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FOR GREENKEEPERS BY GREENKEEPERS

BIGGA’s Summer Collection

As the days get warmer and nights shorter why not treat yourself to BIGGA’s summer range of branded leisurewear, perfect for wearing on the golf course. Our model is wearing a classic polo shirt by Cutter and Buck in sunflower, which boasts reinforced seams, extra fine twill tape detailing and is generously sized for ease of movement. For extra warmth in the evenings why not team it with a navy blue slipover made of 100% lambs wool. To cope with the unpredictability of the British summer, we also offer a wind and shower proof top from Walrus Golfwear which will take care of your comfort and freedom of movement on the golf course. All items are available from BIGGA HOUSE by calling Rachael Foster on 01347 833800.

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Available in khaki with a light blue peak. One size fits all. £12.95

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Recruitment

Betchworth Park Golf Club requires an experienced
HEAD GREENKEEPER

Betchworth Park Golf Club is a well established and ambitious member's club located near Dorking in Surrey. It is an attractive, Colt designed, parkland course over looked by the North Downs. The ideal candidate will be a highly motivated, enthusiastic and ambitious team player with a desire to take the Club forward, bringing in new ideas and working practices where appropriate.

The successful applicant must have the following following skills:-
• Possess strong management skills with a proven track record.
• Have the necessary technical qualifications for the position.
• Have the ability to prepare and control course budget.
• Have a sound understanding of Health & Safety requirements.

Residential accommodation is available. Salary and Conditions of service are negotiable and will fully reflect the importance of this position.

Please apply in writing to:
John Holton, Secretary/Manager, Betchworth Park Golf Club,
Reigate Road, Dorking, Surrey RH4 1NZ

FIVE LAKES
Hotel, Golf & Country Club

The Par 72 lakes course designed by Neil Cross MBE is used annually for the PGA European Tour Qualifying School and was recently voted as one of the best golf courses in Essex by the Essex PGA.

New Course Manager
at Five Lakes Hotel, Golf Country Club & Spa

Five Lakes Hotel, Golf Country Club & Spa is delighted to announce the appointment of Robert Bell as the new Course Manager of our two eighteen hole golf courses.

Robert joins the hotel having been recommended to us by Richard Stillwell, Director of Greenkeeping for the PGA European Tour and will be commencing in his new position on the 19th August 2002 following his return from Nigeria at the end of July where he has been working for the past three years.

Robert will be responsible for maintaining and developing the hotel's 6,751 yard, par 72 "Lakes" championship course designed by Neil Coles MBE which is used annually by the PGA European Tour Qualifying School and was recently voted one of the best courses in Essex by the Essex PGA. He will also have responsibility for the more established 6,250 yard par 71 "Links" course built in 1975 as well as the facilities included within our golf Academy and the hotel's extensive grounds.

Robert has a wealth of experience at this level having spent much of his career working at the De Vere Slayley Hall before leaving in June 1999 to take on the challenge of, Golf Course Superintendent working at the IBB International Golf & Country Club in Abuja, Nigeria.

For further information on the extensive facilities available at Five Lakes Hotel, Golf, Country Club & Spa please telephone +44 (01621) 868888 or alternatively visit our website at www.fivelakes.co.uk
Recruitment

Old Fold Manor Golf Club

GREENKEEPER

An opportunity exists for an experienced greenkeeper, qualified to NVQ Level 2, to join our team responsible for developing and maintaining one of the finest golf courses in Hertfordshire.

Applications in writing with full CV to:
Alan Dickens, Manager, Old Fold Manor Golf Club, Old Fold Lane, Barnet, Herts EN5 4QN
email: manager@oldfoldmanor.co.uk

AMENITY SEED SALES REPRESENTATIVE

Cebeco Seeds are one of the leading retailers of amenity seed in the UK. Due to our continued success, we are expanding our sales force to cover the South East of England. Good communication skills are essential as the job requires visiting golf clubs, sports stadia, local authorities, etc. This new position will require a person of a dynamic nature, looking to develop their career from a personal contribution to the company's growth. Ideally, the successful applicant will already have a proven sales record but training would be given to an outstanding candidate.

