WE HAVE A NEW LOOK FOR THE BUYER'S GUIDE!

Because we have had such a good response to our competition over the last year, we thought things might be getting just a little bit too easy for you.

So, as we know you like a challenge, we have changed the Buyer's Guide to include a teaser which will hopefully be a bit more taxing!

The answer will be hidden somewhere in the Buyer's Guide section. OK, for the time being we might not be giving you a prize to work it out, but just think of the satisfaction of getting the problem solved!

The solution to the final Turftime Teaser in November was 'Tony Holmes Landscapes Ltd'. The lucky winner of the Red Letter Day was Mr M Chapman from Durham City Golf Club.

take a look at the picture on the left and try work out what problem you think it might be.

You were given a prize to work it out, but just think of the satisfaction of getting the problem solved!
BUYERS GUIDE

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Fairy Ring
Over 60 species of soil inhabiting fungi have been associated with fairy ring that colonise soil, thatch, mat and organic matter. On the surface rings, arcs, dead or unhealthy turf are the visual results with mushrooms sometimes present. Drought and water stress symptoms appear. Preventative and curative management techniques are required to suppress or eradicate fairy rings including the use of fungicides.

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Camperdown Country Park

You will be responsible for supervising and training a small team carrying out the day to day running of the golf course. This includes weekend working.

You will require relevant Greenkeeping qualifications and Pesticide Certification with five years' greenkeeping experience. A full driving licence is essential.

You should be able to present yourself well for meeting the public and must be able to take initiative when required.

This post is not open to job share.

To complete an application form on line, please visit our website at www.dundeecity.gov.uk/jobs OR application packs are available from Personnel Department, Dundee City Council, 8 City Square, Dundee, DD1 3BG, Tel. (01382) 434065/434054.

Closing date 17th December 2004.

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**Largs Golf Club (Est 1891)**

require a
1st Assistant Greenkeeper
(Recognised 3rd in charge)

Applicants should be articulate, enthusiastic and self motivated with a desire to progress in the greenkeeping industry and should be suitably qualified for the position with a minimum of 5 years practical experience.

Further information on Largs Golf Club can be found at www.largsgolfclub.co.uk

Salary negotiable

Please submit a written application with a current CV marked 'confidential' to: lain Barr, Largs Golf Club, Irvine Road, Largs, Ayrshire, KA30 8EU.

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**SCARCROFT GOLF CLUB**

Applications are invited for the post of

**HEAD GREENKEEPER**

To manage the continuing programme of parkland course development and maintenance activities. The successful applicant will be self motivated and an enthusiastic, committed leader able to direct the existing team of five greenstaff.

Applicants should possess the following qualifications:

- HNC/HND or NVQ to level 3 or nearing this level of academic qualification through current study.
- Sound understanding of modern greenkeeping practices
- Thorough knowledge of turf machinery and irrigation systems
- Converant with Health & Safety legislation and regulations.

The successful applicant may currently be in a senior position although not necessarily as a Head Greenkeeper.

The salary and conditions will reflect the importance of the Club place on this appointment. Applicants are requested to apply in writing, or by email enclosing a full CV to:-

**Darren Tear, Secretary/ Manager**
Scarcroft Golf Club
Syke Lane
Scarcroft
Leeds LS14 3BQ
0113 2892311

Email - secretary@scarcroftgolfclub.com

Closing date for applications 6th January 2005.
All applications will be treated in the strictest confidence.

---

**LEE ON THE SOLENT GOLF CLUB**

A members club founded in 1905

We are seeking to appoint

2 Assistant Greenkeepers

Applicants must have a minimum of 2 years experience and qualified to NVQ level 2. Spray certificates not essential but must be aware of all Health & Safety requirements, be motivated and enthusiastic.

Salary negotiable depending on experience. No accommodation.

Please apply in writing with C.V. to:

Ian Walton, Club Secretary,
Lee On The Solent Golf Club, Brune Lane,
Lee On The Solent, Hampshire, PO13 9PB.

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**Vale Royal Abbey Golf Club**

Course manager designate

As our present course manager approaches retirement in early 2006 we wish to appoint his successor in good time to be fully engaged in the ongoing course improvement programme.

This programme, underpinned by our Course Policy Document, is designed to fulfil our presidents ambitions of making Vale Royal Abbey Golf Club the best course of its kind in Cheshire.

The successful applicant must be qualified to HNC/HND or equivalent along with PA1, PA2 and PA6 spraying certificates.

This person will have a proven track record in all aspects of course management including budget control, staff management, health and safety regulations and experience of computerised irrigation systems.

