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New and demonstration machinery available. Proven on delivery anywhere in the UK.

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QUALITY USED MACHINES

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Toro 450 D, 5 unit, Fairway mower. 8 blade cylinders. Grooved front rollers. 1,400 hrs. Very good condition, regularly serviced. Ready for work.

**The telephone numbers are in here somewhere!**  
Keep looking, and you could win yourself £50!
Machinery For Sale

FOR SALE
JACOBSEN HR5111
ROTOR MOWER
1997 £14,000 + VAT
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FOR SALE
Toro 450 D, 5 unit, Fairway mower. 8 blade cylinders. Grooved front rollers. 1,400 hrs. Very good condition, regularly serviced. Ready for work.
£8,000 + VAT ono
Telephone: Secretary, Preston Golf Club: 01772 700011 or Head Greenkeeper on 0374 803043

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Balmer's Garden Machinery Centre

Compact Tractors and Turi Care Machinery For Sale
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01282 453900/454648
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Trailer mounted on rotation type. Moves trees with a 10cm trunk diameter. Has own engine and irrigation tanks. Ideal transplanter and packaging unit. Full sheet available. VGC.
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951, 9',8", 2yrs, £20,500
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Large selection of new and second hand Turf Maintenance Machinery in stock.
Free delivery in UK. Warranty given. Also interested in purchasing surplus machines.
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Both are tolerant of poor soils and sites and require little post-planting care.
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Ideal for golf courses.
Also first grade trees available.
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Recruitment

BARROW GOLF CLUB
Requires a
HEAD GREENKEEPER

Applicants should be experienced in all aspects of Greenkeeping and possess all the necessary qualifications as laid down in BIGGA's job specification.

Applications in writing, with full C.V. to:
Mr. J. Slater, Hon. Secretary, Barrow Golf Club, Rakesmoor Lane, Barrow in Furness, Cumbria. LA14 4NX

GOLF CLUB HERFORD (GERMANY)
wishes to appoint a
FIRST ASSISTANT

Applicants must possess recognised qualifications and be experienced. The Herford golf course is a 9 hole course established in 1987 in the Hannover Bielefeld area of Germany.
It's famous for its friendly atmosphere.

Applications in writing together with CV to:
Head Greenkeeper, Heideholz 8, 32602 Vlotho-Exter, Germany.

STAMFORD GOLF CLUB
 Requires a
HEAD GREENKEEPER

Who will be experienced in all aspects of Greenkeeping and possess the necessary qualifications as laid down in BIGGA's job specification.
The Club is soon to celebrate its 100th anniversary and is a well established moorland course.

Apply in writing with full CV to:
Mr B D Matthews, The Secretary, Stamford Golf Club, Oatfield House, Huddersfield Road, Stalybridge, Cheshire. SK15 3PU
ELLESBOROUGH GOLF CLUB

Has a vacancy for a

HEAD GREENKEEPER

An excellent opportunity has arisen at this prestigious 18 hole Private Members Golf Club for an enthusiastic and ambitious Greenkeeper seeking a career progression. The successful applicant will be qualified to at least NVQ Level 3 or equivalent, possess PA1, PA2 and PA6 spraying certificates and have a minimum of 5 years experience either as a Head or Deputy Greenkeeper.

You should be familiar with the latest greenkeeping technology and be able to demonstrate an ability to lead, motivate and organise staff.

A good working knowledge of modern machinery, irrigation systems and Health & Safety at Work Regulations would be a distinct advantage.

Salary is negotiable, but will be commensurate with the candidate’s experience and qualifications. Accommodation is provided.

Apply in writing with full CV by 15th January 1999 to:

P M J York, General Manager, Ellesborough Golf Club, Butlers Cross, Aylesbury, Bucks. HP17 0TZ

WHARTON PARK GOLF CLUB

Applications are invited for the position of

HEAD GREENKEEPER

An excellent opportunity exists for a Head Groundsman to join our team at a prestigious private polo estate of around 100 acres, maintaining top class polo fields, equestrian and other sporting facilities, parkland and grazing fields.

You need sound knowledge of turf culture and associated machinery operations (but polo experience not essential), effective organising and management ability, preparedness to work long hours during March to September polo season, high standards of presentation, good team spirit and lively sense of humour.

We provide glorious surroundings, first class equipment, well established grounds team of 8, possibility of accommodation/transport and excellent salary.

Please apply in writing with full C.V. by 18th December, 1998 to:

The Estate Office, The Polo Centre, London Road, Sunninghill, Ascot, Berkshire, SL5 7SE.

Further details may be obtained from Denise Rumming on 01344 875155.

