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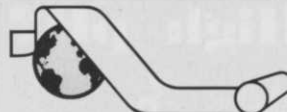
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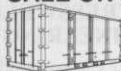


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St Andrews Links

The historic St Andrews Links is seeking additional experienced staff as part of its Development Programme. The recent opening of our 18-hole Strathtyrum Course, the re-designed 9-hole Balgove Course and a 24 bay practice area with pitch and putting facilities has meant a reorganisation of responsibilities.

With five-and-a-half golf courses including the famous Old Course, venue for the 1995 Open Championship, it is now the largest golfing complex in Europe. The following positions are sought:

1. Deputy Head Greenkeepers

All applicants must be fully experienced on Links courses with appropriate qualifications and have good organisational and management skills.

2. Senior Greenstaff

required to work on the Old Course up to and including the Open Championship in July 1995.

Please apply to Walter Woods, Links Supervisor, St Andrews Links, Pilmour Cottage, St Andrews, Fife KY16 9SF in the first instance.

Interviews will take place during March for the positions to commence in April. These positions are also being advertised internally.



Sennelager (British Army) Golf Club

requires a

HEAD GREENKEEPER

The Club is looking to employ a fully qualified and experienced Head Greenkeeper to manage its 27 hole complex in **Germany**. This position gives the chance to live and work in a foreign country and yet reside within a British community. It is best suited to a single man or a married couple without young children. Accommodation is provided and the salary is negotiable.

Applications, with two references plus CV, to

The Secretary

Sennelager (British Army) Golf Club

BFPO 16

Tel: (from UK) 01049 5252 53794

Fax: (from UK) 01049 5252 53811

Cleethorpes Golf Club

(in its centenary year)

require a

WORKING COURSE MANAGER

for its 18 hole private members' course

Applicants should have the recognised qualifications, a mechanical aptitude and knowledge of computerised irrigation systems.

An attractive salary package based on BIGGA rates is negotiable.

Please apply with CV to:

Secretary

Cleethorpes Golf Club

Kings Road, Cleethorpes

South Humberside DN35 0PN

by 31 May 1994



Briggens House Hotel

Golf Course & Estate

require

HEAD GREENKEEPER/GARDENER & ASSISTANTS

The estate at Briggens House is one steeped in history, dating as far back as the 17th Century. The landscape design is attributed to the famous Royal Gardener, Charles Bridgman, around 1720. Today the grounds comprise some 80 acres including a challenging 9 hole golf course and practice ground, an arboretum, formal gardens and lawns. At present the grounds are maintained under contract, this contract is shortly to finish and a grounds maintenance programme is to be formed.

This department shall be responsible for maintaining and presenting the golf course and grounds to a high standard. The Head Greenkeeper/Gardener post shall be responsible directly to the General Manager and involve budget compilation and control. The Assistants' posts are suited to enthusiastic applicants with gardens and fine turf/golf course experience.

Salaries are negotiable, no accommodation is available. Applications shall be treated in the strictest confidence. Please send written applications with full CV to:

General Manager, Briggens House Hotel, Stanstead Road, Stanstead Abbots, Herts SG12 8LD.

Applications should be received no later than 28th March 1994.



Sudbury Golf Club
QUALIFIED
GREENKEEPER
 and
TRAINEE
GREENKEEPER

required for 18 Hole Golf Course

Applications in writing to:

General Manager
Sudbury Golf Club
Bridgewater Road
Wembley HA0 1AL



KINGS NORTON GOLF CLUB

invite applications for the position of

**COURSE MANAGER/
 HEAD GREENKEEPER**

for a 27 hole parkland course situated in attractive rural surroundings nine miles south of Birmingham in the county of Worcestershire.

Applicants must be fully experienced in all aspects of modern course management and maintenance techniques. The successful applicant must have the skills to lead and motivate staff and will be expected to demonstrate abilities to maintain a quality course to a high standard exercising firm budgeting controls.

Accommodation available. Salary negotiable.

