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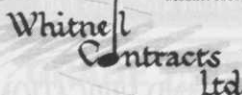
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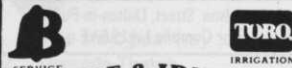
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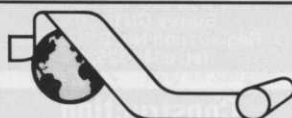


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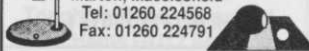
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Richard Campey



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RECRUITMENT



FOREST PINES GOLF CLUB

We are inviting applications for the position of

HEAD GREENKEEPER

for a new golf course in South Humberside due to open in May 1996.

Forest Pines Golf Club is located in a beautiful woodland close to Scunthorpe and is designed to Championship standard. Applicants must have formal qualifications and a proven track record in all aspects of course management. The successful candidate will be responsible for overseeing the growing-in of the new course and will be expected to recruit other greenkeeping staff as required. Excellent terms and conditions (negotiable).

Please write enclosing your C.V. to:

Mr David Middleton, Briggate Lodge Inn, Ermine Street,
Broughton, Brigg, South Humberside. DN20 0AQ

The Golfclub Mittelland Oberentfelden

requires a

HEAD GREENKEEPER

We require a qualified Greenkeeper able and experienced in all aspects of turf and machinery to look after a picturesque 9 hole golf course in the centre of Switzerland.

Please apply in writing with full CV to:

GOLFCLUB MITTELLAND
Muhenstrasse 52
5036 Oberentfelden
Switzerland

Cuddington Golf Club

require an

ASSISTANT HEAD GREENKEEPER

Applicants should be appropriately qualified with broad practical experience and the ability to motivate staff.

Excellent prospects for the right candidate to work with modern machinery in an enthusiastic team.

Accommodation available.

Apply with career details to:

The Secretary
Cuddington Golf Club, Banstead Road,
Banstead, Surrey SM7 1RD

Five Lakes Hotel, Golf & Country Club

require a

HEAD GREENKEEPER

for their two established 18 hole golf courses.

Applicants must possess appropriate qualifications as well as a proven track record in course management, budgetary control, machine maintenance and irrigation systems.

The ability to motivate and direct staff is essential.

Salary will be negotiable.
No accommodation.

Apply in writing with curriculum vitae to:

Director of Golf
Five Lakes Hotel, Golf & Country Club,
Colchester Road, Tolleshunt Knights,
Maldon, Essex CM9 8HX

MOUNT PLEASANT GOLF COURSE

is looking to appoint a

HEAD GREENKEEPER/ COURSE MANAGER

from March 1, 1995

This very popular 9 hole course, established in 1992, is privately owned, with a mix of Pay & Play and membership.

The position would suit an ambitious qualified First Assistant looking for career advancement. Although no accommodation is offered, the course is situated in the centre of an attractive thriving village. They will be responsible solely to the proprietors, resident on site.

Salary and conditions to be negotiated using BIGGA recommended guides.

Please address written applications, with CV, to:

Mr D L Simkins,
Mount Pleasant Golf Course,
Lower Stondon, Henlow, Beds SG16 6JL



Saffron Walden Golf Club

requires a

COURSE MANAGER

for an established undulating 18-hole
parkland course.

Applicants should have suitable qualifications
and several years experience at a minimum
level of Deputy Head Greenkeeper.

The ability to lead, motivate, and organise
effectively, an established team of greenstaff
is essential.

Requirements include a good working
knowledge of irrigation systems, greenkeeping
machinery, and Health and Safety regulations.

Salary is negotiable, and accommodation
is available.

Apply in writing with full CV to:

**The General Manager, Saffron Walden Golf Club,
Saffron Walden, Essex CB10 1BX**

Millstätter See Golf Club Carinthia/Kärnten, Austria

invites applications for the position of

HEAD GREENKEEPER

This is a new golf course to be built in the
southern-most province of Austria,
in one of Austria's most attractive holiday regions.

The successful applicant will have the following skills,
knowledge and experience:

- ▲ Greenkeeping qualifications
- ▲ Experience in bringing a course into play and
construction experience
- ▲ Machinery maintenance
- ▲ Budget control
- ▲ Knowledge of German would be an advantage, but not a
necessity
- ▲ A good standard of golf

An attractive salary will be offered including accommodation.

Construction will begin March/April 1995.

If you are looking for a new and exciting challenge
and have the necessary self-motivation to make the move
to a new country, this is the job for you!

Please apply with full details of career and qualifications
to date to:

**G Manson, Staudach 110/2,
A9546 Bad Kleinkirchheim, Kärnten, Austria
Tel and Fax (from England): 010 43 4240 8426**



The Royal County Down Golf Club

require a

COURSE MANAGER

This is a new appointment with the incumbent
responsible for the management of a Championship
Course ranked one of the 10 Greatest Courses in the
World and a second 18 Hole Course both in a
magnificent setting overlooked by the Mountains of
Mourne and on the shore of Dundrum Bay.