CHESHAM & LEY HILL GOLF CLUB

This nine-hole course requires a

Greenkeeper

Applications should have a minimum of NVQ Level 2 with 2 years experience in Course maintenance & record keeping & hold a clean driving license. No accommodation

Apply in writing with full CV to:

The Secretary, Chesham & Ley Hill Golf Club, Ley Hill, Chesham, Bucks. HP5 1UZ

BOUGHTON GOLF

Require an

ASSISTANT GREENKEEPER

Applications are invited for the position of

HEAD GREENKEEPER

An exciting opportunity exists for a Head Groundsman to join our team at a prestigious private polo estate of around 100 acres, maintaining top class polo fields, equestrian and other sporting facilities, parkland and grazing fields.

You need sound knowledge of turf culture and associated machinery operations (but polo experience not essential), effective organising and management ability, preparedness to work long hours during March to September polo season, high standards of presentation, good team spirit and lively sense of humour.

We provide glorious surroundings, first class equipment, well established grounds team of 8, possibility of accommodation/transport and excellent salary.

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The Estate Office, The Polo Centre, London Road, Sunninghill, Ascot, Berkshire, SL5 7SE.

Further details may be obtained from Denise Rumming on 01344 875155.
**West Hove Golf Club Limited**

Applications are invited for the position of

**HEAD GREENKEEPER**

West Hove Golf Club was established in 1910 but relocated to its present position in 1991. This new 18 hole Downland course was constructed by Hawtree & Sons.

Although a relatively new course, there are some areas that require redesigning and modification and it is expected that the Head Greenkeeper will play an integral role in the decision making to effect the desired changes.

The successful applicant will be suitably qualified to NVQ level 3 or equivalent, PA1A, PA2 and PA6 preferred, and have practical knowledge of modern machinery and irrigation systems. Experience in the management of sand based greens is desirable but not essential.

This position requires a hands-on working Head Greenkeeper and the successful applicant will lead by example, be hard working and self motivated with a keen and positive attitude towards their work, show good management and supervisory skills and have the ability to organise and carry out work programmes within an agreed budget.

Salary will be in line with Standing Committee recommendations.

Accommodation is not available.

Apply in writing with full CV to:

Keith Haste, Operations Director
West Hove Golf Club Limited, Church Farm, Hangleton, Hove, East Sussex BN3 8AN. Telephone 01273 419738

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**Irrigation Service Engineers**

Required within close proximity of the M25. The ideal candidates should have both mechanical and electrical experience, must be self-motivated and capable of organising daily work schedules. Experience with irrigation systems would be an advantage.

Excellent earning potential/Company Pension Scheme/Bupa Health Care. Send current C.V. to:

Ocmis Irrigation, Higher Burrow, Kingsbury, Martock, Somerset, TA12 6BU
Tel: 014620 241939

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**ROEHAMPTON CLUB**

**HEAD GREENKEEPER**

Roehampton Club is a members-owned sports club situated five miles from the centre of London.

Facilities include an 18 hole parkland golf course, 30 tennis courts, three croquet lawns, a bowling green, extensive gardens, two swimming pools, five squash courts and a fitness centre.

The successful applicant will report to the Course and Grounds Manager and be responsible for the upkeep of the golf course with the assistance of four staff and a full time mechanic.

He or she will be qualified to City & Guilds Phase III and have previous experience in the supervision and motivation of staff. A sound understanding of modern greenkeeping techniques, the use of turf machinery and automatic irrigation systems will be required.

Salary negotiable plus other benefits.

No accommodation.

Please apply in writing with full CV to:

Anthony Freeman, Course and Grounds Manager,
Roehampton Club, Roehampton Lane, London SW15 5LR

Closing date for applications: 31 December 1998

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**CIRENCESTER GOLF CLUB**

Founded in 1893, Cirencester is an established 18 hole course with a driving range in rural Gloucestershire.

Applications are invited for the position of

**HEAD GREENKEEPER**

We require a well qualified (competent to NSVQ3 or equivalent), self-motivated person, with a minimum of 5 years experience as a greenkeeper to manage and maintain this golf course to the highest standard.

The successful applicant must be able to demonstrate an ability to manage and motivate staff, be conversant with modern technology and equipment, health and safety requirements and be able to work within budgetary limits.

An ability to play golf will be considered an advantage.

Salary and conditions are negotiable but no accommodation is available.

Applications in writing, enclosing a full CV to:

Mr I A Gray, Secretary/Manager, Cirencester Golf Club, Cheltenham Road, Bagendon, Cirencester Glos GL7 7BH

Closing date for applications: 4 January 1999

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**THE INTERNATIONAL GOLF CLUB BONN**

**HEAD GREENKEEPER**

An experienced qualified Head Greenkeeper or First Assistant Greenkeeper is required to maintain a busy, high quality 18 hole golf course situated near Bonn.

Very good salary depending on experience. A knowledge of the German language would be useful, but not necessary.

