Lakeland Earthworks first and foremost specialise in golf course construction, alterations and renovations. With over 35 years experience in the specialist earthworks industry Lakeland believe the successful creation of a golf course requires a thorough knowledge and understanding of the game. This knowledge has been gained through years of experience built on working with some of the best designers and course managers in the industry.

Lakeland operate and own a wide range of specialist plant, machinery, transport and equipment including 360 excavators with the latest power tilt attachments, dumpers with low ground pressure tyres and bulldozers. Some of this machinery has been manufactured to individual specifications in order to ensure improved efficiency in service provision.

Lakeland experienced management team and skilled technicians pride themselves on being able to deliver projects to the highest standard, on time, within budget with minimal disruption to golf club members and the environment. Golf course construction services include project design, planning and management, earthworks, shaping, drainage installation, water engineering, final preparation, surface installation, aftercare and seasonal maintenance.

Lakeland has the pleasure of working with many Professional Golfers together with some fantastic Architects, Designers, Course Managers and Greenkeepers in the country. Lakeland are proud to provide a first class service to all of its clients and cater for a wide range of budgets from municipal facilities through to top Championship courses in the UK and Europe.

Fully trained, vastly experienced and qualified operatives, attention to detail, and of course full health and safety compliance make Lakeland an ideal choice for your golf course construction projects.

info@lakelandearthworks.com
www.lakelandearthworks.co.uk
01400 251605

Lakeland Earthworks
Golf Course Construction
Greens, Tees, Bunker Renovation and Alterations
Earthworks
Lakes/Ponds/Water Engineering
DRAINAGE SOLUTIONS
Tel: 01722 716361
E: mjabbott.co.uk
www.mjabbott.co.uk
How to conduct a one-to-one meeting
How to conduct a team briefing
How to prepare for an appraisal
How to recruit the right staff
How to write a job description

“How To...” guides are now available exclusively to BIGGA Members, on a range of Human Resource topics.

These short, handy guides provide practical, step by step guidance on a range of subjects. The guides can be downloaded and used to help you develop your knowledge and implement new processes within your workplace.

To access the “How To...” guides, log on to the BIGGA Members Area at www.bigga.org.uk and click on Member Resources.
Assistant Greenkeeper
Abridge Golf Club

www.abridgegolf.com

In return we offer a competitive salary based on experience and qualifications and a chance to work at a forward-thinking progressive Golf Club.

Please send your CV and covering suitability letter to: geoffabridge@tiscali.co.uk

Closing date for applications is Friday 31st March 2012

Assistant Greenkeeper
Liberton Golf Club

A prestigious 18 hole parkland golf course, established in 1920 and set in the heart of Edinburgh with circa 600 members, is seeking a new, creative and dynamic Head Greenkeeper.

Salary negotiable

Application Forms and further information available from

The Secretary, Liberton Golf Club, 297 Gilmerton Road, Edinburgh  EH16 5UJ

E:Mail: info@libertongc.co.uk

Web: www.libertongc.co.uk

Closing date for Applications: Friday 30th March 2012

STOURBRIDGE GOLF CLUB
ASSISTANT GREENKEEPER

Stourbridge Golf Club, founded in 1893, is a prestigious 18 hole parkland golf course, situated on the outskirt of Stourbridge Town. Stourbridge Golf Club is the heart of the community and we are looking for an enthusiastic and hard working assistant greenkeeper.

The successful candidate will have a good knowledge of all aspects of golf course maintenance, landscaping, irrigation system operation & maintenance, construction drainage, and understanding of health and safety.

Salary is negotiable

To apply send your CV and covering letter to: Mr C Copsey, Group Course Manager, Crown Golf, p.copsey@crown-golf.co.uk / Mobile: 07774 831119

Closing date: 30th March 2012

CROWN GOLF COURSE MANAGERS

Crown Golf invites applications for the Course Manager Positions at:

Merrist Wood Golf Club, Worplesdon, Guildford, Surrey

Oak Park Golf Club, Nr. Farnham, Surrey

The successful applicant will be responsible for the management & implementation of the golf course maintenance practices & preparation of the golf courses, within the organisational & operational structure of Europe’s largest golf course operator, reporting to the General Manager & the Group Course Manager.

In addition to being experienced & highly motivated individuals, applicants will also:

- Possess man management skills to organise, lead, motivate & train staff.
- Be computer literate & have the ability to manage budgets.
- Have the appropriate agronomic knowledge & understanding.
- Be qualified to NQV Level 3 & Possess Pa1, Pa2 & Pa6 spraying certification.
- Be able to manage & implement Health & Safety Policy within the greenkeeping department.
- Understand & manage the cost of greenkeeping equipment.
- Be experienced in construction drainage, irrigation system operation & maintenance, landscaping & woodland management.
- Remuneration will be agreed, taking the importance of the position, & the successful applicants’ skills, abilities & experience.