Application in writing with full CV to:

Secretary/Manager, Kings Norton Golf Club,
Brockhill Lane, Weatheroak, Alvechurch,
Birmingham B48 7ED



**SPORTS AND AMENITY
 PRODUCTS SALESMAN**

A highly motivated salesman is required to promote the quality range of sportsturf and amenity products manufactured and distributed by Roffey Brothers Ltd. The area to be covered will be in the South West, excluding Devon and Cornwall. Salary commensurate with experience.

Please apply in writing with CV to:

David Roffey, Roffey Brothers Ltd, Throop Road,
Bournemouth, Dorset BH8 0DF



requires a

DEPUTY HEAD GREENKEEPER

Minimum age 25. Technical and practical qualifications. Pesticide certificates. Sound knowledge of modern irrigation and machinery. Capable of controlling and motivating staff.

Salary negotiable. No accommodation.

Apply in writing with CV to:

Mr K Skinner, Course Manager, Cottesmore Country Club,
Buchan Hill, Pease Pottage, Crawley, West Sussex RH11 9AT

Canford Magna Golf Club

Wimborne, Dorset

requires

DEPUTY HEAD GREENKEEPER

For new 36 hole Golf Complex which will be completed by Autumn 1995. (Phase 1, 9 holes, opens May 1994). Greens are to USGA specification and full Toro Irrigation System installed.

Applicants must be experienced in all aspects of greenkeeping and have a practical knowledge of modern machinery and irrigation systems and good organisational skills.

Salary negotiable according to experience.

Apply in writing with CV to:

Mr T Smith, Course Manager, ERM Ltd, Woodlands Manor
Farm, Woodlands, Nr Wimborne, Dorset BH21 8ND
 Closing date 25th March 1994

Pontefract and District Golf Club

require immediately applications for the position of:

HEAD GREENKEEPER

Applicants must be experienced in course management, machinery maintenance and have the ability to lead and motivate staff.

Competitive salary, pension contribution and rent-free three bedroom accommodation.

Application form and further details from:

The Secretary, c/o 24 Fair View, Carleton, Pontefract,
West Yorkshire WF8 3NU

EURO GOLF



GOLF COURSE DESIGN & CONSTRUCTION OPPORTUNITIES BASED IN GERMANY

We are a young and exclusive Golf Course construction company, building high quality golf courses worldwide. For our new forthcoming projects in 1994 we are looking for professional and motivated staff to join our team in the following capacities:

1. **Contracts Manager**
2. **Site Manager**
3. **Management Assistants**
4. **Head Greenkeeper/Greenkeeper**
5. **Golf Course Shaper**
6. **Heavy Machine Operator/Tractor Driver**

In the first instance please contact:

Mr Andreas Doring
Tel: 010 49 9181 43568

Please send your application to the following address:

EGI-EURO GOLF GmbH

International Golf Contractors and Construction Consultants
Offenbau 256
D-91177 THALMÄSSING
Germany
Tel: 09173/7966-0
Fax: 09173/7966-20



The Blue Mountain Golf Centre

has a vacancy for a

FIRST ASSISTANT GREENKEEPER

The successful applicant will have the ability to motivate and direct a team of four under the direction of the Head Greenkeeper. His professional knowledge and appreciation of golf will enable him to assist in the preparation and maintenance of our excellent facility and the training of his staff. He is likely to have had some three years experience at more than one centre, will be engaged in Phase Two of his studies and must possess a spraying certificate. Salary will be commensurate with BIGGA rates.

Candidates should forward a current CV for the attention of:

The Personnel Department
Blue Mountain Golf Centre
Wood Lane, Binfield, Bracknell RG12 5EY



Cumberwell Park Golf Club

requires a

FIRST ASSISTANT GREENKEEPER

Applicants are invited for the above position at this new golf course due to open June 1994.

The successful applicant will be part of a team of about five with the aim of maintaining what will be one of the best golf courses in the South West.

