



Shirley Park Golf Club

require

ASSISTANT HEAD GREENKEEPER

Qualifications and experience essential.

No accommodation.

Salary negotiable.

Apply in writing with CV and references to:

**Secretary/Manager,
Shirley Park Golf Club,
Addiscombe Road,
Croydon, Surrey CR0 7LB**



The Royal Jersey Golf Club

Invite applications for the position of:

ASSISTANT HEAD GREENKEEPER

to join an enthusiastic team committed to high standards of maintenance of this famous links course.

Applicants must be fully experienced in all aspects of greenkeeping with appropriate qualifications including PA1 and PA2, have knowledge of modern equipment, Health and Safety requirements and Man Management.

A knowledge of the Watermation Irrigation System would be an advantage.

Salary and accommodation negotiable.

Please apply in writing with full CV marked "Private and Confidential" to:

**Mr R C Leader, Secretary/Manager,
Royal Jersey Golf Club, Grouville, Jersey JE3 9BD**



Guildford Golf Club

Established 1886

is seeking to appoint a

HEAD GREENKEEPER

Guildford Golf Club has an old established Downland course and is equipped with modern machinery and a new storage facility.

The successful applicant will be responsible for all aspects of course preparation and presentation and is likely to meet the following criteria:

- Fully qualified with proven practical experience, including the use of turf machinery and automatic irrigation systems. PA1 and PA2 certificates must be held.
- Currently running an existing golf club. Knowledge of Downland courses advantageous.
- Ability to lead and motivate an enthusiastic, well-qualified greenkeeping team.
- Ability to manage resources, including the organisation of work programmes, budgetary control and the maintenance of safe working practices.

Salary in accordance with BIGGA recommended scales.

Applications in writing with full CV to:

**Mr R E Thomas, Secretary, Guildford Golf Club,
High Path Road, Merrow, Guildford, Surrey GU1 2HL**

(Closing date for applications: 15 September 1995)

AMENITY FINE TURF COMMISSION AGENTS

Required to promote and sell a full and comprehensive range of amenity products, including seeds, fertilisers, chemicals, Hardi sprayers, and spares, top dressings and line marking compounds, etc, into the amenity fine turf markets within East Anglia.

The successful applicant should have a thorough knowledge of the fine turf and amenity trade, and preferably be BASIS registered. Self motivation is paramount and rewarded accordingly.

Applicants should apply only in writing in the strictest confidence, giving full career details to:

**Box No. R6/95, BIGGA, Aldwark Manor, Aldwark, Alne, York,
North Yorkshire YO6 2NF**

Tankersley Park Golf Club, Sheffield

require a

HEAD GREENKEEPER

Applicants must be suitably qualified, experienced, with proven ability in organising and carrying out course management.

The ability to enthusiastically lead, motivate and organise a small team of greenstaff is essential.

Salary and conditions negotiable.

Please apply in writing with full CV to:

**Secretary, Tankersley Park Golf Club,
High Green, Sheffield S30 4LG**



Howley Hall Golf Club Ltd.

requires a

HEAD GREENKEEPER

for its 18-hole course

The successful applicant will have some of the following skills, knowledge, experience and personal qualities, and will be rewarded accordingly.

- Greenkeeping qualifications and knowledge of tree husbandry
- Machinery maintenance
- Management skills of planning, directing and controlling
- The energy and enthusiasm to develop and implement a plan of course improvement.

Application with CV in writing to:

Mrs A Pepper, Secretary/Manager, Howley Hall Golf Club, Scotchman Lane, Morley, Leeds LS27 0NX

Tel: 01924 478417



PENINA
Golf & Resort Hotel

require a

HEAD GREENKEEPER

After a £2 million modernisation programme, October 1st 1995 sees the reopening of the Henry Cotton designed Championship Golf Course.

We require a Head Greenkeeper who is experienced in all aspects of modern greenkeeping techniques to nurture this great golfing complex back to its former glory.

Applicants must be fully qualified, knowledge of creeping Bent grasses and modern irrigation are essential.

Please reply in writing including CV to:

Director of Golf, Penina Golf & Resort Hotel, PO Box 146, Penina, 8500 Portimão, Algarve, Portugal

Morrleston Golf Club

wishes to appoint

HEAD GREENKEEPER

Applications are invited from persons of proven ability with appropriate qualifications and experience and possess the necessary management and supervisory skills to lead and motivate an enthusiastic team, organise work programmes and maintain health and safety requirements. A knowledge in the use and maintenance of modern machinery will be required.

Salary and conditions by negotiation.