Applicants must have practical experience of links
course maintenance and all aspects of course
management with proven ability to lead and
motivate staff.

Salary is negotiable in accordance with
qualifications and experience.

Please apply in writing with full CV to:

**The Secretary,
The Royal County Down Golf Club, Newcastle,
County Down, BT33 0AN**



GREETHAM VALLEY GOLF CLUB

requires an

EXPERIENCED HEAD GREENKEEPER

For 27 Hole Main Course
plus a 9 Hole Par-3 Course

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.

Salary negotiable.

Apply in writing with full CV to:

**R E Hinch Esq
Greetham Valley Golf Club, Wood Lane,
Greetham, Rutland LE15 7RG**

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requires two
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**Dick Reid, Bourne Amenity,
Newenden, Cranbrook, Kent TN18 5QG**
or ring for an informal discussion on (01797) 252298

**BOURNE
AMENITY**

Greenkeeping Section

LECTURER IN GREENKEEPING

(Fixed Term Post – 23 months)

Applications are invited for the above post.

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

Salary presently from £13,218 to £20,529.

Application forms and further information are available from the Personnel Manager, Elmwood College, Cupar, Fife KY15 4JB, or by telephone (0334) 652781.

The closing date for applications is Friday 20 January 1995.

**ELMWOOD
COLLEGE**

Warren Golf Club

invite applications for the position of

HEAD GREENKEEPER

for an 18 hole links course, situated on the coast, 12 miles south of Exeter.

The successful applicant will be responsible for all aspects of course management and preparation. He or she must have appropriate greenkeeping qualifications and possess the necessary management and supervisory skills to enthusiastically lead and motivate staff, organise work programmes and maintain Health & Safety requirements. A knowledge in the use and maintenance of modern machinery will be required.

Local accommodation is immediately available and the salary is negotiable.

Apply in writing with full CV to:

**Mr P G Tomlinson, Manager, Warren Golf Club,
Dawlish Warren, Devon EX7 0NF**

THE NORTHWOOD  GOLF CLUB LTD

requires an

EXPERIENCED GREENKEEPER

Applicants must be fully qualified.

Salary negotiable. Accommodation may be provided.

Applications, with CV, in writing to:

**The Secretary, Northwood Golf Club,
Rickmansworth Road, Northwood HA6 2QW**

HEAD GREENKEEPER

required by small progressive members club expanding from 9 to 18 holes commencing in 1995.

Salary negotiable dependent on experience and qualifications. No accommodation available.

Apply in writing with CV to:

**L Mitchell, Secretary/Manager,
UPAVON GOLF CLUB
Douglas Avenue, Upavon, Wiltshire SN9 6BQ**

Reading Golf Club

HEAD GREENKEEPER

required for established 18 hole golf club.

Applications invited from candidates with relevant qualifications and experience.

Terms and conditions negotiable.

Written applications with full CV to:

**The Secretary, Reading Golf Club,
17 Kidmore End Road, Emmer Green,
Reading, Berkshire RG4 8SG**



Burton on Trent Golf Club

invite applications for the position of

HEAD GREENKEEPER

The course is a mature parkland course, almost 100 years old, in South Derbyshire.

Applicants must be suitably qualified and fully experienced in Golf Course Management and maintenance techniques.

The remuneration for this job is negotiable within BIGGA recommendations and includes a house overlooking the golf course.

Please send your application, CV and references to:

**The Secretary, Burton on Trent Golf Club Ltd, 43 Ashby Road East,
Burton on Trent, Staffs DE15 0PS**

Closing date for applications 31 January 1995

How can I reduce my golf course hazards?

As the owners and managers of a fine 18-hole municipal golf course, we are becoming increasingly concerned by the number of injuries being caused to groundstaff by the occasional mis-aimed golf ball.

Whilst we appreciate that the very nature of the game makes it impossible to make all work on the course totally safe, any improvement which we can make to our working practices in order to reduce such incidents would be more than welcome.

It would therefore be very much appreciated if readers could let me know as to how similar problems have been dealt with on their own particular courses, and as to whether such action has proved successful.

S Packard,
Contracts Supervisor (Horticulture),
Tamworth Borough Council, Marmion
House, Lichfield Street, Tamworth,
Staffordshire B79 7BZ

Day to remember

I would like to convey my sincere thanks to all concerned with the ICI Premier Greenkeeper of the Year Award held at Aldwark Manor. All the contestants were given a tremendous welcome and made to feel very important.

The Zeneca staff all worked very hard to ensure our stay was an enjoyable one and the memory of this occasion will remain for some considerable time to come. Their commitment to BIGGA and its education must be encouraged to continue well into the future.