The remuneration and benefits package will be commensurate with the position. Closing date for applications Wednesday 31st July 2002
Applicants in writing along with CV in the strictest confidence to:-
Roger Peacock, Cebeco Seeds, The Old Wood, Skellingthorpe, Lincoln LN6 5UA

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ASSISTANT GREENKEEPER REQUIRED

Enthusiastic Assistant required to join our young energetic team. Qualified to NVQ Level 2. PA1, PA2 & PA6 would be an advantage. Further training available.

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Apply in writing to:-
The Manager, Epsom Golf Club, Longdown Lane South, Epsom, Surrey KT17 4JR Telephone: 01372 721666

ROYAL WINCHESTER GOLF CLUB

Requires a

DEPUTY HEAD GREENKEEPER

Candidates must have the relevant qualifications for the post and practical experience. The successful applicant will be qualified to NVQ3 or equivalent, possessing PA1, PA2 and PA6 certificates, with a working knowledge of golf machinery, irrigation systems and maintenance practices. As a key member of the greenkeeping staff, the position requires a high level of commitment and enthusiasm to maintain our reputation as one of the best courses in the South of England.

Apply in writing with a full CV to:-
The Secretary, Royal Winchester Golf Club, Sarum Road, Winchester, Hampshire SO22 5QE

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GUILDFORD GOLF CLUB

REQUIRES A FIRST ASSISTANT & AN ASSISTANT GREENKEEPER

Guildford Golf Club has a vacancy for a First Assistant and an Assistant Greenkeeper. To continue and progress with course improvements and development, we are seeking enthusiastic and hard working individuals to join our existing team. Must be experienced NVQ Level 2 or equivalent, preferably with PA1, PA2 and PA6 qualifications. Further education provided.

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Please apply in writing with full CV to:
Mr B J Green, Secretary, Guildford Golf Club, High Path Road, Merrow, Guildford, Surrey GU1 2HL (Telephone: 01483 563941)

COCKERMOUTH GOLF CLUB

Requires an

HEAD GREENKEEPER

Due to the impending retirement of the existing post holder there is a vacancy for a Head Greenkeeper.
Salary to be negotiated.

Applications in writing enclosing a copy of your CV to:

The Secretary/Manager, The Clubhouse, Embleton, COCKERMOUTH, CA13 9SG

RUSTINGTON GOLF CENTRE LTD

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Stuart Langmead, Rustington Golf Centre Ltd, Golfers Lane, Angmering, West Sussex BN16 4NB
Recruitment

HANBURY MANOR HOTEL & COUNTRY CLUB

Invite applications for the position of MECHANIC

'British Golf venue of the year' and venue for the English Open 1997-99 best describes the 'Jack Nicklaus II' designed 18 hole Championship golf course which is situated in Hertfordshire.

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The Golf Course & Estates Manager, Marriott Hanbury Manor Hotel & Country Club, Ware, Herts, SG12 0SD

BURNHAM & BERROW GOLF CLUB LTD

Invite applications for the position of HEAD GREENKEEPER

Burnham and Berrow is a private members club. Besides the Championship Links there is a nine hole course.

With a reputation for the quality of its greens the Club is anxious to retain its position as one of the best links courses in the British Isles.

The successful applicant will:

- Report to the Managing Secretary
- Be able to demonstrate a sound knowledge of both traditional and modern greenkeeping techniques.
- Have a thorough knowledge of Health & Safety requirements and the ability to implement them.
- Have the ability to train, motivate, appraise and manage staff.
- Be able to efficiently manage resources and exercise budgetary control.

Whilst previous links experience would be a distinct advantage this is not essential. An attractive remuneration package, including a company pension scheme is available. No accommodation is provided.