Please reply in writing to:

Golf Course Bonn, Konrad-Adenauer-Strasse 100
53757 St Augustin/Germany, or call 00 49 22 41 33 25 12
GRASS ROOTS
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20 Regional Business Development Managers

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We are an Award winning company that has achieved a 30% growth each year since conception and have recently strengthened our market position through a combination of acquisition, strategic alliance and investment. Our reputation has been founded on Quality, Service, Choice and attention to detail and we now wish to extend this service to all areas of the UK.

Our mission is to become the market leader in our particular sector within 3 years and in order to achieve this serious intention we need the best people or those with the most potential to join us. We are a unique company with an informal but dynamic culture that maintains a highly valued loyalty from our customers. Take this opportunity now to find out more...you may find competing against us is not as rewarding as competing for us.

The Person

Aged 25-45 you will be self-motivated, competitive and determined to succeed. You will possess an enthusiastic attitude coupled with above average interpersonal and communication skills. A solid understanding of the commercial pressures in the Amenity Market will be matched by your positive commitment to customer satisfaction. You must be a team player who can adapt to change and through initiative and your own energy levels make a dynamic impact to the team effort. You are looking for a fresh start and challenge but above all feel your present position lacks the support, rewards and satisfaction to fulfil your true potential.

The Experience

You will have at least 2 yrs experience in an active and successful field sales role operating in the Agriculture, Horticulture or Amenity Market. Further sales experience and training will be an advantage. You will be used to unusual hours and be comfortable dealing with a diverse range of potential customers. You have experienced first hand the importance of time management, route planning and telephone techniques as prerequisites to success. Computers are now part of your life. Alternatively you may be a Course Manager/ Head Greenkeeper/ Head Groundsman who recognises and relates to many of the above attributes and feels strongly that your present knowledge and experience could be utilised in a more rewarding way.

The Role

You will be assigned an exclusive territory and be predominantly based from home having been provided with PC, E-mail, mobile, fax and separate business line. Your objective will focus on business development throughout your territory and making contact with all potential customers through supplied leads, cold calling and referrals. You will become actively involved in all local BIGGA, IOG , ILAM events as well as maintaining a marketing and promotion budget for your individual area. You will report to one of the 2 National Sales Managers and will be expected to attend the monthly Sales Meetings held in Wokingham. After evaluation a 3-year sales target will be jointly agreed and achieved.
The Products

Without fear of contradiction you will be offering the most impressive and important range of quality products presently available in the UK. At the forefront of technology you will be increasingly involved in raising the awareness of environmental and ecological issues supported by an unequalled range of natural products that are the applied future of turf management. Many of these products are presently being used successfully by prestigious sporting venues and the impact of the additions to the range at BTME99 should not be underestimated.

The Marketing Plan

We have a marketing budget in excess of £480,000 which will be used over the next three years to promote and place our message regularly in front of end users. If you understand the power of marketing then you know what this means to our sales team. Advertising, PR and a continual promotion effort will ensure that all your clients and competitors are aware of the company's commitment to turf management solutions.

The Support

An ongoing strategy of training, support and appraisal is a fundamental company philosophy. After all, your success is our success! After a basic induction you can rely on continued self-improvement through product, sales, management and IT training. Industry qualifications such as BASIS, other correspondence courses as well as the facilities we sponsor at MERRIST WOOD College are all available to the team. First hand experience in product research will be gained from our very own research centre with over 25,000m² of fine turf trials, which is not only unique, but also an ideal venue for customer education seminars. Our links with industry experts and manufacturers means your field training will be productive and with comprehensive HO back up and daily contact with your manager, potential failure is minimised.

The Package

The rewards for your commitment far exceed the industry standard. Besides the normal expectations of company car, private health, pension (year 2) and all out of pocket expenses, you will receive an enviable basic wage guaranteed to increase by 5% pa over the first 3 years. This combined with a monthly paid "no ceiling" commission of 10% of sales turnover, and a 6 monthly OT bonus will produce an income for those experienced in field sales of over £50,000 pa year 1 and well over £80,000 by 2001. Those new to sales can expect an OT year 1 reward of between £28,000 and £32,000. Sales Managers will be remunerated on a similar basis with the addition of a team override and pre-agreed annual profit share.

The Timing

All applications must be received by no later than 12.00pm on the 24th December, and should include a contact telephone number for the following week. If successful you will be contacted to arrange an initial interview date during the first week of January '99. Saturday interviews for present work commitments can be arranged, and all expenses for travel will be reimbursed. Job offers will be formally confirmed by 9th January with a critical induction start date of the 25th January.

The Next Step

Please apply in writing enclosing a handwritten letter, plus up to date CV, to the Sales Director at the address below. ALL APPLICATIONS WILL BE DEALT WITH IN THE STRICTEST CONFIDENCE.

