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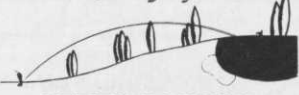
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Invites applications for the newly appointed position of:

Northern Area Sales Representative

Headland Amenity Products is a rapidly expanding division of Headland Agrochemicals, a highly successful privately owned company, specialising in fertilisers, micronutrients, adjuvants and pesticides aimed at agriculture, horticulture and amenity markets in the UK and overseas.

Rapid expansion has created the need for this new appointment, which will entail servicing both the distributor and the end user in the Northern half of England & Scotland.

Reporting to the National Amenity Manager, the successful applicant will have knowledge of the amenity fertiliser/pesticide market, ideally BASIS qualified.

Headland offers a competitive salary, commission, non-contributory pension, private health insurance and a company car.

Please apply in writing with full CV and career details marked private and confidential to:

**Wendy Osborne
Headland Agrochemicals Ltd., Norfolk House,
Great Chesterford Court, Great Chesterford, Essex CB10 1PF.**



English Golf Union National Golf Centre - Woodhall Spa Golf Club

The English Golf Union are looking to appoint an overall

COURSE MANAGER

for its 36-hole golf course, short game academy and driving range complex at Woodhall Spa.

Excellent terms and conditions as befits the position as Manager to the National Centre of English mens amateur golf are offered.

Applicants must be well qualified and be able to demonstrate a high degree of experience and competence in all aspects of course management.

An ability for 'hands on' management, combined with motivation and leadership skills, is a high priority.

Only written applications, enclosing a full CV, will be considered.

Applications to:

**The Secretary, English Golf Union,
1/3 Upper King Street, Leicester LE1 6XF**



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



Lee Park Golf Club Limited

Due to retirement, after 23 years of excellent service, applications are invited for the position of

HEAD GREENKEEPER

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

Accommodation is available.

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

**Chairman of Green, Lee Park Golf Club Ltd,
Childwall Valley Road, Liverpool L27 3YA**

Tredegar Park Golf Club

invite applications for the post of

HEAD GREENKEEPER

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

Applications, in writing, with full CV to:

**The Secretary, Tredegar Park Golf Club,
Bassaleg Road, NEWPORT**

SERCO Limited

AN EXPERIENCED GREENKEEPER

is required by Serco Ltd to lead a small team maintaining facilities at a North Kent Leisure Park; including a 9 hole golf course.

**Call Bruce Porter on 01323 412828
for further details.**



Dean Wood Golf Club

invite applications for the position of

HEAD GREENKEEPER

Applicants will need to have comprehensive greenkeeping experience with the relevant qualifications. The pursuit of high standards through competent management will be dominant in our considerations.

Applications in writing with full CV to:

**The Secretary, Dean Wood Golf Club, Lafford Lane,
Upholland, Wigan WN8 0QZ**

M99

RECRUITMENT CONSULTANTS
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require

HEAD and ASSISTANT GREENKEEPERS

for long and short term contracts for the UK, Europe and
The Pacific Rim.

Applicants, ideally college trained, should possess formal
qualifications, a working knowledge of modern
greenkeeping machinery and automatic irrigation systems.

The ability to lead and organise staff is essential as is
experience in preparing and working to a budget.

We also require personnel who have previous experience
in golf course construction for contracts throughout the
UK and Europe.

Applications in writing to:

M99

**8 Tom Amey Court, St Philips Road,
Cambridge CB1 3UX Fax: 01223 576893**

email: mninety-nine@dial.pipex.com
(Agency)



**Brora
Golf Club**

require a

WORKING HEAD GREENKEEPER

for its James Braid designed Links Golf Course.

The successful applicant must have greenkeeping qualifications and be
experienced in all aspects of turf establishment and maintenance. A sound and
practical knowledge in staff relations, training, equipment repair, irrigation
systems and pest control is required.

Applications in writing with full CV to:

The Secretary, Brora Golf Club, Golf Road, Brora, Sutherland KW9 6QS

SCOTLAND

SALES PERSON - AMENITY MARKET

We are a very large professional company expanding further into the
Scottish amenity and turf markets.

Ideally you should have a background in the amenity, turf or
horticultural markets but we will be equally influenced by sales ability,
enthusiasm and ambition.

Apply by letter and CV to:

**Box No. R/10/96, BIGGA,
Aldwark Manor, Aldwark, Alne, York YO6 2NF**

British and International Golf Greenkeepers Association

is looking to appoint a

REGIONAL ADMINISTRATOR (part-time)

in the MIDLANDS REGION

The successful candidate will cover the Midland Region with responsibilities for the
East Midland, Midland, East of England, Berks/Bucks/Oxon and Mid-Anglia
Sections where there are currently 1,059 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.



