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**Recruitment**

**BEARWOOD LAKES**

**HEAD MECHANIC**

Bearwood Lakes Golf Club is looking for a Head Mechanic to join our dynamic and forward thinking course management team.

The applicant will be required to work with the Course Manager to maintain and improve all aspects of machinery maintenance at Bearwood Lakes Golf Club.

The candidate should have experience of hydraulic, petrol and diesel systems. The ability to maintain service records and undertake accurate stock control is essential.

The applicant should ideally have 5 years experience in a similar field and any additional training will be provided.

Salary and conditions are negotiable.

Please send you C.V. and a covering letter by email or post for the attention of:
Daniel Lightfoot, Golf Course Manager,
Bearwood Lakes Golf Club, Sindlesham,
Nr. Wokingham, Berkshire RG41 4SJ
d.lightfoot@bearwoodlakes.co.uk

**HARPENDEN GOLF CLUB**

**DEPUTY HEAD GREENKEEPER COURSE No 7**

Course No 7, designed by David McLay Kidd, is currently under construction and is due to open in 2007.

The position requires a professional with at least seven years practical experience. Reporting to the Head Greenkeeper, the successful candidate will be 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 three or HNC qualifications and to be qualified in all aspects of greenkeeping. Ideally, the candidate would also have experience of golf course construction and grow-in.

We offer a competitive salary, contributory pension scheme and other benefits.

Send a letter with accompanying CV to: Gordon Moir, Links Superintendent, St Andrews Links Trust, Pitmhor House, St Andrews, Fife KY16 9SF or e-mail gordonmoir@standrews.org.uk

The closing date for applications is August 19, 2005. www.standrews.org.uk

**JANUARY 2006**
Recruitment

GUILDFORD your college

Guildford College is a large generalist further education college, providing a broad range of learning opportunities to a diverse section of students. We continue to provide high standards, by providing lifelong learning to meet individual and business needs beneficial to the current, future local, national and international communities.

For further information visit www.guildford.ac.uk

Sport Turf Lecturer

Merrist Wood Campus

Arboriculture, Countryside, Sport Studies and Sports Turf

REF 0405/294

Up to £29,340 per annum

Full-time (36 hours per week)

We are looking for a lecturer in Sports Turf with course team management responsibilities to work with a small team of Sports Turf experts and support staff. We currently run Level 2 courses (BTEC First Diploma and NVQ), Level 3 courses (BTEC National Award and NVQ) and Level 4 HNC/HND Sports Turf Management along with a variety of short courses. The ideal candidate will have:

- Degree in Sports Turf or related academic area
- Teaching qualifications * and teaching experience
- AI and VI or equivalent awards
- Knowledge of Sports Turf NVQs
- Knowledge of the Sports Turf industry
- Enthusiasm, self-motivation and ability to work in a team environment
- Valid driving licence
- Ability to work to tight deadlines.

* those without a Certificate in Education must be prepared to gain this qualification outside of normal teaching hours within two years at the College’s expense.

Closing date for receipt of completed applications is Friday 12 August 2005.

Interviews will be held on Wednesday 17 August 2005.

Blundells Hill

golf club

ASSISTANT GREENKEEPER

NVQ Level 2, PA1, PA2, PA6

View Course Details at: www.blundellshill.co.uk

Contact Andy Roberts: 0151 430 9551
Blundells Lane, Rainhill, Merseyside L35 6NA
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Perfect timing...

If you are looking to recruit new members to your team for the coming year, then STOP! Look no further!

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

With a monthly circulation reaching over 9,000 people, targeted direct to your industry, you will be guaranteed to find a high calibre of candidates to fill your positions.

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\[\frac{1}{4}\] page = £560  
\[\frac{1}{2}\] page = £910

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

Call Amy on 01347 833800 to book your space

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Verulam Golf Club

Due to the impending retirement of the current Head Greenkeeper/Course Manager after 30 successful years at the Club applications are invited for the post of

COURSE MANAGER

Verulam is an 18 hole traditional, yet progressive private members club that's just celebrated its Centenary. James Braid designed the course and Sam Ryder was Captain of the Club in three separate years including 1927, the year he founded the Ryder Cup.

Reporting to the General Manager the successful applicant will be responsible for the day-to-day management of the course. They should possess the following attributes:

- A minimum of 5 years experience as Assistant Course Manager/Head Greenkeeper or Course Manager
- In depth knowledge of turf management, irrigation & equipment maintenance
- Up to date knowledge of health and safety legislation
- Strong supervisory skills and man management skills
- Qualified to NVQ3 or equivalent with full range of spraying and spaying certificates
- Proven track record of achievement and improvement of present course

Salary is negotiable depending on experience & qualifications.

