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Course Manager is looking for new horizons. Ten years of overall greenkeeping experience in construction, grow-in, budgeting, machinery, course maintenance operations, staff welfare etc. Proven high standard of playing surfaces, course presentation and condition. References and qualifications available. Languages spoken.

Box No JS 35/96, BIGGA, Aldwark Manor, Aldwark, Alne, York Y06 2NF

#### RECRUITMENT

Royal St George's Golf Club

requires

### ASSISTANT GREENKEEPER

The position would be especially suitable for a young, newly qualified greenkeeper, keen to gain work experience on a Championship Links Course.

Applications in writing, enclosing full CV and the names and addresses of two referees to:

The Secretary, Royal St George's Golf Club, Sandwich, Kent CT13 9PB

### British and International Golf Greenkeepers Association

is looking to appoint a

### REGIONAL ADMINISTRATOR

(part-time)

The successful candidate will cover the South East Region with responsibilities for the Surrey, Kent, Sussex, London and East Anglia Sections where there are currently 1,172 members.

Applicants should possess sound administration and communication skills whilst computer literacy would be an advantage. In addition to serving the needs of the Regional Board, a positive contribution to promoting the Association and the welfare of greenkeepers will be required.

The post holder will be expected to display initiative and enthusiasm particularly in a drive to introduce new members. Regular contact with golf clubs and greenkeeping staff will be an essential element of the post. Ideally applicants should be able to display an affinity with the greenkeeping profession and the game of golf.

It is envisaged that the average working week will be 27.5 hours and the post will be home based. A job description and further details are available from the Executive Director, BIGGA, Aldwark Manor, Aldwark, Alne, York YO6 2NF. Telephone 01347 838581 Fax 01347 838864.





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If this opportunity to join a team that is successfully developing Scotts business in the UK turf market interests you, please send you CV in strict confidence, to:

SM Gent, General Manager, Scotts UK Ltd, 61 Loughborough Road, West Bridgford, Notts NG2 7LA

The Scotts company is a leading researcher, manufacturer and marketer of products for consumer, do-it-yourself lawn care and gardening, professional turfcare and commercial horticulture.

### Burnham-on-Crouch Golf Club

invite applications for the position of

### **HEAD GREENKEEPER**

for an 18 hole parkland course (private members club).

The successful applicant will be responsible for all aspects of course management and preparation. He/she must have appropriate greenkeeping qualifications and possess the necessary management and supervisory skills to enthusiastically lead and motivate staff, organise work programmes, work within budgetary controls and maintain Health & Safety requirements.

Salary will be commensurate with experience and qualifications:

Also:

### ASSISTANT GREENKEEPER

Applicants must be suitably qualified in all aspects of course maintenance. Wage is negotiable dependent upon age and experience.

Applications for both these posts will be treated in strictest confidence.

Apply in writing, enclosing a CV, to:

Secretary, Burnham-on-Crouch Golf Club, Burnham-on-Crouch, Essex CMO 8PQ



The K Club, Ireland's premier golf resort, designed by Arnold Palmer, which currently hosts The Smurfit European open is seeking applicants for a

### HEAD GREENKEEPER

You will be responsible for the daily operation and management of our championship golf course reporting to the Golf Course Superintendent.

The suitable applicant must be experienced in all aspects of turf establishment and maintenance. You should also be skilled in staff relations, training, equipment repair and maintenance, irrigation systems, drainage works and pest control. A good knowledge of budgeting and record keeping would be advantageous.

All applications must be received by 29 February 1996 to:

Ms Grainne Johnston, Personnel Manager, The Kildare Hotel & Country Club, Straffan, Co Kildare, Ireland. Telephone 01 627 3333



### Fraserburgh Golf Club

requires a

### HEAD GREENKEEPER

for its highly rated traditional links 18 hole Course and its new 9 hole course.

Applicants must be suitably qualifed, experienced and have proven man management skills. A sound practical knowledge of greenkeeping machinery and automatic watering systems is also required.

Salary and conditions negotiable.

Apply in writing enclosing a CV to:

Mr Alastair D Stewart, Secretary, Fraserburgh Golf Club, Philorth, Fraserburgh AB43 5TL Tel: 01346 516616 (mornings)



### **Harpenden Golf Club**

who are committed to ambitious medium/long term plans to develop further this already prestigious course, require an

### ASSISTANT COURSE MANAGER

To work directly with the Course Manager on the full range of both maintenance and development. This is a permanent, full time post for an ambitious, forward-thinking professional. Salary commensurate with position – no accommodation available.

Applicants must be suitably qualified and have a proven record in course and machinery maintenance.

