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- Ability to lead and motivate a large team of Greenkeeping staff.
- Relevant experience as a Senior Greenkeeper or Course Manager.
- A relevant qualification which includes Course Management and Health & Safety.
- Experience and understanding of conditioning Links courses.
- Proven organisation skills encompassing effective preparation and management of budgets.
- Good reporting and communication skills.
- Proactive planning ability.
The salary and conditions are negotiable depending on experience and qualifications. Relocation assistance will be provided if required.
Please apply in writing to: The Secretary, Gullane Golf Club, West Links Road, Gullane, EH31 2BB by the 31st December 2005 and enclose your CV.

STOCKPORT GOLF CLUB
Greenkeeper /Mechanic
Stockport Golf Club has a vacancy for a greenkeeper who has also attained skills as a mechanic to join a committed course management team.
The successful applicant will report to the Course Manager and be fully conversant with modern greenkeeping methods. The applicant should also possess good mechanical skills in order to take on the responsibility for all aspects of machinery maintenance and repairs on our modern fleet of equipment.
Salary dependent on experience and qualifications. Applications in writing including a full CV to:
Mike Goodhind, Course Manager, Stockport Golf Club, Offerton Road, Offerton, Stockport, Cheshire SK2 5HL
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**Please apply in writing with your current C.V to:**
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Salary and conditions are negotiable depending on experience and qualifications.

**Written applications including CV to:**
Daniel Lightfoot, Golf Course Manager, Bearwood Lakes Golf Club, Sindlesham, Berkshire RG41 4SJ
Email - d.lightfoot@bearwoodlakes.co.uk

Closing Date for applications is 1st January 2006.

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**Miklagard Golf**

Miklagard Golf Course is situated approx 15 miles North of Oslo, Norway and is only a 10 minute drive from Oslo international airport. The principle function of the course is to be the premier facility of its kind in Scandinavia. The course was designed and constructed by the Robert Trent Jones II Corporation and measures over 7300 yds in length. It comprises of 18 championship golf holes with a further 6 hole academy course to serve as a warm up to the main round. It has extensive practice facilities and is a member of the European Tour Courses Ltd.

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We are seeking ambitious individuals to take on these challenging roles in developing the Course Maintenance Team.

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E mail: tore@miklagardgolf.no  www.miklagardgolf.no
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Please apply in writing or by e-mail with full CV to:
Debbie Baker, Personnel Officer, Mere Golf and Country Club, Chester Road, Mere, Knutsford, Cheshire, WA16 6LJ
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A Competitive Package is Available to the Successful Candidate, which May include Accommodation if Required.

Applicants should send a full CV and a hand written letter of application to:
The Secretary Manager, Mrs C Davison, Hayling Golf Club, Links Lane, Hayling Island, Hampshire PO11 9AA

Closing Date for Applications: Friday 30th December 2005.
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**HEAD GREENKEEPER**

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Closing date: Saturday 31st December 2005.

*For job description and further details please contact:*
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Telephone: 01685 722822

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Northenden Golf Club

**GREENKEEPER**

To join a team of 5 green keepers to maintain an 18-hole golf course with newly constructed USGA specification greens.

The right candidate will possess an NVQ Level 2 or equivalent with a minimum of 5 years greenkeeping experience and a good knowledge of the game of golf. The successful applicant will be highly motivated and enthusiastic.

Salary dependant on experience and qualifications.

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Northenden Golf Club

Invite applications for

**GREENKEEPER**

To join a team of 5 green keepers to maintain an 18-hole golf course with newly constructed USGA specification greens.

The right candidate will possess an NVQ Level 2 or equivalent with a minimum of 5 years greenkeeping experience and a good knowledge of the game of golf. The successful applicant will be highly motivated and enthusiastic.

Salary dependant on experience and qualifications.

*Please apply in writing with a CV and current salary details to:*
Peter Garnett, Course Manager
Northenden Golf Club, Palatine Road, Northenden, Manchester M22 4FR

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(Established 1893)

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COURSE MANAGER

Woodbridge Golf Club is one of the oldest members' clubs in East Anglia. We have an 18 hole traditional heathland course and a further 9 hole heathland course, established in more recent times.

The presentation and maintenance of both courses presents a real challenge for the aspiring and ambitious Course Manager. Our aim is to have two of the finest heathland courses in England.

The successful applicant must have the ability, experience and motivation to manage, maintain and develop the course through leadership of a team of greenkeeping 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, plus pesticides handling and chain saw operations
• 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 communication and planning skills

A competitive package is available to the successful applicant.

Closing Date: 31st December 2005.

Application forms available by either telephoning or writing to:
Mr Tony Theunissen - Secretary/Manager, Woodbridge Golf Club, Bromeswell Heath, Woodbridge, Suffolk IP12 2PF.
Telephone: 01394 382038 email: woodbridge@anglianet.co.uk

The Marriott Forest of Arden Golf & Country Club is set within the Packington Estate on an ancient deer park and fishing lake. The Arden championship course was host to the 2005 British Masters and has held, in the past, the English Open. The Aylesford course also hosted the 2005 Weetabix UK National Junior Golf Championships. It is also part of Marriott Group's 11 golf and country club portfolio.