Please apply in writing with your CV to:
Mr. D Cliffe, General Manager, Verulam Golf Club,
London Road, St. Albans, Herts AL1 1JG
or email it to gm@verulamgolf.co.uk

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NORTH WARWICKSHIRE GOLF CLUB

North Warwickshire is an established nine-hole parkland/heathland course situated between Solihull and Coventry.

1st ASSISTANT

Applicants must have a minimum of NVQ Level 3 qualification together with PA1, PA2, PA6 spraying certificates and will be able to demonstrate self-motivation and experience in all aspects of course maintenance.

Reporting directly to the Course Manager, this is an excellent development opportunity for individuals wishing to pursue a career in Greenkeeping. Salary commensurate with skills and experience.

Please apply in writing enclosing your CV together with details of your current salary and benefits to: Mr J. Ganley, Course Manager, North Warwickshire Golf Club, Hampton Lane, Meriden, Coventry CV7 7LL

Closing date: 19th August 2005

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Lecturer Sportsturf/Greenkeeping

Oatridge is a specialist landbased College. We are looking for an enthusiastic and committed individual to join the team responsible for the development and delivery of Sportsturf and Greenkeeping programmes.

You must be qualified to at least HND or equivalent and have a minimum of three years relevant industrial experience.

A teaching qualification and/or previous experience in a management/supervisory role is desirable.

Salary scale: £18,750 - £29,112 p.a with placement dependent upon qualification and experience. Attractive holiday entitlement and Final Salary Pension Scheme offered.

For further information contact Personnel Services, Oatridge College, Ecclesmachan, Broxburn, West Lothian EH52 6NH.
Tel (01506) 864800.

Closing date: 12 August 2005.
Recruitment

THE FULWELL GOLF CLUB
“One of London’s finest”

Vacancy for:
ASSISTANT GREENKEEPER

The Candidate
Applicants should be ambitious, hard working and reliable.
The successful candidate will be qualified to NVQ level 2 standard or equivalent

The Venue
The Fulwell Golf Club, established 1904, boasts one of London’s finest golf destinations
with a stunning parkland course and impressive clubhouse.
Competitive Salary, in line with the CGS Salary Recommendations

Please apply in writing with a full CV to Mark Walden, Secretary,
The Fulwell Golf Club, Wellington Road, Hampton Hill, Middlesex TW12 1JY

THE TYTHERINGTON CLUB

COURSE MANAGER

Reporting to the General Manager, you will take responsibility for the
day to day running of this prestigious course. It is essential that you
have a full understanding of Health & Safety and COSHH regulations
and promote safe working practices at all times.

With at least 5 years experience as a Greenkeeper, a recognised
qualification in turf management is desirable together with PA1, 2 & 6
spraying certificates. You should have a keen eye for detail
and ensure exceptional standards of quality are maintained.

A strong leader of people with good communication and
organisational skills are essential requirements for this role.

Fantastic package! In addition to a competitive salary,
we offer an excellent range of staff benefits, including pension scheme,
incremental holiday entitlements, complimentary use of facilities
across the Group and discount on retail goods.

Applications should be made in writing or by email with full CV to:
Blair Fotheringham, General Manager, The Tytherington Club,
Dorcester Way, Tytherington, Macclesfield SK10 2JP
Email: b.fotheringham@theclubcompany.com
www.theclubcompany.com

Surrey Downs Golf Club Ltd.

Invites applications for the position of
Assistant Greenkeeper

Opened for play in September 2001, this challenging, privately
owned down land course set in scenic Surrey countryside offers
a new maintenance facility and a fantastic working environment
for the successful applicant.

This post requires a well disciplined, dedicated professional who
possesses the following experience:
• 3/5 years + experience Golf Course Maintenance
• Minimum Level II NVQ Qualification
• Spraying & Chainsaw Certificates would be advantageous
• Sound Communication Skills
• Knowledge of Machinery & Irrigation Systems

The successful applicant will be a highly motivated individual
with good sound Greenkeeping experience and a strong desire to
succeed in his/her chosen career.

