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DEPUTY COURSE MANAGER

Mapledurham Golf Club is a new 18 hole
development owned by Invicta Leisure and is
situated in South Oxfordshire four miles north
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We now require an experienced Deputy Course
Manager to join our team. In addition to having
formal qualifications in all aspects of
greenkeeping, budgeting, machinery
maintenance and computerised irrigation, you
must be able to demonstrate the ability to
motivate and supervise staff.

Salary will be to BIGGA rates.
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Apply in writing with full CV to:

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The following abilities are essential:

- ◆ To manage staff
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- ◆ Budget planning
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Excellent remuneration package available, depending upon experience.

Please apply in writing, including CV, to:

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La Moye
Golf Club
Jersey

requires a

HEAD GREENKEEPER

from 1st April 1995 due to retirement

Applicants must be suitably qualified in all aspects of course management and possess the necessary management and supervisory skills to lead and motivate staff, together with the energy and enthusiasm to develop and implement a plan of course improvement.

Salary negotiable and accommodation available.

Please apply in writing to:

The Secretary
La Moye Golf Club, St Brelade
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Channel Islands

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Lawnkeeper is a division of Tillers Turf Company Ltd

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Required for this high class 18 hole course
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Applicants must be fully qualified and experienced in all aspects of modern greenkeeping techniques.

Knowledge of irrigation systems, equipment use and maintenance of same, together with excellent supervisory skills are necessary.

The salary is negotiable.

Applications in writing with full CV to:

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**Branshaw
Golf Club**

18 hole moorland course, requires an experienced
HEAD GREENKEEPER

Salary negotiable, no accommodation available.
Must be able to work with and motivate staff.

Apply in writing with CV to:

The President, Branshaw Golf Club, Branshaw Moor,
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Royal Dornoch Golf Club

require an

ASSISTANT GREENKEEPER

The world's greatest golfers and golf writers have been lavish in their praise of this natural links, laid out by Tom Morris, 50 miles north of Inverness. The Club has a policy of extensive capital expenditure to provide the 10 Greens staff with good quality modern equipment.

To maintain our high standards of course presentation the successful candidates should have City and Guilds Phases (1, 2 & 3) or SCOTVEC qualifications. Links experience and PA1 & PA2 spraying experience will be an advantage.

Salary negotiable according to experience, but will not include accommodation.



Please apply in writing enclosing a current CV to:
John Duncan, Secretary/Manager, Royal Dornoch Golf Club,
Golf Road, Dornoch, Sutherland IV25 3LW



Keswick Golf Club Ltd
requires an

**EXPERIENCED DEPUTY
HEAD GREENKEEPER**

For an 18 hole golf course set in the lakeland hills.

Applicants must be suitably qualified and possess the necessary management and supervisory skills with appropriate greenkeeping qualifications and detailed knowledge of the use and maintenance of modern machinery.

The candidate must have the ability to lead and motivate staff, works programming and a sound knowledge of health and safety requirements.

The person appointed will be expected to take over as head greenkeeper within three years.

Salary negotiable. No accommodation available.

Please apply with full CV to:
The Secretary, Keswick Golf Club Ltd, Threlkeld Hall, Threlkeld,
Keswick, Cumbria CA12 4SX

Stamford (Stalybridge) Golf Club

seek to appoint a

COURSE MANAGER

Applicants must possess recognised qualifications plus an established career development in modern course management.

The ability to lead and motivate an established team of greenstaff and organise work programmes is essential.

A practical knowledge of modern greenkeeping machinery, current Health and Safety regulations and budgetary control skills are required.

Remuneration is negotiable. Accommodation is not available.

Apply in confidence with full CV to:

Hon Secretary, Stamford (Stalybridge) Golf Club, Oakfield House,
Huddersfield Road, Stalybridge, Cheshire SK15 3PY

Southerndown Golf Club

require a

**DEPUTY HEAD
GREENKEEPER**

Applicants must have suitable qualifications and experience in all aspects of course management. A thorough knowledge of machinery and maintenance is essential together with the ability to motivate and direct staff.

Salary is negotiable depending on experience.

**Applications in writing to include full CV
by the 31st December 1994 to:**

The Secretary, Southerndown Golf Club, Ogmere Road,
Wenny, Bridgend, Mid Glamorgan CF32 0QF

Golfclub Sinsheim Buchenauerhof, Germany

**HEAD
GREENKEEPER**



required for a newly established 18-hole course with a 6-hole short course and a practice area consisting of a driving range, two putting greens and a pitch-and-chip area.

Applicants are expected to possess managerial, leadership and motivational skills, to have sound knowledge of work programmes and of the use and maintenance of modern machinery.

Apply in writing with full CV and two references to:

**Golfanlage Sinsheim Buchenauerhof AG, Sonja
Woermann, Buchenauerhof 4, 74889 Sinsheim, Germany**

No 3: David MacIndoe

Age: 40

What's he do? He's the very skilful course manager at Killarney Golf and Fishing Club in Eire.

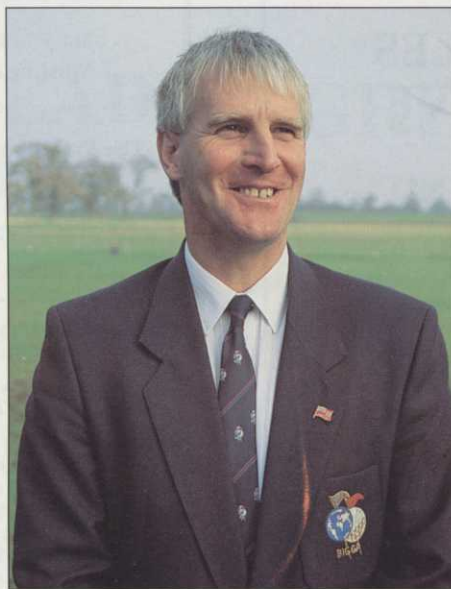
Why do you say skilful? Killarney is one of the world's top courses and David has been running the show for ten years. Killarney is also one of the wettest places in Europe – 80 inches of rain fell last winter from October to April – and David has just talked the club into spending about £460,000 on a new irrigation system.