Salary negotiable in accordance with experience.

Closing date for applications 31/12/2004
Applications in writing with full CV to:

Club Secretary
Vale Royal Abbey Golf Club,
Whitegate, Northwich, Cheshire, CW8 2BA
Tel 01606 301 291 Fax 01606 301 414
www.vra.co.uk

**Greenkeeper International** 65
ROEHAMPTON CLUB

require an
Assistant Greenkeeper

Roehampton Club is a sports club in South-West London consisting of an 18-hole golf course, 41 tennis courts, 4 croquet lawns, swimming pool and 9m complex, 5 squash courts and extensive gardens.

We are looking for an assistant greenkeeper to work within a team of 7 mechanic and Head Greenkeeper. Ideally the successful candidate will be a golfer and qualified to NVQ2 and have 2 years golf course experience, spraying certificates advantageous.

Single accommodation may be available. Please apply with CV by 31st Dec 04 to: Anthony Freeman, Course & Grounds Manager, Roehampton Club, Roehampton Lane, Roehampton, London SW15 5LR.

ISS WATERERS LANDSCAPE

As the landscape division of ISS Facilities Services we are now seeking an EXPERIENCED GREENKEEPER

For a Championship golf course near Reading.

Candidates will have at least five years previous experience, preferably on a championship course, with a minimum of an NVQ2 in Greenkeeping or equivalent. General duties include grass-cutting, preparation of greens, tees and bunkers and general grounds maintenance. Candidates should be well presented, punctual and reliable. Previous experience of large grass-cutting machinery essential.

Please apply to Beverly Hodgson, Personnel Officer on Free-phone 0800 389 0666.

ISS WATERERS LANDSCAPE IS AN EQUAL OPPORTUNITIES EMPLOYER.

FARRINGTON GOLF & COUNTRY CLUB

require a
Head Greenkeeper

Outstanding opportunity to progress your career on a hugely attractive golf course in the heart of the Mendip Hills, ten miles from Bath and Bristol. Use your full range of greenkeeping skills to turn this potential into a widely acknowledged success story. To help you achieve this we have enthusiastic staff, top quality equipment and a budget to meet the requirement.

The successful applicant should have the following attributes:

- A minimum of 5 years experience as Assistant or Head Greenkeeper
- In depth knowledge of turf management, irrigation, drainage and equipment maintenance
- Self motivation and team leadership
- Relevant qualifications
- Attractive remuneration package available for suitable candidate

Please apply in writing to:
The General Manager, Farrington Golf & Country Club Ltd, Marsh Lane, Farrington Gurney, Somerset, BS39 6TS.
Tel: 01761 451596
www.farringtongolfclub.net

Moyvalley Golf Club, Moyvalley, Co. Meath, Ireland

Applications are invited for the position of Superintendent

This Darren Clarke designed course is still at construction phase and is due to be completed in the summer of 2005. This position offers the applicant the advantage of working through the construction and grow-in phases, leading to the daily maintenance of this facility. The course is being constructed to USGA specification, with A4 greens, Rye grass tees and fairways and fescue rough.

The successful candidate will have the relevant qualifications and experience. They must be able to work as part of the development team, be highly motivated and enthusiastic.

The salary is negotiable.

Applications should be made in writing to Declan Branigan Design, Ballydonnell, Baltray, Drogheda, Co. Kildare. Ireland. or by e-mail to ronan@declanbranigan.com no later than the 31st January 2005.

TOWER CHEMICALS LTD

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Tower Chemicals Ltd based in Leeds, West Yorkshire, are now one of the UK's leading suppliers of Fertilisers, Chemicals and Equipment to compliment an extensive range.

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David Goldstone, Managing Director
Tower Chemicals Ltd
First Avenue
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Pudsey, Leeds, LS28 6QN

T: 0113 2568 111
F: 0113 2569 111
E: david@towerchemicals.co.uk
W: www.towerchemicals.com
BILLINGHAM GOLF CLUB
Invites applications for the position of
Assistant Greenkeeper
The successful applicant will have the following:
- Minimum NVQ2 or equivalent
- Must have golf course experience
- Ability to work alone or as part of a team
- Must hold PA2 and PA6
Please apply in writing with your CV to:
The Secretary, Billingham Golf Club, Sandy Lane, Billingham,
Stockton-on-Tees, TS22 5NA
Closing date 31st December

Leeds Golf Club
Cobble Hall
Has an immediate vacancy for a
FIRST ASSISTANT GREENKEEPER
The successful candidate will have:
- 5 Years greenkeeping experience at a reputable golf course
- Qualifications to a minimum of NVQ Level 2 or equivalent
- PA1, 2 and 6 spraying certificates would be an advantage
- Awareness of modern greenkeeping practices and current health and safety regulations
- Be self-motivating, hard working, and be able to deputise for the Head Greenkeeper in his absence.
Apply in writing, including C.V. to:
Neil Hullah, Head Greenkeeper, Leeds Golf Club, Elmire Lane, Leeds, LS8 2UJ
Closing date: Friday 14th January 2005.