Please apply in writing, with CV & a covering letter (preferably by email) to:

Mr P Copsey, Group Course Manager, Crown Golf, p.copsey@crown-golf.co.uk

Closing date: 30th March 2012

QUALIFIED GREENKEEPER

Olton Golf Club, Solihull

Olton Golf Club, Solihull was founded in 1892 and is a very attractive 18 hole parkland golf course spread over almost 200 acres from hilly terrain to gentle slopes. It is a very well maintained course and is renowned as one of the best conditioned championship courses in the South East. It is highly regarded and frequently hosts major events.

We are looking for a highly motivated, enthusiastic and flexible full time golf course maintenance staff. Someone who is used to, or wishes to learn, to work to extremely high standards of presentation and commitment.

The applicant should be qualified to at least NVQ Level 2, PA1 and PA6 qualifications, be able to work under pressure, a team player and prepared to be flexible in methods of working and hours.

In return we offer a competitive salary based on experience and qualifications and a chance to work at a forward-thinking progressive Golf Club.

Please send your CV and covering suitability letter to: geoffabridge@tiscali.co.uk

Closing date for applications is Friday 31st March 2012

www.abridgegolf.com

We are an equal opportunities club.

LOOKING TO RECRUIT?

LOOK NO FURTHER THAN...

www.bigga.org.uk/careers

ADVERTISE IN GREENKEEPER INTERNATIONAL FOR A MONTH FROM £540+VAT FOR AN 1/8 PAGE ADVERT, OR £540+VAT FOR A FULL PAGE ADVERT, OR £540+VAT FOR A FULL PAGE ADVERT, OR £540+VAT FOR A FULL PAGE ADVERT.

FOR FURTHER INFORMATION CONTACT JILL RODHAM
ON 01347 833 800 OR EMAIL jill@bigga.co.uk

The British and International Golf Greenkeepers Association

Regional Administrator: Scotland and Northern Ireland Region

Regional Administrator: Midland and Northern Regions

With 6,000 members located mainly in the UK but also in Europe and worldwide we are the largest greenkeeping association in Europe.

As part of our ongoing business partnership BIGGA and Colt Mackenzie McNeir are working in conjunction to search for excellent Regional Administrators to be based in the Scotland and Northern Ireland Region and the Midlands/Northern Regions.

Due to re-timings we are looking for organised, self-motivated individuals for those full time home based positions. As the successful applicants will oversee the administration of Regional affairs, organise and attend Regional Board meetings, prepare agendas, take minutes and manage the finances of the Region amongst other responsibilities, they will have a good knowledge of office practices, administration and customer service skills and have good knowledge of IT software including word processing, databases and spreadsheets.

BIGGA is known for its excellent education programme and the Regional Administrators will be responsible for organising Regional Conferences (in conjunction with the Learning and Development Department), seminars, lectures and golf tournaments. Experience and interest in golf or the golfing industry is desirable but not essential.

Reporting to the Head of Membership Services, the Regional Administrators will work with the membership department on the implementation of membership drives and initiatives. Good communication skills are required as establishing strong lines of communication with all Golf Clubs in the Region and with Course Managers/Head Greenkeepers and their staff is essential.

As these are home-based posts, all appropriate expenses will be paid together with a company car.

If you require further information on the post before applying please email Tracey Maddison, General Manager/Head of Membership Services or to apply please forward your Curriculum Vitae and a covering letter indicating which position(s) is of interest, by email only, to traceymaddison@bigga.co.uk

Closing date for applications is 31st March 2012
Recruitment

Assistant Greenkeeper
Abridge Golf & Country Club

Abridge Golf Club is situated in Essex and is presently a British Open Regional Qualifier venue. To play host to other major events.

It is highly recognised as a parkland Golf Course set in acres of open land and is recognised as one of the best conditioned championship courses in the South East.

We are looking for a highly motivated, experienced, enthusiastic, hard working team. Someone who is used to, or wishes to be, in a world class environment.

The successful applicant will be responsible for the implementation of the golf course maintenance practices & preparation of the golf courses, within the organisational & operational structure of Europe's largest golf course operator, reporting to the General Manager & the Group Course Manager.

In addition to being experienced & highly motivated individuals, applicants will also:

- Possess man management skills to organise, lead, motivate & train staff.
- Be computer literate & have the ability to manage budgets.
- Have a high standard of work & have a positive attitude.
- Have an appropriate agronomic knowledge & understanding.
- Be qualified to NVQ Level 3 & possess PA1, 2 & 6 spraying certification.
- Be able to manage & implement Health & Safety Policy within the greenkeeping department.
- Understand & manage the use of greenkeeping equipment.
- Be experienced in construction drainage, irrigation system operation & maintenance, landscaping & woodland management.
- Remuneration will by agreement, reflect the importance of the position, & the successful applicants' skills, abilities & experience.