Please forward full CV to:

The General Manager, Harpenden Golf Club Ltd, Hammonds End, Redbourn Lane, Harpenden, Herts AL5 2AX.

Closing date: Monday 4th March 1996



### **Tyrrells Wood Golf Club**

Leatherhead, Surrey

wishes to appoint an experienced

### DEPUTY HEAD GREENKEEPER

for its old established Downland Course.

Applicants should have the following skills:

- 1. NVQ Phase I and II
- 2. Spraying Certificates PA1 and PA2A
- 3. Experience with irrigation systems
- 4. Machinery and maintenance.

Salary in region of £15,000 subject to experience.

Applications in writing giving full CV-to:

Mr AE Watson, Course Manager, Tyrrells Wood Golf Club, The Drive, Tyrrells Wood, Leatherhead, Surrey KT22 8QP

### RECRUITMENT

Following a period of continuing growth our Specialty business requires a Specialty Sales Manager with responsibility for the entire DowElanco specialty chemical range for use in amenity, sports turf, vegetation management, forestry and professional pest control markets.

## specialty sales manager

The position will involve planning, forecasting and implementing sales through key accounts across the UK. This will also include running training workshops and providing constant support and motivation to field based customer staff. You will therefore be expected to maintain an up to date knowledge of key issues and trends within the market place.

DowElanco is one of the world's leading researchbased crop protection and specialty chemical manufacturers with an ambitious programme for growth throughout the 1990s.

We are dedicated to achieving continuous improvements in fungicides, insecticides and herbicides whilst safeguarding the interests of operators, the public and the environment.



Educated to graduate level, ideally BASIS qualified with relevant technical and/or commercial skills, you will have strong interpersonal skills and the ability to work independently. The successful candidate will join a small proactive team in both the UK and Europe and will report to the UK Specialty Business Manager.

This position represents an opportunity within a top international organisation. Salary and benefits – which include pension, life insurance, and private health care schemes, are highly competitive and career prospects within DowElanco both in the UK and abroad are second to none. Location is negotiable, to allow easy access to our UK customer base. A company car will also be provided with this position.

Please apply in writing with full CV and career details to Glyn Jones, Human Resources Manager, DowElanco Limited, Latchmore Court, Brand Street, Hitchin, Herts SG5 1HZ.



### Llanwern Golf Club

invite applications for the post of

### ASSISTANT HEAD GREENKEEPER

We are a progressive club seeking a suitably experienced person.

Applicants to apply in writing with full CV to:

The Secretary, Llanwern Golf Club, Tennyson Avenue, Llanwern, Newport, Gwent NP6 2DY

### King James VI Golf Club

require an

### **EXPERIENCED GREENKEEPER**

Applicants must have greenkeeping qualifications, fully experienced in all aspects of greenkeeping and machinery maintenance. PA1 and PA2 spraying certificates advantageous.

Salary negotiable but no accommodation.

Apply in writing or send CV by 23 February 1996 with two references to:

Greens Convenor, King James VI Golf Club, Moncrieff Island, Perth PH2 8NR

### West Middlesex Golf Club Ltd

invite applications for the position of

### ASSISTANT GREENKEEPER

Applicants must have suitable experience in all aspects of course management and be capable of taking full responsibility in the Head Greenkeeper's absence.

No accommodation available.

Applications in writing with CV to:

The Secretary, West Middlesex Golf Club, Greenford Road, Southall, Middlesex UB1 3EE



RICHINGS

GOLF & COUNTRY CLUB

invite applications for the position of

### EXPERIENCED GREENKEEPER

Qualified and self-motivated, good salary. Single accommodation may be available. Apply in writing with CV to:

S Adby, Course Manager, 56 Leas Drive, Iver, Bucks SL0 9RD

### LEADING IRRIGATION COMPANY

Due to expansion we require the following staff

### **DISTRIBUTION SALES**

-OTE £38,000

Experienced Sales Professional to manage a newly created team of four sales representatives. The successful applicant will be able to demonstrate a proven track record in the industry.

### SALES REPRESENTATIVES

- OTE £20,000

Four representatives are required to provide geographic cover throughout Europe and Wales. Applications should be forwarded by either experienced sales professionals or individuals with industry experience that wish to move into a sales career.

Applications with full CV should be forwarded to Box No. R/8/96, BIGGA, Aldwark Manor, Aldwark, Alne, York YO6 2NF

#### Sittingbourne and Milton Regis Golf Club

### ASSISTANT GREENKEEPER

To join a highly motivated team committed to the highest standards of maintenance.

The suitable candidate must hold minimum qualifications of City & Guilds Phase I as well as PA1/PA2 Spraying Certificates.