Also required:
1 Technical Research Manager
2 Sales Administration Support Staff
1 Accounts Assistant, and a partridge in a pear tree!
Wednesday October 21 1998 will be part of BIGGA history forever. That was the day His Royal Highness the Duke of York officially opened BIGGA HOUSE. I am sure everyone who attended this wonderful day will remember it with pride for a very long time. It was certainly a great honour for me in my term of office as your Chairman to welcome His Royal Highness. The Duke of York, Viscount and Lady Whitelaw and all our distinguished guests which included Sir Michael Bonallack to Aldwark. I don’t recall ever being so nervous standing there with just a few words to say, and it was a great relief when the words came out in the right order. The whole day went without a single hitch and credit must go to our staff who worked excellently. One of the awards eventually placed John Coleman in first place, at Abbeydale Golf Club, Sheffield, and is also a past finalist in the Student of the Year, so he comes to the top with a fine pedigree. While we all congratulate Sally and John on their success, which was richly deserved, anyone who wins through to the finals can be justly proud of their achievements and I wish them all every success in the future. I also would like to thank and congratulate Toro, not just as sponsors of the two awards, but for taking such an active interest from start to finish. They certainly put a lot of time, money and effort into the Awards and greenkeepers and golf clubs should all be grateful to them for putting so much back into golf.

My next stop was Scoturf and once again a true Scots welcome was waiting. It was nice to meet many old friends including the Scottish Chairman, Jimmy Neilson and BIGGA Vice Chairman Elliot Small. The show was well attended and the biggest stand was with Toro with backing from Aquatrols and Renfrew who provided two excellent speakers in Demie Moore and Justin Smith, who were a breath of fresh air to the seminar circuit. The Conference was followed by the BIGGA summit which was attended by delegates from 15 countries in Europe and provided an interesting exchange of ideas. We also got the chance to visit the San Roque Golf Club and a tour of the course. The following day it was back to Malaga airport for our return home to cold and windy Britain.

In recent weeks, talking with many greenkeepers you start to realise the speed in which the whole industry is changing. There is more and better equipment, different products such as seeds, fungicides, feeds etc., but most of all the improvement in the general conditions of golf course is very evident. The young greenkeepers coming through today are with out a doubt better equipped to deal with the problems and pressures put on them. Sure, experience still has a part to play, but good sound education is the key to success. I know there are some who pour scorn on the present education system, but they are a minority and in most cases do not understand. I, like many others, have worked a lifetime in turf management and we have put a lot of time in at colleges, seminars, workshops etc., trying to improve education and the results are there for all to see and if we older greenkeepers have had a part to play, then we can and should be proud of the success hundreds of young greenkeepers and course managers are achieving today.
AVONCROP AMENITY PRODUCTS

Regional Sales Representative
For Buckinghamshire and surrounding areas

We are looking for an energetic and well motivated person to promote our extensive range of leading products to Golf Clubs, Sports Grounds, Local Authorities and other sports facilities.

Ideally, the applicant will have proven experience in Grounds Maintenance. Sales experience is desirable but not essential, as on-going Sales Training will be provided. The ability to obtain BASIS Registration is essential.

The package includes comprehensive salary, company car, pension etc.

Please apply in writing with full CV to;

Mr CJ Briggs, Business Development and Marketing Manager,
Avoncrop Amenity Products, Eastern Road, Bracknell,
Berkshire RG12 2UP

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Following a period of continuing growth our Specialty business requires a Specialty Sales Manager with responsibility for the entire Dow AgroSciences specialty chemical range for use in amenity, sports turf, vegetation management, forestry and professional pest control markets.

specialty sales manager

Dow AgroSciences is one of the world’s leading research-based crop protection and specially chemical manufacturers with an ambitious programme for growth.

We are dedicated to achieving continuous improvements in fungicides, insecticides and herbicides whilst safeguarding the interests of operators, the public and the environment.

Dow AgroSciences

The position will involve planning, forecasting and implementing sales through key accounts across the UK. This will also include running training workshops and providing constant support and motivation to field based customer staff. You will therefore be expected to maintain an up to date knowledge of key issues and trends within the market place.

Educated to graduate level, ideally BASIS qualified with relevant technical and/or commercial experience, you will have strong interpersonal skills and the ability to work independently. The successful candidate will join a small proactive team in both the UK and Europe and will report to the UK Specialty Business Manager.

This position represents an opportunity within a top international organisation. Salary and benefits – which include pension, life insurance, and private health care schemes, are highly competitive and career prospects within Dow AgroSciences both in the UK and abroad are second to none. Location is negotiable, to allow easy access to our UK customer base. A company car will also be provided with this position.

Please apply in writing with full CV and career details to Glyn Jones, Human Resources Manager, Dow AgroSciences Limited, Latchmore Court, Brand Street, Hitchin, Herts SG5 1NH or E.mail: gjones@dow.com

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