No accommodation.

Apply in writing with full details of qualifications and experience to:

The Secretary/Manager, Morrleston Golf Club, 160 Clasemont Road, Morrleston, Swansea SA6 6AJ

Greenkeeping Section

LECTURER IN GREENKEEPING



Applications are invited for the above post.

Candidates should have a qualification in greenkeeping and recent experience in a golf course and/or groundsman's situation.

Salary from £13,914 to £21,612.

Application forms and further particulars are available from Personnel, Elmwood College, Cupar, Fife KY15 4JB, or by telephoning (01334) 652781.

The closing date for applications is Monday 28th August 1995.

Elmwood College is a provider of quality education and training.

INTERNATIONAL OPPORTUNITY

Express Dual & Anglemaster

Technician/Salesperson required to help train and demonstrate cylinder and bottom blade grinders to golf course mechanics in top clubs around the world.

We are world leaders in our field and need a bright, energetic, sharp technician. Experience in sharpening mowers on a golf course required.

If you want to join a dynamic team apply in writing to:

**Alison McLachlan, Bernhard & Company Ltd
Bilton Road, Rugby CV22 7DT
Tel: 01788 811600 Fax: 01788 806813**

WAVENDON GOLF CENTRE

require an

ASSISTANT GREENKEEPER

Experience of vertidrainng, boom sprayers and other modern machinery essential. No accommodation available.

Approximate earnings £11,500pa.

Applications with full CV including details of previous experience to:

The Personnel Manager, Wavendon Golf Centre, Lower End Road, Wavendon, Milton Keynes MK17 8DD

Previous applicants need not reapply



Porters Park Golf Club

Applications are invited for a

DEPUTY HEAD GREENKEEPER

to join our young enthusiastic team at one of the finest courses in Hertfordshire.

Applicants must:

- be suitably qualified to Phase 2 level
- have a wide practical experience, with good working knowledge of computerised irrigation systems
- be able to motivate and control staff
- be aware of the current Health & Safety regulations, COSHH, etc.

Remuneration is negotiable and includes BIGGA membership and four weeks annual holiday.
No accommodation.

Please apply in writing with full CV to date by August 31st to:

The Club Manager, Porters Park GC, Shepley Hill, Radlett, Hertfordshire WD7 7AZ

The Glen Course

Alyth, Perthshire

invite applications for the position of

HEAD GREENKEEPER

This 18 hole par 71 course is at present under construction and is expected to be ready for play in 1997. The successful applicant will have the ongoing responsibility for all aspects of the course maintenance and development and should have a proven track record in the following:

- Suitable greenkeeping qualifications
- The ability to organise and motivate staff effectively
- A working knowledge of the operation and maintenance of an automatic irrigation system
- A sound understanding of Health and Safety regulations
- Experience in budgetary control.

A two bedroom detached cottage is provided and the salary will be negotiable according to experience.

Please apply with full CV to:

David Stewart, Director and Company Secretary,
Glenshee Chairlift Company Limited,
Cairnwell, by Draemar, Aberdeenshire AB35 5XU

Nevill Golf Club

Applications are invited for the position of

HEAD GREENKEEPER

The Nevill Golf Club is an 18 hole parkland course fully equipped with modern greenkeeping machinery. The club is over 80 years old and has hosted several major county events.

Applicants should have reached the position of Head Greenkeeper with suitable qualifications and possess good man management expertise.

A good financial package with a three bedroom detached house is available for the successful applicant.

Please apply in writing with full CV and current salary.

Details to:

**K N R Pudner, Secretary/Manager,
Nevill Golf Club, Benhall Mill Road,
Royal Tunbridge Wells, Kent TN2 5JW**

Liphook Golf Club

require an

ASSISTANT GREENKEEPER

Must be hard working and enthusiastic. Should have practical experience in all aspects of greenkeeping and be able to operate and maintain modern grass machinery.

Applications in writing please with CV to:

The Secretary, Liphook Golf Club, Wheatsheaf Enclosure,
Liphook, Hants GU30 7EH

Hellidon Lakes Golf Club

invite applications for a

FIRST ASSISTANT GREENKEEPER

Applicants must be suitably qualified and experienced in all aspects of Course Management. PA2 and PA6 Certificates are an advantage.

Opportunities for career advancement are available on this 27 hole Championship Course.