Advancement to Deputy Head Greenkeeper would be expected for the right candidate.

Written applications with full CV are invited and addressed to:

The Secretary/Manager, Sittingbourne and Milton Regis Golf Club Ltd, Wormdale, Newington, Sittingbourne, Kent ME9 7PX

#### St Neots Golf Club, Cambridgeshire

requires a

### FIRST ASSISTANT GREENKEEPER

Applicants must be suitably qualified and experienced in all aspects of course and machinery management.

Well established, warm, friendly club, excellent rates of pay and good working conditions, Write with full CV telling me why you are the right person for this position. ASAP.

Mr AR Peck (Club Manager), St Neots Golf Club, Crosshall Road, St Neots, Cambridgeshire PE19 4AE

#### Fishwick Hall Golf Club

now requires a hands-on

### COURSE MANAGER

Applicants must be fully experienced greenkeepers with a knowledge of machine maintenance, chemical usage and storage and health and safety regulations. An ability to keep records, manage, motivate and demonstrate skills and standards is also required.

Excellent opportunity for the right person. An ability to play golf will be an advantage.

Applications in writing to the following address:

Fishwick Hall Golf Club, Glenluce Drive, Farringdon Park, Preston PR1 5TD

#### Birchwood Park Golf Club

requires a

### **WORKING HEAD GREENKEEPER**

The successful candidate will have all relevant qualifications as well as experience in all aspects of turf culture, machinery maintenance, irrigation maintenance and the ability to lead and motivate staff. He/she will report to the Course Manager on a daily basis and be responsible for certain aspects of the management of the course.

Please send written applications with full CV to:

Mark Drake, Golf Course Manager, Birchwood Park Golf Club, Birchwood Road, Wilmington, Dartford, Kent DA2 7HJ

#### Cathcart Castle Golf Club

invite applications for the position of

### HEAD GREENKEEPER

for established undulating parkland golf course situated on south side of Glasgow.

Applicants must be qualified, experienced and self-motivated with proven ability in organising and carrying out work programmes along with the ability to lead, motivate and manage existing staff.

A sound and practial knowledge of maintenance and use of greenkeeping machinery is also required.

Salary to be in accordance with current greenkeeping salary scale.

Application in writing with full CV including current salary to:

The Secretary, Cathcart Castle Golf Club, Mearns Road, Clarkston G76 7YL.

#### STRATFORD-ON-AVON GOLF CLUB

require an

### ASSISTANT GREENKEEPER

Previous experience essential

Apply in writing enclosing full CV to;

The secretary, Stratford on Avon Golf Club, Tiddington Road, Stratford upon Avon, Warks.

### Harborne Golf Club

Applications are invited for the position of

### ASSISTANT GREENKEEPER

Applicants to have Phase 1 PA1–PA6 or equivalent examination passes.

Salary negotiable.

Applications in writing with full CV including current salary to:

The Secretary
Harborne Golf Club Ltd
40 Tennal Road,
Harborne,
Birmingham B32 2JE

Waterville Golf Links, Co. Kerry, Ireland

# HEAD GREENKEEPER

Waterville, one of Europe's most prestigious Links Courses, requires a Head Greenkeeper.

The successful applicant must be a fully qualified and experienced Greenkeeper, with managerial skills. He or she should demonstrate sound knowledge and a practical experience of good greenkeeping, equipment maintenance, staff organisation, supervision, motivation and have a proven record of golf course management.

Please send written application with full CVby fax or post to:

Mr Noel Cronin, Secretary/Manager, Waterville Golf Links, Waterville, Ring of Kerry, Ireland Fax: 003516674482

### PANSHANGER GOLF COMPLEX

### Assistant Greenkeeper

Up to £13,221 p.a.

Flexihours 42 per week including weekend working

Applicants must have previous experience in managing fine turf, preferably on a golf course, be proficient in machinery operation and tractor driving and hold a current driving licence. Greenkeeping and/or landscaping qualifications are desirable, although not essential. You should be reliable, physically fit, with good communication skills and enjoy working with the public. A handicap golfer would be preferred.

For an application form telephone (01707) 357187 or for further information telephone David Steele, General Manager, on (01707) 333312.

Closing date: Friday, 1st March 1996.

Panshanger Golf Complex Old Herns Lane Welwyn Garden City Herts AL7 2ED





### Goodwood Golf Club Ltd.

Established 1892

Applications are invited for the position of

### HEAD GREENKEEPER

on this free draining, rolling downland course.

Applicants must possess recognised qualifications and be experienced in all aspects of modern greenkeeping, budgetary control and course management, including maintenance of machinery.