Applications in writing with full C/V. to

The Managing Secretary, Burnham & Berrow Golf Club Ltd, St Christopher's Way, Burnham-on-Sea, Somerset TA8 2PE

With its 18th century style landscapes being revived and the original manor house under restoration, The Grove will be offering the highest standard Five Star accommodation, boasting 230 luxury bedrooms, conference & banqueting facilities and health spa. We are now concentrating on the construction of our 7200 yard Kyle Phillips 18 hole championship golf course within the 350 acre estate and require the following:

GREENKEEPERS

These five positions require experienced candidates who are NVQ 1 and 2 qualified. Self motivation, dedication, vision and the ability to learn new ideas are all essential requirements for these important roles. Working out of a modern, state-of-the-art greenkeeping facility, you will be playing an important role in the setting up and maintenance of this superb golf course. A minimum of two years experience and holding recognised spraying certificates would be advantageous.

As a new and, as yet, unfinished course, these positions offer superb opportunities for successful candidates to join a large, dedicated and enthusiastic team in carrying out modern Greenkeeping practices, leading them to establish themselves and their role in the long term future at The Grove. Although no accommodation is available, we offer excellent rates of pay, subject to age and experience, together with a real opportunity for promotion and progression within the company.

There is also an excellent service related benefits package which includes:
- Pension scheme, dental insurance and health care.

Please apply in writing enclosing a CV to:

The Grove
Hempstead Road, Watford, Hertfordshire, WD17 3TP
Alternatively, e-mail the Golf Course Manager on: phillip.chiverton@thegrovehotel.com
LANGLEY PARK GOLF CLUB

Applications are invited for the position of:

COURSE MANAGER

Situated in the Borough of Bromley in Kent, this J H Taylor designed 18 hole Par 69 course of 6,488 yds is one to the most prestigious golf courses in the area. Used as a British Open qualifying venue, the Club is keen to raise the standard of the course to the highest level and wishes to recruit a high calibre individual.

The ideal candidate will have the following:

• Experience at Course Manager or Head Greenkeeper level
• Management, Leadership and Communication skills
• Self motivated with a desire to produce a top quality product for members and guests.
• Full range of relevant qualifications and skills.

The role is demanding and an ideal opportunity for a progressive course manager. An attractive salary package is offered including accommodation.

Please apply by 31st July 2002, in writing with full CV and the names of two suitable referees to:

The General Manager, Langley Park Golf Club, Barnfield Wood Road, Beckenham, Kent BR3 6SZ.

www.langleyparkgolf.co.uk

SHIRLEY PARK GOLF CLUB

Invites applications for the position of:

COURSE MANAGER

Shirley Park is situated one mile east of Croydon, within twelve miles of the City of London and we are seeking an ambitious Greenkeeper who can develop every aspect of the 6,210 yard course.

The applicant must have at least five years experience as a Greenkeeper and be qualified to SNVQ level II. (HNC or SNVQ level III would be an advantage). A driving licence, tractor mounted spraying certificate and chainsaw proficiency certificate would be of additional value.

The successful applicant will be responsible for five Greenstaff hence knowledge of training requirements is essential and in this respect, the D32/33 qualification would be desirable. We are seeking someone with initiative and enthusiasm to make significant improvements to the presentation and playing conditions of our parkland course.

Accommodation is available and the starting salary will be £22,000.

Closing date for applications is Friday 19th July.

Please send your CV and a report on your course management philosophy to:

The General Manager, Shirley Park Golf Club, 194 Addiscombe Road, Croydon, CR0 7LB
Sandy McDivot gives you an insight into the McDivot turf maintenance philosophy

I wonder how many of you have ever actually appreciated the true delights of Old Archibald's traditional bent/fescue dominated sward. Have you ever played on a green with the texture of tarmac, the look of rusty brillo and the wear resistance of kevlar?

in the final throws of a nervous breakdown. I too peered at his turf and did indeed notice something that I had never seen on his immaculate surfaces before. "Archie" I said, "what you have, is grass!"

Now you have probably deduced from the above, that Old Archibald's approach to turf management leans towards the traditional. You may also conclude that he is a species of greenkeeping dinosaur that cannot attain the status of extinction rapidly enough.

