



require a

TECHNICAL SALES REPRESENTATIVE

for

THE NORTH MIDLANDS AREA

Applicants should have a knowledge of amenity horticulture or experience in golf course or sports turf maintenance. Sales experience would be helpful but not necessary.

The position requires calling on golf courses, local authorities and landscaping contractors to promote sales of fertilisers, pesticides, grass seeds and equipment. Full product training will be given.

Salary is commensurate with experience and a company car will be provided. All applications will be treated in strict confidence.

Replies in writing only with full CV to:

Mr P Fell, Sales Manager,
Aitkens Sportsturf Ltd.
 Unit 14, Moor Lane Trading Estate,
 Sherburn-in-Elmet, North Yorkshire LS25 6DX.
 Tel: (01977) 681153



Ashridge Golf Club

ASSISTANT GREENKEEPER

Ashridge golf club is a prestigious, 18 hole members Club, set in an area of outstanding natural beauty. A rare opportunity now exists to join the team at one of the top courses in the UK. The ideal candidate will be enthusiastic, energetic, forward thinking and committed to attaining the highest standards of golf course maintenance.

Qualifications should include:

- NVQ / SNVQ level 2/3 ■ PA1 / PA2 spraying certification
- Chainsaw certification desirable

Salary and benefits are negotiable but will include single accommodation. Please forward written applications, together with your CV to:

Jim Cassidy, Course Manager, Ashridge Golf Club,
 Little Gaddesden, Berkhamsted, Herts HP4 1LY

Job Shop

Enthusiastic Course Manager,
 36 years old, seeks position
 abroad, in Europe
 or other country.

Experienced in golf course
 construction, growing in,
 golf club management and
 administration.

Hard working and committed
 to high standard of presentation.

Box No. JS79/97, BIGGA, Aldwark
 Manor, Aldwark, Alne, York YO6 2 NF

Reliable, hardworking and
 enthusiastic 32 year old Australian
 Greenkeeper seeking employment.

College graduate from Ryde
 School of Horticulture in Landscaping
 and Greenkeeping. University
 degree in Irrigation.

Ten years experience on championship
 golf course in Sydney, Australia.

Four years as Greenkeeper, six as
 Assistant Superintendent.

All locations considered.
 CV and references available.

Box No. JS66/97, BIGGA, Aldwark
 Manor, Aldwark, Alne, York YO6 2NF



STRATEGIC SERVICES

South Ayrshire is one of the most attractive parts of the country, with an extensive coastline and numerous golf courses including Royal Troon and Turnberry. The area includes the towns of Ayr, Troon, Prestwick, Maybole and Girvan, has a population of 114,000 and the council has approximately 5,000 staff.

Golf & Bowling Officer

PO4 (£22,563 - £24,522) Ref: SS40

Location: Burns House, Ayr

Re advertisement: Previous applicants need not re-apply

A vacancy exists in the Department of Strategic Services, Parks and Environment Division for a person who will be responsible for the management of Golf and Bowling facilities and associated activities in South Ayrshire.

The post holder will assist in the development and the delivery of a Golf and Bowling Marketing Strategy for South Ayrshire and will be expected to provide advice and guidance to South Ayrshire Council on all matters relating to Golf and Bowling.

The postholder will raise the profile of the Council's Golf and Bowling assets creating an identifiable brand that will promote these facilities to local residents and the tourist market.

The postholder will liaise with local and national organisations to develop South Ayrshire as a quality venue for local participation and sporting excellence.

Candidates should be able to demonstrate a sound knowledge of all matters related to Golf and Bowling and associated activities and will bring to the position relative experience of managing similar activities/facilities in the Tourism/Leisure industry.

Please contact Sandra Nixon, Strategic Services, Burns House, Ayr. Tel: 01292 616232 for a job application pack. Closing date for completed applications is Monday 22 December 1997.

Amenity Sales Representative

for

Northern England & Scotland

Agriland is a specialist manufacturer of liquid fertilizers and organic-based biostimulants, supplying the professional amenity turf care market through an established distributor network.

The successful candidate will be a self starter, promoting the product range through calling on existing customers and developing new business. Liaison with our distributors and the provision of sales support is an important aspect of the post.

Knowledge of amenity turf management is essential and previous sales experience is desirable. A clean driving licence is required.