Please send your CV and covering letter to be received no later
than the 30th September 2005 to
Tony Kyle, Head Greenkeeper, Surrey Downs Golf Club,
Outwood Lane, Kingswood, Surrey, KT20 6JS

NEWBURY & CROOKHAM GOLF CLUB

Invite applications for a
COURSE MANAGER

Newbury & Crookham is one of the oldest members' clubs in England,
dating back to 1873, although the current course dates back to 1946.
An 18 hole traditional parkland course set on the Berkshire Downs just
south of Newbury, its presentation and maintenance presents a real
challenge for the aspiring and ambitious Course Manager.

The successful applicant must have the ability, experience and motivation
to manage, maintain and develop the course through leadership of a team
of green keeping personnel and the utilisation of available resources.

The following skills, qualifications and experience are required:
• Significant golf course management experience.
• Excellent man management and leadership skills.
• Professional qualifications to NVQ level 3 with the appropriate
  professional certificates in pesticides and chain saws.
• Environmental management experience.
• Health and Safety management skills.
• A sound working knowledge of machinery and equipment.
• The ability to assist in compiling, and working within, an annual budget.
• Sound communications skills.

A competitive package is available to the successful applicant

Applicants are requested to apply for an application form by either
telephoning or writing to: Mr Stephen Myers MBE, Club Manager,
Newbury & Crookham Golf Club, Burys Bank Road, Greenham, Thatcham RG19 8BZ
Telephone: 01635 40035 e-mail: steve.myers@newburygolf.co.uk

Closing date for receipt of applications is by noon on 31 August 2005.
Envy the Distinction

A recent article in Golf Course News International heavily criticised aspects of our Association. When I personally feel that I am being unfairly criticised I always take solace in the words of Sallust (68BC - 34BC): 'They envy the distinction we have won: let them therefore envy our toils, our honesty and the methods by which we have gained it.'

The more active and influential our Association becomes the more likely it is to attract unwarranted criticism. Whether this is the case in this particular instance, I could not possibly comment. While, for obvious reasons, it would be incorrect of me to discuss the details in our magazine, I would encourage members who have concerns resulting from information in these articles to make representations through their Sections and Regional boards. The membership deserve answers to any concerns they might have and I and the board will be happy to give them through the proper channels.

As Chairman, I cannot hide my disappointment at the criticism of our Association in any magazine. I take comfort in the fact that the Editor has a job to do and that is to spic up his editorial to increase circulation for his advertisers. What concerns me more is that two of our members were also willing to criticise openly the Association. As I have often stated, I do not mind criticism, indeed I believe it is a healthy channel for progress. However, as members, they have a duty, as we all do, to maintain the reputation of the Association by expressing our concerns through the proper channels.

Representatives of the Board have met with the members concerned and received assurances that there was no intention to bring the Association into disrepute. Both expressed regret if this had been the case and cited editorial control as the main driver in setting the tone of the articles. Both are long term members who have given much time and effort in the support of greenkeepers and the Board are satisfied with their explanation of events. I must make clear to all members however, that the Board have a duty to uphold the rules of the Association and any future breach of any of our codes of ethics by any member must be regarded as a disciplinary matter.

In my personal opinion, this episode is symptomatic of a situation we have all failed to address successfully for some time. There has long been a 'feeling' out there, among some of the membership, that the Board and HQ are not addressing their needs. This represents a large investment in staffing costs however, that the Board have a duty to uphold the rules of the greenkeeping profession.'

As a Board, we agreed to review the business plan with a view to removing perceived obstacles. This review is ongoing and I would appreciate input from the Regions on how best we can address the issue. We have made a start by agreeing to Region requests to maintain Regional Administrators to serve specific, Region requests to maintain Regional Administrators to serve specific and Sectional structure which is healthy and active. We are now a highly respected professional body involved in all aspects of golf course management in the UK and worldwide. Our advice, support and assistance is requested and welcomed by all other major golfing bodies and I can assure members that the vast majority of the forward thinking and progressive individuals who started the Association are proud of its achievements and the respect that BIGGA commands throughout the industry.

I apologise that this month's column is rather muted in its content. This is a great pity as I normally enjoy trying to be creative and giving you something a little bit different to read. In fact I am finding it rather tedious that I have to be stern and serious when the Editor of the said magazine seems to be quite happy to be very creative in his work. I can only recommend to him the words from the song, 'I Am A Lonesome Hobo', where is described the circumstances which can lead to a lonely and inconsequential existence: 'Kind ladies and kind gentlemen, Soon I will be gone, But let me just warn you all, Before I do pass on: Stay free from petty jealousies, Live by no man's code, And hold your judgement for yourself Lest you wind up on this road.' (Blind Boy Grunt 1968)

K. Daly
Chairman
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