Please apply in writing, with CV & a covering letter (preferably by email) to:
Mr. Paul Copsey, Group Courses Manager, Crown Golf. 
p.copsey@crown-golf.co.uk. Mobile: 07774 823119
C/O Addington Court Golf Club, Featherbed Lane, Addington, Croydon, Surrey, CR0 9AA

Closing date for applications is Friday 30th March 2012.

Liberton Golf Club

A prestigious, 18 hole parkland golf course, established in 1893 and set in the heart of Edinburgh, with 500 trees, in a setting of order, creativity and dynamism.

Head Greenkeeper
Salary competitive
Application for further information and to apply to:
The Secretary, Liberton Golf Club, 297 Gilmerton Road, Edinburgh, EH16 5UJ
E-Mail: info@libertongc.co.uk
Tel: 0131 664 3009
Web: www.libertongc.co.uk
Closing date for applications Friday 30th March 2012.

STOUBRIDGE GOLF CLUB
ASSISTANT GREENKEEPER

Stourbridge Golf Club, founded in 1893, is a picturesque golf course set in the countryside of Stourbridge town. Stourbridge Golf Club is renowned in history and whilst our total hang-up is only 6,231 yards, it is a very good test of golf.

The successful candidate will be required to have a high standard of work, an eye for detail, and with the ability to work as part of a team.

Applicants should be able to ensure the highest maintenance standards and unimpeded playing conditions for all customers, whilst maintaining a high standard of workmanship and efficiency.

Salary is dependent on qualifications and experience.

CROSSWORD

MONSTER SUDOKO

SQUIGGLY SUDOKO

Quick Quiz Answer:

5. 330h, 49 697 23 1
9. 2 143, 5 8 491 5
13. 2 975 5 9 8 75 4
6. 2 134, 9 1 4 2
2 975 5 9 8 75 4
13. 2 975 5 9 8 75 4
6. 2 134, 9 1 4 2
2 975 5 9 8 75 4
13. 2 975 5 9 8 75 4
6. 2 134, 9 1 4 2
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The ‘Green Illusion’

Are you familiar with Augusta home of the US Masters, which for many players is the classic example of a perfectly manicured golf course?

Before the season starts at Easter, many northern European golfers dream of seeing ‘The Masters’ on television, of perfect, manicured greens, which is, unfortunately, far from reality. To think that their own golf course may provide the same opportunities for so called ‘perfect playing conditions’, causes members to question how their course is being maintained.

This situation can bring the greenkeeper into conflict with the membership. Because the golfers demand something from him that is unsustainable and, yes, unrealistic.

If not resolved such differences can lead to serious conflict. On most newly built courses, Agrostis / Festuca grasses are chosen for ecological and economic reasons. Because the greenkeeper tries to please the members by providing green, holding surfaces Annual Meadow grass (Poa Annua) becomes the dominant grass species after a few years.

This grass is to be found on the greens of most of the golf courses worldwide and dictates the greenkeepers maintenance programme. The result is turf prone to disease as well as having very limited tolerance to stresses such as heat and cold.

The solution to this problem is clear: Anyone who wants green grass usually uses water, fertiliser and chemicals. Now the responsible, straight thinking greenkeeper faces this dilemma: He pleased the members in the short term, but in the long term he let the wrong grasses strengthen. If he follows his conscience about sustainability and its ecological requirements, he will have to make a difficult decision regarding his approach to course management. There is need for more information.

If the greenkeeper does not change the way he manages his turf the golfers will soon meet difficult conditions. Soft, green and slow putting surfaces make the game less attractive than firm and not so green surfaces. Such surfaces will not be playable throughout the whole year.

The golfers wish for a good putting surfaces is well known, if the greenkeeper tries to fulfill the idea that a lush green putting surface is good, the quality of the greens usually falls by the wayside, certainly ‘green’ greens will never provide to faster putting speeds demanded these days. Because of these procedures, the very shallow rooted spring seeding annual meadow grass (Poa Annua) is susceptible to disease. On top of that, Poa Annua needs multiple chemical applications each year, just to protect this undesirable grass from total failure.

In this situation many golf clubs have to deal with increased costs in addition to the mechanical maintenance and an additional expense for fertilizer, water and chemicals. All this is not in the interest of the members, committees and golf associations at home or abroad.

To break this vicious circle, it needs hard work and targeted use of, for example, hand watering. However, this is only possible by adequately staffed greenkeeping teams, but it is here that spending of money will be saved.

The question remains, what happens if the EU bans chemicals for the golf courses, as the national authorities in Denmark already have done? What lies ahead are probably restrictions on water consumption.

Unfortunately we lack the arguments that might help in the long run. A logical consequence for this problem is for the Greenkeeper to go back to more sustainable, ecological and economic golf course maintenance.

For the golfer this results in a new color palette, a mix of green, yellow and brown color than green grass, which is usually better as well as a healthy alternative putting surface that the ‘Green Illusion’ offers.

Norbert Lischka, Master Greenkeeper, GC Hamburg Falkenstein

The views expressed within On The Soapbox are not necessarily those of Greenkeeper International
The ‘Green Illusion’

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