SUNNINGDALE GOLF CLUB
require
Mechanic/Greenkeeper
- Minimum 5 years' golf course experience
- Proven experience of maintaining a substantial fleet of equipment using grinding and welding equipment
- Experience with TORO preferred
- Ability to maintain service and repair records

Gardener/Greenkeeper
- Minimum 3 years' experience
- Greenkeeping/horticulture experience to NVQ2/3 - preferred but not essential
- Proven experience of maintaining public/clubhouse gardens and surrounds to a high standard
- Position to include driving range and general greenkeeping duties
Both applicants should be self motivated, committed and hardworking as well as having the necessary experience and ability to maintain the amenities of a world top 50 golf club.
Competitive salary - accommodation not provided.
Please apply in writing or email with full CV to:
Jane Tye, Sunningdale Golf Club
Ridgemount Road, Sunningdale, Berks SL5 9RR
jantye@sunningdalegolfclub.co.uk
Closing Date for Applications: 31 December 2004

St Andrews Links
invites applications for the following position
HEAD GREENKEEPER
COURSE No. 7
Construction is scheduled to begin in March 2005 on this course, which has been designed by David McLay Kidd.
The position requires an enthusiastic, conscientious and self-motivated professional, who will be involved in the project from the beginning of construction and work very closely throughout with the golf course architect.
Reporting to the Links Superintendent, the successful applicant will be responsible, in conjunction with the architect, for construction of the golf course to the highest standard. As the project evolves he will become the leader of the greenkeeping team, involved in much of the finishing work, the grow-in and ultimately the maintenance of the golf course.
We would expect the candidate to have NVQ/SVQ level 3 or HNC as well as being technically qualified in all aspects of greenkeeping and have experience of golf course construction and grow-in.
In return we offer a competitive salary, contributory pension scheme, BUPA and other benefits.
Those interested should send a letter with accompanying CV to:
Gordon Moir, Links Superintendent,
St Andrews Links Trust, Pilmour House,
St Andrews, Fife, KY16 9SF
or email gordonmoir@standrews.org.uk
www.standrews.org.uk
COLONY CLUB GUTENHOF
Vienna, Austria
requires
Assistant Greenkeepers
for their 36 hole Championship complex
All applicants must be suitably qualified to NVQ Level 2 or equivalent and have a minimum of three years experience.
The successful applicants will be expected to work as part of a hard working team and contribute to the running of both golf courses.
Accommodation and 1st flight provided.
Please send C.V. and photograph to: John Jackson, Head Greenkeeper, Fillgrader Gasse 21/3 A-1060 Vienna Austria.

ENVILLE GOLF CLUB LTD
Highgate Common
Enville
Nr Stourbridge
West Midlands
DY7 5BN
www.envillegolfclub.com
Due to the impending retirement of the present post holder, we are seeking an experienced

COURSE MANAGER

The successful applicant will report to the General Committee through the Secretary Manager and the Greens Committee and will be an essential part of the Management Team.
The successful applicant should ideally possess:
- A minimum of five years experience as a Head Greenkeeper.
- A proven ability to prepare work programmes and to meet deadlines.
- A proven ability to prepare and work within annual budgets.

The position offers an attractive salary with additional benefits.

Please apply in writing with full CV To: Mr J.J.Bishop, Secretary Manager, Enville Golf Club Ltd, Enville, Nr Stourbridge, West Midlands, DY7 5BN.
(No accommodation available)

Recruiting?
Perfect timing...

If you are looking to recruit new members to your team during the lead up to BTME & ClubHouse exhibition in January, then STOP! Look no further!

The GREENKEEPER INTERNATIONAL RECRUITMENT PAGES are here to help you match the right person to the right job.

During this period EVERY Head Greenkeeper/Course Manager in the UK will receive the magazine as well as every Club Secretary – an increase of 3,000 to our normal circulation – ensuring more people than ever will see your advert!