Well yes in certain respects you are probably correct. After all, ask him what a risk assessment is and he would probably describe it as an extremely useful decision making tool to be utilised when faced with the dilemma of staying for another pint, weighed up against the possible long term physical damage inflicted to his ear drums during the wife's welcome home speech.

But despite this I wonder how many of you have ever actually appreciated the true delights of Old Archibald's traditional bent/fescue dominated sward. Have you ever played on a green with the texture of tarmac, the look of rusty brillo and the wear resistance of kevlar? Have you ever experienced the sheer exhilaration of observing one of your members delicately tap a putt only to see it actually accelerate past the hole and into an adjacent pond?

Anyway, to get back to his greens, after some discussion, both Archie and myself decided that this severe outbreak of extraneous leaf material was the result of the aforementioned weather conditions together with a misguided application of organic nitrogenous fertiliser he put down in 1985. "I won't be doing that again in a hurry" he said, before explaining that it was the result of some especially fiendish sales techniques deployed by an unscrupulously attractive female rep.

He then went on to elucidate on how this unfortunate moment of weakness was in direct conflict with his usual feeding programme which consisted of walking around the course on a windy day while waving a piece of partially decomposed seaweed in the air.

But before we dismiss poor Archie and his turf management techniques to the annals of antiquity, should we not examine the potential benefits that could be accrued with the utilisation of his type of feeding regime.

For starters, can you imagine the situation of never having to go home on an October Friday afternoon with the fear that if the mood takes it, microdochium navale will come in a fell swoop? Can you also imagine the scenario of learning that your irrigation system has in the middle of July fell swoop? Can you also imagine the scenario of learning that your irrigation system has in the middle of July that it was the result of some especially fiendish sales techniques deployed by an unscrupulously attractive female rep.

I seem to recollect a couple of years ago receiving a call from Old Archibald, my counterpart at Sleepwell on the Weald GC, the club that time forgot. "Sandy" he said with more than a hint of desperation in his voice, "I've got some horrible disease all over my greens, it's all green and furry, you must come over and help me". "Do not panic Archie," I said, "I'm on my way". As I drove over, it did occur to me that the unreasonably wet and mild weather could have been the catalyst to all sorts of mysterious new pathogens, many of which poor Archie would not be overly familiar with. But as I had over the years got to know his greens almost as well as my own, I felt confident that I could come up with something approaching the correct diagnosis.

I met him on his 18th green as he was bent over looking at this horrible affliction. "What on earth is it?" he asked me, with the look of a man who has just discovered a species of greenkeeping dinosaur that cannot attain the status of extinction rapidly enough.

Do you in reality fear that without a piece of partially decomposed seaweed in the air.

Have you regular need for such expensive and time-consuming operations as verticutting, scarifying, rolling, hollow tining, overseeding or even switching. Well if you have, perhaps you should consider the option of using a modified version of Old Archibald's methods.

But apart from some of the more obvious benefits, there are the other less obvious advantages to this system. For example, you do not have to concern yourself with the disposal of grass clippings; there won't be any. Then fear not the appalling look of a poorly adjusted mower on your greens. When you aren't cutting any grass, mowing faults are all but invisible. And remember, Archibald's approach is the "green" approach.

Of course it is not all sunshine and roses. Take this type of nutritional policy on board and you will end up with the following problems.

1. For starters the general greens texture can take on an alarming degree of firmness. This does then necessitate the need for your golfers to learn the art of the pitch and run shot on occasion. It also brings with it the requirement that they think
before they aimlessly muller their drives in the rough vicinity of the fairway. Failure to do so could result in them leaving a bunker betwixt ball and green, which on Archibald's surfaces would mean they are all but stuffed.

2. Then there is the problem of the normally innocuous disease known as fairy ring will blend into your greens about as well as Osama Bin Laden at a George Bush tea party.

3. Pitch marks that have not been repaired or improperly repaired can take anything up to a year to fully recover, thereby necessitating the use of fortnightly top dressings.

4. Then there is moss and sometimes clover, which in the absence of competition from grasses can run riot if you let it.

5. It only takes a couple of incontinent ducks to walk over your greens and you end up with unsightly green patches all over them.