Please apply in writing with full CV to:

**The Head Greenkeeper, Hellidon Lakes Hotel,
Hellidon, Daventry, Northants NN11 6LN.
Tel: 01327 262550 Fax: 01327 262559**

Scott MacCallum talks with the new Chief Executive of the STRI, Dr Mike Canaway

A brighter future begins today

Dr Mike Canaway has had six weeks to settle into his new office and become accustomed to the responsibility of being the Chief Executive of the STRI. In many ways it is less of a quantum leap than it might have been for others as he has been with the Institute since 1974 and made steady progress through the ranks before making the final step up from Head of Research and Assistant Director to main man.

He has therefore an almost encyclopaedic knowledge of the workings of the Institute and appreciation of its strengths and weaknesses.

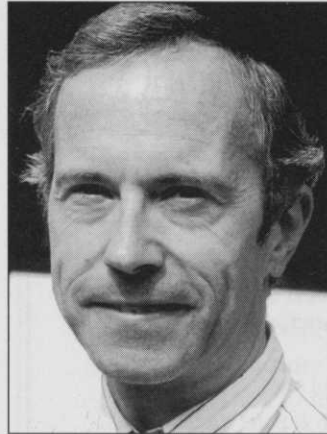
"The beauty of the Institute has always been that we've had our research department providing answers to questions that our agronomists and their clients want answers to. It is the perfect chain, one which no-one else can provide," he explained.

"On the other hand one of the problems we've had in the past has been our conflicting corporate objectives and a lack of overall direction. In other words the communication between the different departments has not been as good as it could have been."

"We've also been weak in the past with regard to our image within the industry. We've tended to let work come to us and done very little in the way of marketing."

It is this situation which Dr Canaway is keen to address quickly and he already has a plan in place.

"It is my intention to appoint an External Affairs Manager who will look after marketing, advertising, public relations, customer care, publications, seminars etc. Our staff is professional and I want them to have the back-up from base to help them improve



Dr Mike Canaway: 'We're in a different, more commercial world'

our customer care."

An unassuming, friendly man Dr Canaway, who achieved his Doctorate from Liverpool University while at the Institute, is modest to a fault. He must be otherwise the "Differential Slip Wear Machine" which is internationally recognised as the best piece of equipment to simulate golf course wear would have been known as the "Canaway Differential Slip Wear Machine".

He feels that it was his commercial business like approach in his 12 years as Head of Research that helped him clinch the job as Chief Executive.

"I encouraged staff to produce budgets and costings for different projects so that I could produce annual budgets for different sections. Prior to that nobody had really looked at costs. We were a non-profit research organisation with some advisory work grafted on to it.

"We're in a different, more commercial world these days so you have to look at everything in terms of cost and ensure that whatever is being done in the most cost effective way. Are there other ways in which we could do it better? Are there other ways in which we can give a better service to the clients and to the golf clubs?"

It is a point which was hammered home time and time again during our meeting and gave a clear indication that Mike Canaway's STRI is more attune to the demands of its customer and the threat of competition.

"I want to be more customer

led... We need to be meeting the needs of the customer rather than just offering a service... We need to operate in a commercially aware manner and generally operate in a more efficient way and in a manner appropriate to an organisation heading towards the 21st century."

He is still fine tuning his vision for the Institute but it is clear that an ability to fight its corner and compete for business will be fundamental in that vision. As will a restructuring of its internal workings.

"Other than in 1951 when other sports were added to golf the structure of the Institute has not changed since it was formed in 1929 and I think from a business point of view it has led to us under performing.

"We have conflicting objectives in that as a research organisation we are here to carry out research for the industry as a whole and provide answers to questions and that essentially is why the Institute is a non profit making organisation. Research is not meant to be profit making. If we are doing research for the R&A it's not our intention to profit from it as they have donated money for it to take place freely and on behalf of golf. So one element of our work is almost a charity.

"The other part of our business, the advisory, consultancy work and commercial research is where we are trying to be profitable, trying to be dynamic and a commercial operation trying to make money.

"We are therefore in a Catch 22 situation. If we make money people say why should we give you donations when you've got enough money to do it yourselves and if we don't make money we're told we're not operating efficiently.

"I would like to look at ways of ensuring that the two sides of our business work independently and are not as closely connected as they are at the moment."

Meeting Dr Canaway you are left with a feeling that the new Chief Executive is a man desperate to pull the STRI into the commercial world and will ensure that the resources are there to make it happen.