That takes some doing. Yes, and it hasn't stopped raining since they started the work in October.

Why do they need it then? Insurance. As I've already said, Killarney is one of the top clubs in the world – it staged the Irish Open in 1991 and 1992 (with Nick Faldo winning on both occasions) and it is preparing to host the Curtis Cup, the ladies' equivalent of the Walker Cup, in 1996. The old system watered the greens; the new system will water the greens, tees and fairways of both courses. "It's an insurance in case we ever do have a drought," explained David. "There's a single pipe down the centre of the fairways. It's sensible to put it in when you're spending all the money on the greens and tees and you have to take a main through the course anyway." There are four pop-ups round each green and on a couple of the larger greens they're using fairway sprinklers. Plus there are two approach sprinklers. The Rainbird system with new Master 3 control system (the first in Europe) cost £405,000. Three storage tanks that can hold 47,500 gallons each, their bases and pump house take the total past £460,000.

How did he get the club to agree to it? David could sell sand to the Arabs, but he was also realistic. He knew he wouldn't get it the first time of asking, so he kept asking. "I've enough experience to know now that the first time you ask for something, especially a major expenditure, it will invariably be turned down out of hand. But if you keep coming back, do your homework right and present it properly, then eventually they have to listen to you." He first brought up the idea in '87. They said: "Can't we upgrade the present system?" He said: "Not really, we can improve it." So they said: "Improve it and we'll talk about it again." "So we spent a couple of thousand improving the system and two years later I went back to them and said 'You said come back to you in a year or so's time, here I am. We need this, we still need this.'" With heavy play and no rain, the tees were unmanageable. After three or four years of trying they eventually said go away and get some estimates. That's what he did two years ago. The committee sat on the estimates for two years before finally sanctioning the purchase.

You mentioned heavy play, how heavy? 130,000-150,000 rounds a year from the 1,700



members and 40,000 visitors a year.

You also mentioned heavy rain, how heavy? It's expected to be around 100 inches this year.

That must make managing difficult. "It's a constant battle to keep the courses cut and presented nicely," says David. Trying to organise topdressing and other maintenance practices is difficult. "The forecaster is my best friend. I never go a day without phoning him and getting a long-term forecast so I can plan when I might have a chance of doing a job."

What other problems does he have? Old deers.

Lady members are often the worst... No, d-e-e-r-s, as in Bambi.

Ahhhhhhhh. More *uggghhhh*, especially when they run full pelt across the greens. "They're not a big problem but they do cause us anxious moments especially at this time of year when they're mating – the stags do a lot of fighting for dominance. Thankfully they usually stay on the fairways. But occasionally they go on the greens. If they walk, it's not a problem – the small hoof marks are no worse than a pitch mark – but if they charge across the greens because they're being chased by a dog, then they can cause a lot of damage."

What sort of greenkeeper is David? He is a great believer in the traditional methods. "You can't overfeed and overwater through the summer and expect the course to take all the rain in the winter. The course has to get some chance to dry out," he told us. "And if it does dry out I let nature take its course and just use the watering system to keep it alive." His favourite machine is the Verti-drain. He uses it at least twice a year, but some greens are done four times. Without it he couldn't keep the course

playable. "If you can keep the top 3 or 4ins open, they will drain."

He also topdresses by hand. He's tried modern machines but when the course is wet and the ground is soft machines do more harm than good round the approaches and backs of greens.

It's easy for him to order his lads out with shovels... He goes out with them. His management style is very much hands-on. "I think in Ireland you have to, especially if you're a foreigner (he's Scottish). If I sat in my office all the time I don't think they'd have the same respect. You have to get out there and be alongside them. Not all the time but definitely some of the time. It's important to show them you can do the job every bit as good as they can."

How many lads does he have? He has a staff of 17 and says "they're a great bunch of lads."

Are they helping him conquer *Poa annua*? They're putting up a brave fight, but it's not a battle he can win. "When I was younger I believed there was no reason why you couldn't have a pure bent strand of green or 80-90% bent. But in my situation where you have extremely heavy play in a wet climate the bents just can't survive. I still try to get as much bent in the greens as possible and occasionally overseed with bent but at the end of the day the greens aren't getting any better. There's only so much traffic a green will take and once you get over that limit the good grasses are eroded away." When he arrived at Killarney the greens were 90% *Poa*. But, with good management, including intensive aeration, and less play in the winter, he got the bents to dominate. After a couple of years of arriving they were up to 75-80% bent, but over the past few years they've gone back to about 50/50. However, he's not conceding defeat. "If you give up the battle you may as well give up the job."

Is there anything the club can do to help? They've already taken the first steps – they've bought 80 acres of land for £1million and are negotiating for another 68 acres alongside it. The aim is to build a third course to satisfy the huge demand for golf in the area (Killarney has a waiting list of 400), but it will also enable David to rest a course during the winter.

Does he play on his courses? Yes, he's a four-handicap player and says it helps him "to relate to members' feelings about the course."

How did he get interested in greenkeeping? His next door neighbour was a greenkeeper.

Not to be confused with: Alec MacIndoe (his greenkeeping son at Stockley Park, Middlesex).

Least likely to say: "It's raining, I won't go out today."

Most likely to say: "Cheers!"



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