Since being chosen as this year's winner, I have returned to work somewhat as a celebrity, receiving numerous requests for interviews and photo-sessions. I hope that next year will encourage more entrants to this great competition.

Once again, may I take this opportunity to thank all concerned, especially the Zeneca staff, the BIGGA staff and not forgetting the staff at Aldwark Manor.

David Walden
1994 ICI Premier Greenkeeper of the
Year, Yaxley, Peterborough

'Excellent opportunities'

I would like to bring to your attention a programme provided by the Ohio State University for young and enthusiastic greenkeepers who wish to experience working on American golf courses. The course is titled 'Ohio International and Agricultural Intern Program' and its aim is to promote the general interest of international exchange in the field of agriculture.

This program provides excellent opportunities for those who wish to further their education and also to experience the latest greenkeeping methods and techniques found in the American turfgrass industry.

I am currently involved in the Ohio States program and am serving my internship at Cypress Bay Golf and Beach Club, Myrtle Beach, South Carolina. I have found that the rewards can be quite substantial for those who are dedicated to the profession as I have recently been promoted to assistant superintendent of golf courses.

For anyone who is interested and for further information, I suggest they contact: Mr Michael Chrisman, Ohio Agricultural Intern Program, Ohio State University, 113 Agricultural Administration Building, 2120 Fyffe Road, Columbus, OH 43210, USA.

Steve Holmes
Assistant Superintendent
Cypress Bay Golf and Beach Club

Some of us do care

Re: "Poor consultants". As a firm of woodland design and management consultants, we regularly visit a wide range of golf courses to advise on the planting and management of trees. Always in the

back of our minds is that the term "consultant" has been diluted by many financial service-type companies and individuals, none of whom are true consultants.

A less favourable definition might be someone who borrows your watch and then tells you the time, but my own definition is a person who is professionally qualified in their own discipline, who has at least five years relevant experience, and who offers a sound practical service.

To date, we have found that all of our work has been warmly received and appreciated by the various greens convenors, committees and greenkeepers that have sought our advice, a result of hard work and dedication to the task involved. These courses include Canmore, Bathgate, Westhill, Kingsknowe, Dunfermline, Blyth, Turnhouse, Pitreavie, Heysham, Largs, Saline, Braehead, Greenock, Baberton, Blair Atholl, Buchanan Castle, Ralston, Balbirnie and Hilton Park - and a happy bunch they are too.

I just hope that in future the word "consultant" does not raise pre-conceived derogatory ideas from your members. Some of us do care.

Andrew Vaughan,
woodland consultant, Eamonn Wall &
Co, Dollar, Clackmannanshire



Drayton Park Golf Club

Well established Parkland Course

HEAD GREENKEEPER

Applicants should be qualified to City/Guilds (3) or equivalent, and experienced in working on established courses. Able to programme work loads, control and motivate staff.

Remuneration is negotiable.

Appointment 1st March or earliest.

Apply in confidence with full CV to:

Hon Secretary, Drayton Park Golf Club Ltd,
Drayton Park, Tamworth, Staffs B78 3TN

Closing date 31st January 1995



Worcestershire Golf Club

Owing to retirement the appointment of a

HEAD GREENKEEPER

will be made by May, 1995.

The Club is seeking the services of an experienced greenkeeper who will be capable of leading and motivating the staff. The successful applicant will be experienced in the use and maintenance of modern machinery, including a computerised irrigation system, and will be expected to organise and carry out work programmes and maintain the course to its already high standard.

Salary is negotiable and a detached house on the course is available.

Replies with full CVs to:

The Secretary, The Worcestershire Golf Club,
Wood Farm, Malvern Wells, Worcs WR14 4PP

Speed kills

Heydon Grange Golf and Country Club opened its first 18 holes last May and another nine are due to open this spring. Formerly farmland, the transformation has come about in 15 months on what course manager Anthony Black calls "a distinctively low budget" - a sharp contrast to his previous project, the golf course at Euro-Disney. But no matter what type of course you're on, players want championship-style quick, slick greens. Here, Anthony calls for a lowering of speed limits - and not just on greens...

As winter draws in and growth slows down, so do green speeds.

The need for speed has decimated many a fine sward, and will continue to do so whilst there is a pressure to create and recreate "professional tournament conditions" for amateur club events.

It was with this potential dilemma in mind that I tentatively sought reassurance from my proprietor/chief executive prior to my appointment managing construction completion and grow-in at Heydon Grange in Hertfordshire that I would enjoy complete autonomy regarding agronomy.

So, within the parameters of strict development costs and frugal operating budget, we set about bringing a 'links style' layout to fruition on the borders of Hertfordshire, Cambridgeshire and Essex, our 200 acres bordering all three counties.