All adverts placed will go on to our website for a month FREE OF CHARGE.
PLUS any adverts booked for the January edition in December and by the 10th January for the February edition of the magazine, will automatically appear on our career boards at the exhibition – FREE OF CHARGE.

So, how can you take advantage of this?
Simply select the size of the advert you require:

1/8th page = £435
1/4 page = £560
1/2 page = £910

Add 20% to the price if you want a colour advert and then...

Call Amy on 01347 833800 to book your space.
GLYN ABBEY GOLF CLUB

are seeking a

General Manager

to help take this expanding proprietary course forward.

Located in Trimsaran, near Kidwelly in Carmarthenshire, Glyn Abbey is renowned for having the best technical layout in the whole of South Wales and, as a result of the Management’s efforts, is widely acclaimed as the most improved golf course (and indeed Club) in the area. Continued improvement in all areas is essential and therefore requires a highly motivated individual not afraid to muck in and get their hands dirty whenever and with whatever is needed. The Managing Director is such an individual and is looking for the right person to assist him and the Professional. Keeping up with these two is a real challenge. Budgets are of necessity tight and a highly commercial outlook is a prerequisite.

Applicants need to have greenkeeping qualifications and experience at least to first assistant level as the Course is the prime product.

On site accommodation is a possibility short, medium or long term as part of the package if desired.

Applications should be made in writing in the first instance, enclosing a detailed CV including current remuneration, addressed to The Managing Director, Glyn Abbey Golf Club, Trimsaran, Carmarthenshire, SA17 4LB.
Make the Most of Conference Season

With the 'Conference Season' now upon us and our winter programme in full flow, the days seem just as busy as those of spring and summer. Normally for me November is not the best of times as I struggle to come down from the high of frantic, fire fighting activity, which is life at a busy resort facility.

It may also have something to do with the cold, wet miserable weather that we typically experience in the west of England and with it all the necessary drainage work, etc that ensues.

This year however things have been different. The 'winter' sunshine of Arizona and the company of Eddie Donlan, from the GCSAI, and David Hart and Howard Storey, from John Deere; and the delight of watching twice in one week Cameron hitting balls on the range with his new (birthday present) golf clubs — a small happening maybe, but good for the soul nonetheless.

The reason for being in Arizona was to accept a cheque from John Deere for £8,825 to be used as funding for education within BIGGA. This is a result of the widespread support for The John Deere World Team Championship, from dealers and golf clubs in the UK.

If proof were needed of the value of bringing together the whole management team from within a golf club, then it was manifested in the team from Woodfield GC representing the UK and Ireland.

While talking to them it was obvious that their relationship was a strong one and their business a happy and successful one. They were a credit to us all and a pleasure it was to be in their company.

David and Howard helped prove once again the real strength of this industry—work hard, play hard. We are more than fortunate to enjoy close relationships with our trade partners and the feeling that we are all in this together always comes through.

I know some of you may think this is all well and good for those of us lucky enough to go on these kinds of trips, however talk is often on these occasions of how we can improve the lot of all greenkeepers, and the above event certainly helps enormously in this respect.

My earlier reference to the 'Conference Season' again probably highlights the gap that exists between those fortunate to receive the support of their employer and those that don't. There are few of us, in these tough economic times for golf, who can simply fill out the registration form and demand a cheque from the club.

Indeed for most this has never been possible anyway. As with all expenditure the request has to be reasonable and it has to be justified. How many of us are in a position to be able to prove the return on investment as a means of convincing our employer of the merit of supporting our continuing professional development?

If this is an area you are unfamiliar with then pick up the phone and speak either to an officer at HQ or me.

We would be delighted to help and you will find that, contrary to popular opinion, BIGGA is not just a clique and all are welcome - you never know, you might even speak to somebody that just happens to hold the Master Greenkeeper Certificate (these people, unless they happen to be wearing a blazer with the MG badge on, are indistinguishable from other members) and I'm sure these guys will also dispel some, if not all, of the widely held opinion that we are elitist and above talking AND listening to other members.

The number of education opportunities and conferences, in particular, continues to grow and with it the decision on which to attend becomes more difficult. Each will offer a different opportunity and the important thing is that you come away from it with something of value that you can use to better your chances of success both for you and your golf club.

At BIGGA we believe we are in the best position to make this happen and to that end we continue to focus on the education and training of ALL our members at multiple locations around the country throughout the year, with Harrogate being the highlight of the year and offering, as usual, not just education but a one stop shop in which to view the latest developments in the industry. You are a vital ingredient in its success and I look forward to seeing you there and/or at one of the other events taking place this winter.

Andy Campbell MG CGCS