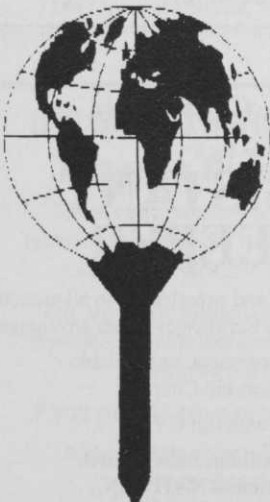
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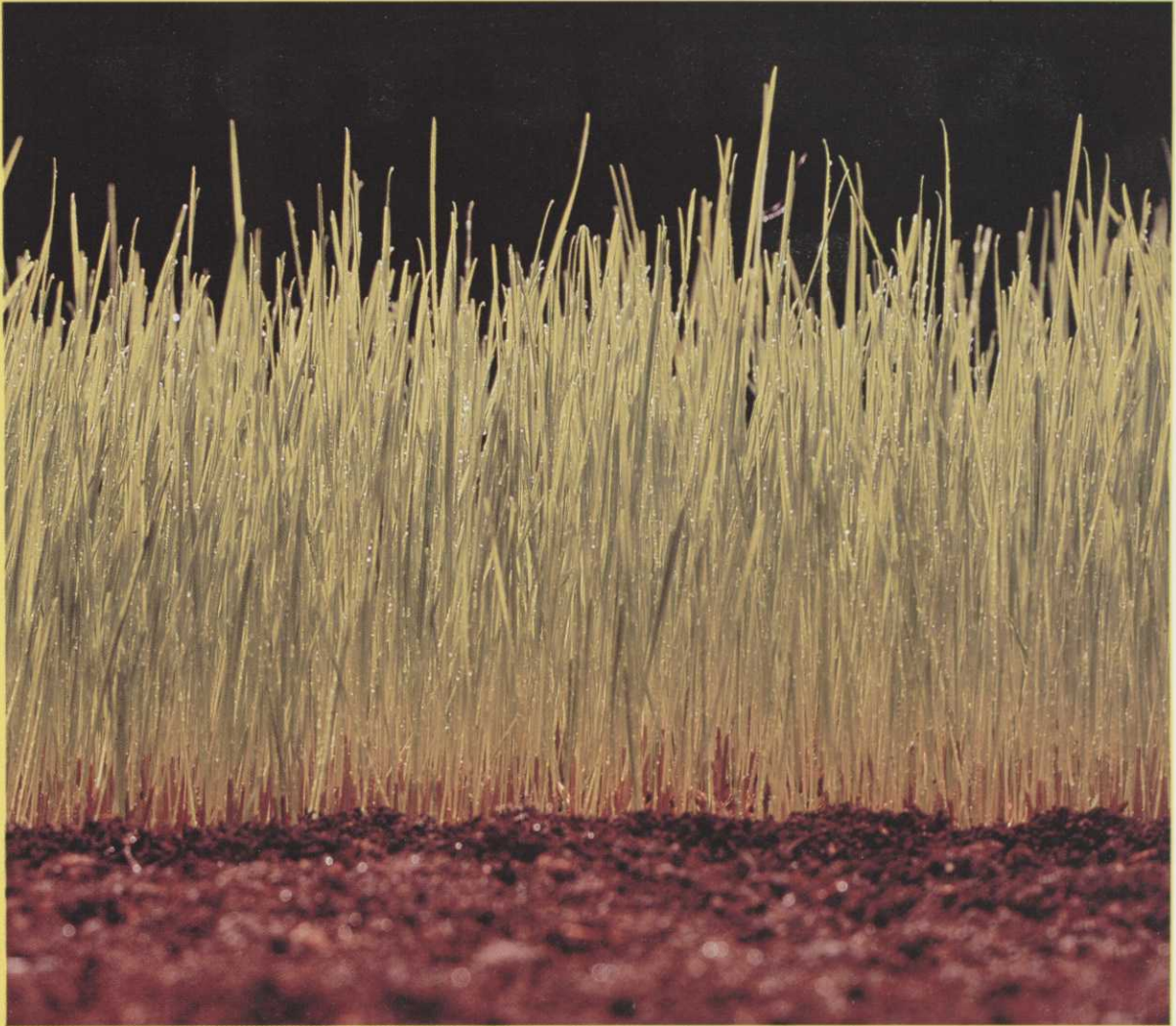
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and Recreational
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The Art of Grass

At Barenbrug we have a tradition of breeding that goes back to the beginning of this century. A skill that we're justifiably proud of.

There is a Barenbrug variety at or near the top of each major list in the STRI/Bingley booklet.

This expertise also extends to our wide range of mixtures each one containing top-rated Barenbrug varieties for optimum performance and flexibility.

Supplying the finest seeds and mixtures is our art.

Creating the masterpiece is yours.



BARENBRUG

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