We opened our first 18 holes on May 14 1994 following an accelerated grow-in; accelerated by the need to be open for business a.s.a.p. With the last seed hitting the ground in August '93, we faced the challenge of being show ready by April '94. By this time the cry

had already rung out - What are the greens like? How fast are they?

We all know that speed kills. A construction project, a grow-in, a 3-litre Turbo XXX3Ri can all be driven too fast; and most of us are aware of the danger.

I'd previously worked in France for two years on Golf Euro-Disney, a project driven at breakneck speed with a 12-month grow-in on Pennecross greens cut to 4.5mm. But business is business and if I could grow-in creeping bent within 12 months then why not any other grass was a recurring question. This other grass was 80% fescue, 20% browntop bent, approximately, give or take 20% *Poa annua* here and there.

A turf supplier had been 'selected' who would guarantee *Poa*-free turf, which was presumably why there was no extra charge for the meadow grass content therein.... However, as time was against us and the need to achieve deadlines fast approaching - speed being of essence etc - we set about the 'Poa issue' with much vigour, no little frenzy and several pluggers, daisy grabbers, cutlery forks and sharp knives!

By the time we opened this 'fescue rescue' was deemed 95% successful - we're still working on the other 5% - and our first guests and members were, and have continued to be, extremely happy with our efforts and results.

But, you know, opening with fescue is one thing, keeping it is quite another - especially inland.

Which brings me back to speed. Our opening mowing schedule on greens was 4-5 cuts per week at 7mm with no complaints - players being of a forgiving nature in the immediate post-opening honeymoon period. We came down to 6mm in June, 5-7 cuts per week, with our best stimpmeter reading being 9, achieved on days of double cutting for specific events.

By November we had returned to a more leisurely 7mm cutting regime. Next spring we will follow the same procedure, ultimately reaching an all-time low of 5mm. Sward density, vigour and strong root development will be the key factors in determining when and if we lower the blades.

We aim to maintain this regime for the future by ensuring the practice is written into our operating procedures and course maintenance philosophy.

However, I am not naive enough to believe that we will never be faced with the demand for tournament green speeds. As our popularity and roundage grows, prestige events will undoubtedly be held and we shall be delighted to host them - on our terms and at our pace. But because we know speed kills we are in no rush!

The height of success? About 6mm I reckon.

Life can be tough as a greenkeeper in Germany

Thinking of working abroad? We asked British greenkeeper Elaine Holland, a trained hairdresser who now cuts greens and fairways with partner Stuart Bishop, what it's really like greenkeeping in Germany...

A head greenkeeper can expect to be paid between £2,100 and £3,000 per month, but total deductions come to about 37%. Accommodation is usually paid. This is usually a flat above the sheds or a flat above the clubhouse. You can be asked to contribute towards the electricity, which is expensive - about £300 per month. Overtime is stored from summer and paid back to you in wages throughout the winter. You can ask for the overtime money monthly, but you will probably be unemployed come winter.

Winters here are freezing - 20 below and frost over a foot deep. Half the members and green fee-paying players will still play and the other half will iceskate on the small lakes and even greens, with the owner's blessing (not the greenkeeper's!).

Etiquette doesn't seem to have reached Germany yet, and dog-walking on the course is very popular. In fact, the dogs usually pull the trolleys, and every golf course has a children's playground.

Expect the members to turn the irrigation system on and off at will (by the control valves), and stroll in and out of the shed, move tees and even cut new holes.

We have found, too, there is always another greenkeeper from a nearby club - probably a local farmer who has picked up a little greenkeeping here and there - who will contradict everything you do. One of their most popular phrases will be the German equivalent of, "We don't do it like that here." It is a constant battle.

There are lots of rules and regulations in Germany with the environment people controlling what you plant, where, when, how, and they are very strict, especially with chemicals. Legal and illegal chemical rules change weekly, so it is advisable to keep in contact with them regularly.

To be a German greenkeeper with relevant qualifications, you must have attended six weeks over a three-year period at a greenkeeping college, you do not have to be employed by a golf club, this gets you your certificate (prüfung). By the way, German staff finish work Friday lunchtime until Monday. Other problems include wild boar, deer, foxes and an unlimited supply of moles, which are a protected species, so you can only ask them to leave.

What are your views on...

- ◆ Greens committees
- ◆ The role of the chairman of green
- ◆ Golf course furniture and fittings
- ◆ Disputes with bosses
- ◆ Getting a water extraction licence
- ◆ How to make courses more environmentally friendly
- ◆ Relieving compaction
- ◆ Using ATVs

If you have anything interesting to say about any of these subjects (or any other subject related to greenkeeping), send a letter to the Editor, Greenkeeper International, Aldwark Manor, Aldwark, Alne, York YO6 2NF. It will help us greatly as we prepare forthcoming features.