We are currently recruiting for:

•Assistant Greenkeepers to join our full-time team. You should be NVQ 2/3 qualified with previous greenkeeper experience.

Please apply to HR Department, Marriott Forest of Arden Hotel, Maxstoke Lane, Meriden, Warwickshire CV7 7HR.

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The Addington Golf Club

Are looking for a

QUALIFIED GREENKEEPER

This prestigious golf course is looking to extend its Greenkeeping Team with the addition of an experienced Greenkeeper. The successful candidate will have NVQ Level 2 and hold all current spraying certificates.

In return we can offer competitive salary, first class working conditions and the opportunity of working on one of the best inland golf courses in the South.

Interested? Send in your CV to: Mr R A R Hill, The Addington Golf Syndicate Ltd, 205 Shirley Church Road, Croydon, Surrey, CR0 5AB
Closing date 31st December 2006.

MortonHALL GOLF CLUB

EXPERIENCED GREENKEEPER

• Qualified to SVQ level 3 with PA1 and PA6
• PA2 an advantage
• Must have the ability to work as part of a team and to a high standard

Applications in writing with CV to:
The Club Manager, 231 Braid Road, Edinburgh EH10 6PB
Closing date: 19 December 2005

Greenkeeper International 69
Christmas Message

With Christmas just around the corner my year as Chairman will soon be over. Predictably, it has flown by, so before I take my leave I thought I might share with you some of my reflections on BIGGA 2005. I thought I would start with the last verse from a popular seasonal song, which has always rung true for me.

'I could have been someone, well so could anyone
You took my dreams from me, when I first found you
I kept them with me babe, I put them with my own
Can't make it all alone, I built my dreams around you
The boys of the NYPD choir were singing 'Galway Bay
And the bells are ringing out for Christmas Day'
(Kirsty MacColl and the Pogues: Fairytale of New York)

The lines, 'I could have been someone' and 'Can't make it all alone' seem relevant to our own search for advancement and our understanding that together we can achieve it. They hint at the reasons why we are all part of our Association.

During my year as Chairman I have heard every conceivable point of view from 'The Association should become a union and strike in support of down-trodden greenkeepers everywhere' to 'The Association should not waste its time and money trying to support and educate those who refuse to help themselves. Put the subs up really high and let's have an Association which provides high quality assistance to those who will pay for it.'

I stress that these are the extremes, the dogmatic stances that we are unlikely to achieve significant progress on our own. The whole industry is strained by the current economic climate and it affects all who have a vested interest in golf.

As Vice Chairman, Richard Whyman has shown the type of drive and ambition that gives me even greater confidence of major advancements in the future.

During my year as Chairman I have heard every opinion either in person or through letters or the telephone. There are of course varying opinions on how best to achieve the principle that the Association should be accessible to all and provide the same level of benefits and opportunities for all.

I have geared all my energies towards this. From the very start of my year as Chairman I left no one in doubt as to what my ambitions were. I wanted to bring more opportunities for support and advancement to core greenkeepers. I have geared all my energies towards this goal and successes to date include major additional funding for education at Section level, the introduction of targeted education for greenkeepers and deputies at Harrogate and a new initiative on a mediation service for greenkeepers in trouble at work.

The Pro's, the Secretaries, the house staff, the course staff, the RBA, the Golf Unions, the STRI and other agronomists, the architects, the contractors, the golfers, the colleges and the trade. We are all in the same boat and we need to help and support each other. The amount of cooperation between these bodies is constantly increasing and the joint initiatives at Harrogate Week bear testimony to this fact. Like the boys from the NYPD choir, we all need to sing in harmony from the same hymn sheet.

I had not appreciated just how much our prosperity and strength lies in the close bonds we have developed with all of the above. Our futures are interdependent and neither we nor anyone else can afford to be insular and ignore the needs of others. I was fortunate enough to attend the Secretaries Association conference in Liverpool this year. I was struck by the similarity of their problems with ours such as the interference and lack of respect from some members, the low budgets and the resistance to change.

The recent initiatives for us both to share a platform on golf club wages and to draft a joint document on risk assessment are massive steps forward. We all go through ups and downs but as long as we can share our difficulties we can maintain our optimism and rise above the humdrum.

It is the greatest folly of any Chairman to start giving advice, so here goes. I would advise that this Christmas you park yourself on your most comfortable sofa, get yourself a bottle of your favourite tipple and plug yourself into Kirsty MacColl and the Pogues most joyous celebration of the frailties of the human condition. It is our basic need for acceptance and the necessity of our dependence upon each other, which in the end unites us all.

'The boys of the NYPD choir still singing 'Galway Bay'
And the bells are ringing out for Christmas Day'
Happy Christmas, have a good one!

Chairman