Candidates must be experienced and qualified and able to assume responsibility in the Head Greenkeeper's absence.

Please apply in confidence with full CV to:

The Head Greenkeeper, Cumberwell Park Golf Club, Little Cumberwell, Bradford on Avon, Wiltshire BA15 2PQ



Fraserburgh Golf Club

is seeking a

COURSE MANAGER

We are creating a new position of Course Manager and invite applications for this post.

The successful applicant must be fully qualified, having a sound knowledge and practical experience in all aspects of good greenkeeping.

He must demonstrate the ability to motivate and lead the current greenkeeping team.

An attractive salary, in line with ability, is offered to the successful candidate.

Written applications with full CV to the Secretary, Fraserburgh Golf Club, Philorth, Fraserburgh AB43 5TL by 8th April 1994

RUXLEY PARK GOLF CENTRE

have a vacancy for

HEAD GREENKEEPER

Busy 27 hole golf course and driving range.

Applicants must have the necessary qualifications and experience to fill the above post.

Apply in writing to:

**Paul Davis, Ruxley Park Golf Centre,
Sandy Lane, St Pauls Cray, Orpington BR5 3HY**



Harwood Golf Club (Bolton)

require a

HEAD GREENKEEPER

for this well established, highly regarded 9 hole course. Experience in all aspects of greenkeeping and a practical knowledge of modern machinery required.

Accommodation not available.

Salary negotiable according to experience.

**Please apply in writing with full CV to:
The Secretary, Harwood Golf Club,
Roading Brook Road, Harwood, Bolton.**

Applications are required within 10 days of the appearance of this advertisement.

RECRUITMENT

Pachesham Golf Centre TWO ASSISTANT GREENKEEPERS

required for a nine hole parkland course.

Applications are invited from persons aged 18-30 years. Twelve months previous experience would be useful but not essential as full training will be given.

Salary negotiable.

Please apply in writing to:

Paul Harley, Head Greenkeeper, Pachesham Golf Centre, Oaklawn Road, Leatherhead, Surrey KT22 0BT. Tel: 0372 843453

Stanmore Golf Club



DEPUTY HEAD GREENKEEPER

Applicants must have suitable qualifications in all aspects of greenkeeping and have the ability to motivate and direct staff. PA1 & PA2 required.

Salary according to experience.

Applications in writing with full CV should be sent to:
The Secretary, Stanmore Golf Club, Gordon Avenue, Stanmore, Middlesex HA7 2RL

The Botley Park Hotel and Country Club

require a

DEPUTY COURSE MANAGER

and a

FIRST ASSISTANT

Applicants must have suitable qualifications and experience in all aspects of course management. A thorough knowledge of machinery maintenance is essential together with the ability to motivate and direct staff.

Preference will be given to a golfer with some experience in construction.

No accommodation. Salary negotiable.

Please reply in writing with full CV to:

Mike Yorston, The Botley Park Hotel and Country Club, Winchester Road, Boorley Green, Botley, Hants SO32 2UA

Please state position applied for.

Martin Brothers

Martin Brothers, one of the leading suppliers of top dressing and sand in England and Wales, is expanding into the North East of England and requires a

SALES MANAGER

Male or female, to sell to the horticultural industry.

Only people with experience need apply.

Please apply in writing with CV to:

Mr N Gray, Managing Director, Martin Brothers (UK) Ltd, 18 George Street, Alderley Edge SK9 7EJ



BURY ST. EDMUNDS GOLF CLUB

require a

DEPUTY HEAD GREENKEEPER

The Club, founded in 1924, has two courses (27 holes) and needs to appoint a Deputy Head Greenkeeper. Applicants must be fully experienced in all aspects of greenkeeping, with the appropriate qualifications, and have practical knowledge of modern machinery and irrigation systems. The successful applicant will also be able to motivate and direct staff and demonstrate good organisational and management skills.

A competitive salary is offered - accommodation is not available.

