewolde,
Postbox 47, 3890 AA Zeewolde, The Netherlands

Düsseldorfer Golf Club e.V.

DEPUTY HEAD GREENKEEPER

Required for 18 hole course in Germany. Applicants must be experienced in all aspects of greenkeeping maintenance and have a good knowledge of modern machinery.

Salary negotiable. Accommodation available.

Apply in writing with CV to:
Mr C. Irvine, Düsseldorfer Golf Club e.V.
Rommeljansweg, 40882 Ratingen

Birchwood Golf Club Ltd

require a

DEPUTY HEAD GREENKEEPER

Applicants must have suitable qualifications and be experienced in all aspects of course management.

The ability to motivate and direct staff together with a practical knowledge of modern greenkeeping practices and equipment maintenance is essential.

Accommodation is not available. Salary negotiable.

Please reply in writing with full CV to:
Mr Peter Baume, Birchwood Golf Club, Kelvin Close,
Birchwood, Warrington WA3 7PB

Harborne Golf Club

( Birmingham)

ASSISTANT GREENKEEPER

Required to join an enthusiastic team on this well known Midland Course. Applicants should have approximately four years experience and will be expected to attend Greenkeeper Courses as relevant.

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The Secretary, Harborne Golf Club,
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The 18-hole Loch Lomond Golf Club, designed by Tom Weiskopf, requires enthusiastic Greenkeepers to join their Golf Course maintenance team. Construction of the new 18-hole course designed by Jack Nicklaus is due to start in the spring of 1995.

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We are seeking an enthusiastic, well organised individual to oversee the equipment maintenance operation for our facility.

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3. Organising parts inventory
4. Evaluating all new equipment to be purchased by the Golf Club.

If you are interested in either position, please send CV to

Ken Siems, Loch Lomond Golf Club, Rosshdu House, Luss,
by Alexandria, Dunbartonshire G83 8NT. Tel: 0436 860223

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Mr M Lusty, Servewell Grounds Limited, Herriard Park Gardens, Herriard, Basingstoke, Hampshire RG25 2PL

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Dick Reid, Amenity Director, John Bourne & Co. Ltd., Head Office, Newenden, Cranbrook, Kent TN18 5QG

GREENKEEPER INTERNATIONAL August 1994 57
Why practical knowledge beats the theories

A month in hospital has enabled me to catch up on the last year's articles. Compaction seems to be dealt with monthly! Can you aspirt for a monthly course cost effective workable answers. No one addresses the fundamental causes, or produces remedies, that are cost effective.

What has eventually really made me write to you is your March issue (Tom O'Brien at Royal Birkdale) How he and so many very good men like him can manage to carry on with nothing else but contradictory theoretical advice is quite amazing.

The following practical thoughts you may find interesting, the condition of many playing surfaces, and new golf course in particular, are of very poor quality. However I do believe that Performance Standards have a vital role to play in specifying the construction of an installation.

My views are based on many years of practical experiment creating playing surfaces. Unfortunately too many projects are specified by agronomists with an abundance of theory but little understanding of the practical aspects of what is required. Agronomy and its ever-nerven ing tentacles are the main factors that are responsible for standards, inadequate specifications and, seemingly, a total misunderstanding of what grass really needs to grow and perform to high standards, when subject to severe use and extremes of weather.

Those who doubt this should look closely at the golf courses constructed over the last few years, and the condition of 92 clubs in the Football League. Almost without exception, there is water in excess, mud in abundance, compaction and overall yearly deterioration. This is a worldwide problem. Mud is everywhere, whether we look at Australian Rules, Rugby, American Football or other sports, we have mud.

As I have gone on many occasions before, today's agronomists are yesterday's brilliant pupils, but many are so full of theory that they are still at the top of their theoretical trees. The trouble is that the practicalities of what the industry fundamentally needs have not yet been written. So how can they learn, and the trees keep falling down.

The owner/customer. The patient who needs good practical, cost-effective help and advice.

The architect. The qualified golf course architect. Most architects presume that they know; they presume that their brief is to create. Wrong, very wrong. Theirs is not to alter our beautiful countryside. We have more than enough championship golf course blots on the landscape, half finished poor ideas - most like battlefields. We need membership courses and pay as you play courses, to be enjoyed by the majority with greens, tees and fairways that blend into the landscape. More trees should be planted for the next generation and golf courses should be virtually hidden, evolved from the landscape, not made.

Contractor. The reputable contractors know what to do, but they are supplied with a hatch-pot of information; a specification, part architect, part suppliers, part agronomist, all thinking that compatibility is something between them and their neighbours' wives. No thought is given to soils, sands etc which may or may not grow good grass. Most contractors know that with earth moving it's not what you do, but how you do it, and when. I have seen no specification mention that the operation depending on the soil moisture content etc.

Worse betide the contractor who says we must stop now because of poor ground conditions. No! Time is of the essence; it's too costly to stop. Earth moving - oh what a bore! Strip, stockpile, store and hope to God that when it comes out it will be better than when it went in. No chance! Deprived of air, organic matter ignored, compacted beyond all recognition, it is often rolled into submission.

Soil for stockpiles should be prepared, (whoever heard of such an exercise?), have additives included and be resuscitated when it is replaced. There are ways to do this cost-effectively. Soil treated this way will make good fairways etc.

Now we come to the subject of worldwide debate.

Greens. Our friends the agronomists now come into full bloom, waxing lyrical but again nearly all completely ignoring compatibility. Their pet theories abound; like a party political broadcast, fact is submerged by theory. Percentages of sand/soil mixes vary like the daily rainfall forecasts. There is no thought that little grows easily in sand or that sand is inherently unstable. That sand is the main ingredient for concrete is never allowed to linger.

Many years we really need to ask some fundamental questions about what we are trying to achieve.

We wish to grow grass to be abused, to tolerate strange conditions, and to function effectively. Where and how do we start?

Many take the easy road, proprietary topdress mixes or the like, which are basically a concoction of sands, silts and clays, or in the case of the pack leaders a mix of unstable sands, and portray.

We need three basic ingredients in our structures:

1 Air (rarely mentioned, often totally ignored);
2 Moisture;
3 Nutrition and natural organic matter.

All three must be compatible, easy to maintain and improve annually. The structure must be defined as permeable and stabilised for heavy traffic.

It is now possible to produce high quality, free draining, mud-free, non-compactable, stabilised rootzones for each and every sport wishing to use natural grass intensively. I know, I have done this and am doing it cost-effectively. After two decades it still works.

Finally, our overworked and under informed greenkeepers and groundsmen. Let education concentrate on the structures they have to work with. Everything else is of little import if the structures are inadequate.

It is now possible to restructure surface soils cost-effectively. Surface soil, for those still in doubt, is the area below the grass that varies from 150 mm (6in) to 300 mm (12in) in depth. That wonderful area produced by poor specifications; the area for thatch, black layer and various degrees of compaction.

Our ultimate aim is to ensure that this layer performs to its best ability and the starting point to achieve this aim is to set out the performance standards that we want to attain, not in isolation, but as a basis from which we can draw up our construction specifications.

Dixie Thompson,
Chester Moor, Co Durham

Message for all

A word of warning to fellow greenkeepers: if ever you are tempted to leave off any safety equipment - it may be uncomfortable on a hot day, for example - my advice is Don't!!

My safety boots saved me from losing my foot in an accident. Don't think the unexpected won't happen to you.

My thanks to Richard Whyman and all at Devon and Cornwall section for the basket of fruit sent to my hospital bed, the phone call from BIGGA HQ and the good wishes from everyone.

Peter Stringer,
Isle of Scilly Golf Club
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