No way to treat valuable staff

I became interested in greenkeeping late in life – I was serving Queen and country at the time but I became so interested that I used to work part-time to learn as much as I could. Being an Associate Member of BIGGA at that time I read in *Greenkeeper International* that education was the way forward for greenkeepers so prior to leaving the Armed Forces I took and passed City and Guilds Phase 2 Greenkeeping and Sports Turf Management plus PA1 and PA2A to go with the experience and knowledge I had gained.

On returning to "Civvy Street" I worked as an Assistant Greenkeeper at a golf club for almost two years and, despite several requests was never given proper written terms and conditions of employment. The golf club ran into financial difficulties and had to be sold, and, as I understand it, all greenstaff had to be made redundant before buyers would complete the purchase. Course Maintenance was then contracted out to the owner of another club

who would interview the existing greenstaff for the vacancies that now existed, plus I found out later, outside applicants. On the day of the interviews I was unfortunately sick and sent my apologies and to say that I would contact them when I recovered. I rang to arranged a new date for the following week to be told that they had selected the personnel required and that an interview would be a waste of time for both parties! Is this what is known as Equal Opportunities?

I am actively seeking employment in greenkeeping but can't help wondering if it is worth it? From my experience the wages offered are below BIGGA's recommendations, terms and conditions aren't offered as per the article on July's *Greenkeeper International* and if people are treated as I have been how do clubs expect to get the best from staff?

Surely golf clubs have a duty to give their members the best course conditions possible and they should realise that they will

only achieve this by employing dedicated qualified, well treated, happy staff. Mine may be a "one off" case but I'm curious to know if any other members have experienced similar problems or treatment.

Michael Kimber, Oundle, Peterborough

Many thanks

Through the pages of your magazine I would like to thank all those concerned who have helped and supported me over the past two years as Chairman of the Scottish Region and the four years I have served on the Board of Management.

Although perhaps it may be inappropriate to mention some people in particular and not others, special thanks must go to my wife, Pauline, and my family who have been more than understanding with all the time it has taken up. Also my employers, St Andrews Links Trust and Management for their encouragement, Elliott Small in the Scottish Region and Neil Thomas and all the staff at Aldwark.

The list is endless, there are so many others throughout BIGGA, too numerous to mention individually but I offer my sincere thanks for all they have done and their friendship.

Some of the time has been hard work and difficult but this was more than compensated for by the good times I've had and friends I have made, things I hope to continue at many different events in the future as our Association goes from strength to strength.

Gordon Moir, St Andrews

A great honour

May I through you express my sincere thanks to all concerned who made my trip to the GCSAA conference in Orlando, such a memorable one.

I was absolutely delighted when my husband Mike won the 1995 Miracle Professional Greenkeeper of the Year Award. Having seen his total dedication to his profession, I felt at last he had been suitably rewarded for all his efforts.

I did begin to wonder as to whether I personally would have preferred for him to have been second or third in the competition when I realised that these

prizes were for two people whereas the first prize was, in fact, just for Mike! I needn't have worried though as The Tytherington Club which is owned by Club Partners International where Mike is Course Manager decided to reward Mike's efforts by sending me on the trip to Orlando. To them I am eternally grateful.

I feel extremely privileged to have been a part of the conference in Orlando as it has given me a far greater insight into the greenkeeping profession.

I must commend the BIGGA team Neil Thomas, John Pemberton and Sami Collins who were all great ambassadors for British greenkeeping and who worked extremely hard throughout. Also to the BIGGA Chairman Dean Cleaver and not forgetting last year's Chairman Barry Heaney and his charming wife Joan. Barry is a great inspiration to us all.

There were so many other people who made the trip a huge success including Nick Bissett, Senior Lecturer at Askham Bryan College; Craig and Mhari Stewart from Germany; Mr and Mrs Bott, from Portugal; Lawrence Pithie and Mark from the American Golf Corp; Peter Todd, the London Club; James Braithwaite, who deservedly is the current Toro/PGA European Tour Student Greenkeeper of the Year and not forgetting BIGGA's great supporting gentleman Jim Fry.

My thanks to each and every one of you and to Miracle Professional for supporting this excellent award and to the Tytherington Club without whom it would not have been possible to share in Mike's success. This was a trip of a lifetime which I shall never forget.

Karen Goodhind, Macclesfield, Cheshire

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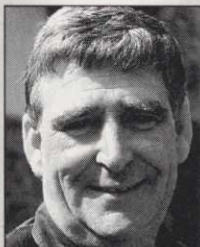
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