Please reply in writing with full CV to:

J. C. Sayer, Secretary, Bury St Edmunds Golf Club, Tut Hill, Bury St Edmunds, Suffolk IP28 6LG

Brampton Heath Golf Centre

Church Brampton - Northampton

requires a

HEAD GREENKEEPER

Only experienced greenkeepers need apply.

Experience growing in a new course an advantage.

Please apply in writing with full CV to:

B. B. Rice, Haselbech Grange, Northampton NN6 9LF



Askham Bryan College

LECTURER

(Horticulture)

Applications are invited for the post of Lecturer in Horticulture at our College from 1st September 1994.

Salary scale: Lecturer 1 - £11,163-£20,235 per annum.

Further details and an application form can be obtained from:
Senior Manager, Human Resources and Project Management or by telephoning 0904 702121 Ext. 208.

Completed application forms to be returned to Askham Bryan College, Askham Bryan, York YO2 3PR no later than Friday 1st April 1994.

Stourbridge Golf Club

require an

ASSISTANT GREENKEEPER

Applicants should be experienced in golf courses and handling machinery.

Please apply in writing giving full details to:

Secretary, Stourbridge Golf Club Ltd, Worcester Lane, Pedmore, Stourbridge, West Midlands DY8 2RB

Pannal Golf Club, Harrogate

requires a

HEAD GREENKEEPER

Applications are invited for the above position which will become vacant from 1 July 1994 on the retirement of the present Head Greenkeeper.

Applicants should be qualified Greenkeepers with experience in course and man management, modern greenkeeping methods and the maintenance of greenkeeping machinery.

A competitive remuneration package is offered including pension scheme and generous relocation expenses.

Letters of application, which will be treated in the strictest confidence, should be sent together with a CV to:

The Secretary, Pannal Golf Club (Harrogate) Limited, Follifoot Road, Pannal, Harrogate, North Yorkshire HG3 1ES

Stonebridge Golf Centre

are currently seeking applicants for the position of

HEAD GREENKEEPER

Stonebridge Golf Centre is a new 18 hole pay-as-you-play golf complex. Located at Meriden, near Coventry on the A45 between Birmingham and Coventry.

★ Currently under construction ★

It is intended to open the course, clubhouse and driving range in Spring 1995.

Applicants for the position of Head Greenkeeper should ideally have experience of course construction and have worked during the growing-in phase of a new course.

Remuneration according to experience.
1st May 1994 start.

Applicants should apply in writing enclosing a copy of their current CV to:

**N P Barlow Esq
Packington Estate Enterprises Limited
Packington Hall
Meriden, Warwickshire CV7 7HF**



The British and International Golf Greenkeepers Association

...is the professional organisation which exists to enhance, develop and educate its growing greenkeeper membership of over 5,000. The Association receives the active support of the Royal and Ancient Golf Club and is one of golf's major bodies. The Association is seeking to appoint an education and training professional ideally with a background in or knowledge of golf greenkeeping and the game of golf. The successful candidate will assume responsibilities for the whole range of BIGGA's educational programmes.

EDUCATION OFFICER

Organisational and administrative abilities will be a prime requirement whilst key areas of responsibility encompass organisation of the National Education Conference, the annual BIGGA Turf Management Exhibition Education Programme, management and in-house training courses, as well as the administration of sponsored award schemes and the Association's major award, the Master Greenkeeper Certificate.

The successful applicant will need to be an excellent communicator and liaise closely with the Greenkeepers Training Committee as well as with the Home Golf Unions and golf clubs on all matters relevant to greenkeeper education. An important aspect of the position will be the organisation and implementation of training programmes at regional and section level. The successful candidate will need to demonstrate initiative, resourcefulness, an outgoing personality and be able to respond informatively and sensitively to members' queries and concerns. He/She will be joining a team dedicated to the advancement of the greenkeeping profession and enhancing the education and training opportunities available to greenkeepers.