6. No dew to help guide you when mowing? Then you had better use greenkeepers intuition, as that's the only way you're going to see your last line.

7. Also, you had better review your verticutting policy. Carry on doing that once a week and by June you'd have nothing left.

By and large though, in my own opinion, these are problems of mere nuisance value when compared to all the benefits one can enjoy. I should of course point out that I am not for one minute suggesting that we all regress to the days of Old Tom Morris. It is just that the traditional approach allied to more modern day techniques should be considered as a potential option and by traditional I do not mean just stepping up the aerition programme and easing back on the phosphate a bit.

Not long ago I took the Sludgecombe team on a pilgrimage to an old links course that I remebered had managed to maintain greens the way I like them. To me they were ideal. On the odd occasion with the odd bit of clover in them perhaps, decidedly off colour certainly, but always incredibly firm, lightening fast and as true to putt on as any in the world. Yet when we played them, they were not as I had remembered. They were still good but somehow the poa annua had become dominant and they fed them around 120 Kg of nitrogen and they did this and that to them and somehow they had lost what they had. I am not saying he had done things incorrectly because at the end of the day I don't know what his circumstances were. Maybe he had been directed by his committee to change the character of the greens, but they were just not as I remembered and I think that that is great pity.

So if I have by some miracle persuaded you that there could be something in old Archibald's turf management philosophies, how can they be put into practice?

Well I believe it all comes down to getting your head around the fundamental principle that the least thing one wants is for the grass to actually grow. A tough one that I know but let me try to convince you. To help, let me list the common pitfalls associated with excessive applications of nitrogen and therefore grass growth. They are according to Dr Beard, poor surface quality, thatch accumulation, poor root growth, reduced tolerance to environmental stresses, decreased wear tolerance, higher evapotranspiration rates and greater susceptibility to disease.

In short if you over do it, your greens will be knackered. One then has to ask the question, why do we lob loads of fertiliser to create all this grass and then spend the rest of the time trying to groom, brush, verticut, hollow core and scarify it all away again. It just doesn't make sense. You could argue that all these operations are carried out so as to avoid the pitfalls, but why not just stop applying nitrogen. That way you will automatically avoid thatch build up, achieve good root growth, create higher tolerance to environmental stresses, improve the wear resistance, have less need for irrigation and have little disease to worry about.

So what do I perceive to be the correct annual levels of applied nitrogen. Well I would say about 20 to 30 Kg per acre, or to put it another way about 10% of what the fertiliser companies recommend. In my humble opinion, that should be more than sufficient on most established greens. If you are getting too much moss and turf thinning, add a bit more, while if you are not getting any, cut the nitrogen down.

By and large though, in my own opinion, these are problems of mere nuisance value when compared to all the benefits one can enjoy. I should of course point out that I am not for one minute suggesting that we all regress to the days of Old Tom Morris. It is just that the traditional approach allied to more modern day techniques should be considered as a potential option and by traditional I do not mean just stepping up the aeration programme and easing back on the phosphate a bit.
At the time of reading, all the fuss will be over but I am sure you will continue to be a highlight of the BIGGA calendar. Thank you everyone at BIGGA HOUSE for making it such a success and an event that will continue for years to come.

Mr Beckham and his team have had an incredible and hotting up is an appropriate description for their continued success because by the time you read this news will be old news. Let's hope though that England's good run continues.

I would like to wish Muirfield Golf Club, Clandeboye Golf Club and another opportunity to join the BIGGA Support Team and were successful I am sure you will be in for an unforgettable experience as the walkways are a wonderful place to be and you must not miss out on the fun.

I have heard many a good comment about this course so I am looking forward to catching up with you in the BIGGA marquee anyway where there will be a warm welcome for you and your friends.

I am also looking forward to catching up with many old acquaintances, as well as making new ones. Shortly after this it’s the big one.

Yes, The Open Championship at Muirfield. For those of you who applied to join the BIGGA Support Team and were successful I am sure you will be in for an unforgettable experience as the walkways are a wonderful place to be and you must not miss out on the fun.