The ability to lead and motivate staff, organise work programmes and maintain health and safety requirements is essential.

Family accommodation is available.

Applicants should send their applications, together with CV, to:

The Secretary, Goodwood Golf Club Ltd., Goodwood, Chichester, West Sussex PO18 0PN

Closing date: 31 March 1996

# It could be YOU!

Success in the Miracle **Professional Premier** Greenkeeper of the Year competition carries much prestige and the face of the 1996 winner could be the one which eyes you up the shaving mirror every morning.

one of the biggest boosts any greenkeeper could have to his career must be to win the Miracle Professional Premier Greenkeeper of the Year Award - even reaching the final bring its rewards and smartens up the CV.

The competition, which this year sets out to identify the seventh champion greenkeeper, has a record to make Opportunity Knocks, New Faces or Stars in their Eyes envious when it comes to identifying talent.

Anthony Davies. David Whitaker and Gordon Irvine are each also Master Greenkeepers while the other winners. Ian Harrison, David Walden and holder Mike Goodhind are all Champions of the highest possible calibre and a credit to the industry.

"I have thoroughly enjoyed working on the competition," said Richard Minton, of Miracle Professional and the man who has spent many hours and days travelling to golf courses and judging the eventual winner.

Last year's gruelling schedule gives a flavour of the effort and commitment Richard and Pat Murphy, a member of BIGGA's Board of Management, put into assisting the eventual identification of the winner.

"I met Pat at Heathrow at 8 am and we drove an hour and a half to Brockenhurst Manor GC. After the course visit we drove to Chesfield Downs GC and completed the second visit. We stayed over night in Enfield and the next morning visited Dyrham Park GC. After lunch we drove to Shipley, Pat's home as he had to be home for the evening.

"The next morning we were up at 5am to fly from Leeds to Glasgow, picked up a hire car and drove to Troon. After the course visit we drove back to the airport and flew to Manchester - getting into the hotel about 7.30. The next morning it was up early again to visit the final course the

**Current titleholder Mike Goodhind** 

Miracle

**Professional** 

PREMIER GREENKEEPER OF THE YEAR

Tytherington Club in Macclesfield. Ironically it was the final course which produced the winner," said Richard.

"In all we had driven over 1,000 miles, taken two flights in the space of three days and visited five golf course - each excellent in their own, different, way."

the course visits have been completed the second phase of the final takes place at Aldwark where Manor

each contender is interviewed by a panel including Richard and Pat as well as Roger Mossop, Business Manager of Miracle Profesand Neil Thomas, Executive Director of BIGGA.

"Around 70% of the total mark is weighted to the golf course, the sheds, record keeping and how the budget is handled etc as it is

important that the Miracle Professional Premier Greenkeeper of the Year's course reflects the standards we are seeking. People will visit the course expecting to meet the highest possible standards.

"However, the interview stage is also important but we try to ask open ended questions so the

finalists can say as much or as little as they want." Anyone can nominate a candidate for the title, from assistants

Chairmen of Green. You can even nominate yourself! Once the entries are in each region selects three representives before holding a regional final during which the golf course will be visited by an established BIGGA greenkeeper and a previous finalist, who select each region's national finalist.

"In most years two or three of the finalists have stood out as potential winners but last year the winner could have been any one of the five finalists. That shows the general improvement in standards since we launched the award," he explained.

There is often a wide variety and type of golf courses represented in the final and Richard uses a simple thought process to judge the finalists.

"Mentally I put each of the guys into the others' job and imagine how they would cope. That way you can say 'well he has a £100,000 plus a year budget but could he cope with a budget of less than £20,000 a year' and conversely 'could the guy who does a great job on a small budget cope with the pressure of having £100,000 plus year budget to

Also greenkeepers shouldn't think that the course should be presented to Captain's Day standard for the course visit.

"I go with well respected greenkeepers who know that disease can strike at any time. For example what we might mark down for is if nothing was being done about it or there was no chemical to rectify the situation in the sheds," said Richard.

"We certainly wouldn't want someone to hold back his hollow tining until after our visit. because that would be very wrong."

Another misnomer is that Miracle Professional customers would receive preferential treatment throughout the competition.

"I have visited 25 finalists and in that time been surprised to see so many different manufacturers' fertiliser in the sheds. Seeing more of our product during our visits would certainly be gratifying," he added.

"It is also refreshing to see how much the finalists enjoy the event. Although they all want to win they are genuinely pleased for a colleague if they don't lift the big prize. It's all very friendly and after the dinner we usually all go Ten Pin Bowling. It's great fun."

■ Next month we will look back at how winning the Miracle Professional Premier Greenkeeper of the Year Award has affected the career of previous winners.

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