For further details and job description please contact Mr Neil Thomas, Executive Director, BIGGA, Aldwark Manor, Aldwark, Alne, York YO6 2NF (tel 0347 838581).

TALKING HEADS

Arne van Amerongen says head greenkeepers and course managers should be appointed during the early stages of a golf course project as they're the ones who have to correct them!



'I consider the end product in any new course project would undoubtedly benefit from the course manager's input from the very earliest stages through to completion'

The golf course manager often complains about the aspects of construction or design on his course which cause maintenance problems. In the past I have tended to blame the contractor, but while working for Brian Pierson Contractors I have formed a very different opinion. I think the majority of mistakes in the construction of a golf course come about as a direct result of lack of communication between all parties concerned.

It is still the case however, for whatever reason, that agreed specifications are not always met and the quality of the end product – the golf course – suffers in consequence. Such problems often do not become apparent until after the new owners have 'taken delivery' of the course and 'the baby' is placed in the hands of their 'nanny', more commonly known as the course manager. It is he who is left to bring the course into maturity, one of the most mis-used phrases relating to golf courses up and down the country, incredibly often applied to courses more than five years old!

In reality, reconstruction using correct materials and relevant specifications is more often than not the only way forward to realise expectations for what then becomes a very expensive 'baby' indeed.

Let's look at a typical development. If a company or individual wants to build a golf course they contact an architect and a golf course contractor. The architect draws the plans and may also arrange for all specifications, as well as appointing a contractor. Alternatively an independent body may be consulted for the critical aspect of project specifications. The appointed contractor commences construction of the course, working from the architect's plans and following the relative material specifications. A course manager has in many cases not been considered at this stage, leave alone appointed. Some architects unfortunately fail to realise a course design, (any course design), has to result in a layout which is playable and affords enjoyment and satisfaction to the average golfer – not just the tiger – as well as be maintainable cost effectively, especially in view of the current economic climate. Granted, the construction people build the

course, but all the decisions are made by the owner and/or architect.

Where does the modern course manager fit into the overall scenario in the development of a new course? Many people in the golf industry still perceive the head greenkeeper or course manager as the man who tends the course or 'he who cuts the greens'. Clearly they fail to recognise the wide-ranging skills, capabilities and responsibilities required of today's course manager. I consider the end product in any new course project would

undoubtedly benefit from the course manager's input from the very earliest stages through to completion.

Not only will he have first hand knowledge of underground installations and materials used but he can identify aspects of the design which may lead to maintenance problems, ie too sharp contouring, steep banks, traffic concentration; especially around greens, required green and tee areas to accommodate intended levels of play on the site, tree planting schemes which may not allow for adequate airflow in the future, particularly around greens and tees etc. The list goes on.

By being involved from the very beginning he will be in a far more informed position as to the necessary machinery and equipment requirements for course maintenance, as well as staffing levels.

Some people may not accept that today's highly trained course manager should have an influence on the design and construction of the golf course for which he is responsible. I consider this to be folly on their part, if only for the very reasons I have highlighted. If indeed a man appointed to such a position had no valuable input towards the end product, I would suspect his suitability for the job!

In conclusion, I am of the opinion that it is as important as ever to make the most of limited resources. It follows therefore that the owner, architect, contractor and course manager all have to be involved in any new project from the beginning, so that all interests can be voiced, explained and agreed before construction gets under way.

The so common mistakes can then be avoided, instead of having to be corrected (at great inconvenience and cost), more often than not by the man who inherited them. Who is he, this trouble-shooter? He's the course manager, the one whose services are so often deemed superfluous by the powers that be at a time when they would have proved most beneficial.

■ Arne van Amerongen has just taken over as course manager at Paultons Golf Centre near Romsey, Hampshire. This Brian D Pierson constructed centre offers an 18-hole par 72 parkland course, a nine-hole par 3 course and teaching academy. There is also a 30-bay driving range.

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**They're nice,
they're neat,
they're just
£35 complete**



Double sided plinth, plus any colour yardage plate available - P.O.A.

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