Competitive remuneration is offered, plus company car.

Please apply in confidence, with detailed CV including current salary to:

Mr R West

Agriland Limited

Blue Roof Farm, Throop Road
 Bournemouth BH8 0DL



Redhill and Reigate Golf Club

FIRST ASSISTANT GREENKEEPER

Redhill & Reigate Golf Club, founded in 1887, has a reputation of being one of the friendliest clubs in the south.

We are seeking a keen, hardworking, qualified Greenkeeper to join our team. A minimum qualification to Level 2, or equivalent plus a full spraying certificate.

Accommodation is not provided.

Please apply in writing with CV to:

**Colin Brown, Manager, Redhill & Reigate Golf Club,
Clarence Lodge, Pendleton Road, Redhill, Surrey RH1 6LB**

Royal Dornoch Golf Club

require a

HEAD GREENKEEPER

The Club

- Established in 1877, the Championship Course is judged to be one of the world's finest natural links. The second 18 hole course - Struie - is also becoming recognised in its own right.
- Host to top amateur and professional events
- Outstanding international reputation

Primary responsibilities

- Managing both courses to present links of the highest possible standard
- To lead, motivate and supervise an established greenkeeping team
- Prepare work programmes and budgets for both revenue and capital plans

The Individual

- Appropriate professional qualifications to NVQ Level 4 standard
- A strong understanding of the game of golf and its traditions
- Some experience of links is essential.

Remuneration

- Salary and pension will be offered commensurate with the responsibilities of the post and the attributes of the successful candidate
- Accommodation may be available.

Please apply in writing by 20 December 1997,
enclosing your CV to:

**John S Duncan, Secretary/Manager, Royal Dornoch Golf Club,
Golf Road, Dornoch, Sutherland IV25 3LW**



Chesterton Golf Club

Chesterton, Nr Bicester, Oxon OX6 8TE

EXPERIENCED GREENKEEPER

required for mature 18-hole course and associated areas.

Applicants should have recognised qualifications, with the ability to plan, communicate and implement a comprehensive, HSW-compliant programme embracing total course maintenance/improvement (traditional soil greens); equipment maintenance and use; management, training and motivation of three to four staff; purchasing within agreed budgets.

Realistic salary (detached 2-bedroom accommodation if required).

Brief CV in confidence to the Managing Director as above.

Stanmore Golf Club (Est. 1893)

require a

MECHANIC/ GREENKEEPER

Suitable applicants should be experienced in working on modern golf course machinery, and have greenkeeping experience.

Applications from suitably qualified persons to:

**The Secretary, Stanmore Golf Club,
29 Gordon Avenue, Stanmore, Middx HA7 2RL**

Sutton Green Golf Club (Est 1994)

invite applications for the position of

FIRST ASSISTANT GREENKEEPER

to join a hard working team at this 18 hole, private members club.

All applicants must have City & Guilds/NVQ Levels 1 + 2, PA1, 2 & 6 spraying certificates, sound knowledge of course management, modern machinery and irrigation systems.

Apply in writing with CV to:

**Head Greenkeeper, Sutton Green Golf Club, New Lane,
Sutton Green, Guilford, Surrey GU4 7QF**

Banstead Downs Golf Club

18 hole Downland course and private members club established 1890 requires a

DEPUTY HEAD GREENKEEPER

Applicants must have at least five years experience and be qualified to Level III with PA1, PA2 and PA6 certification. A thorough knowledge of modern machinery and maintenance is essential together with the ability to motivate and direct staff.

Salary negotiable based on experience and BIGGA scales.

Golfer preferred. Accommodation available if required.

Applications in writing to include full CV to:

**The Secretary/Manager, Banstead Downs Golf Club, Burdon Lane,
Belmont, Sutton, Surrey SM2 7DD**



Coombe Hill Golf Club

require an

ASSISTANT GREENKEEPER

The successful applicant will have the following qualifications:

Phase I and II NVQ Equivalent

PA1 and PA2A Spraying Certificates

A minimum of five years greenkeeping experience

An ability to show initiative, self discipline and to work effectively within a team is essential.

Apply in writing, with full CV to:

**Murray Long, Head Greenkeeper, Coombe Hill Golf Club,
Golf Club Drive, off Coombe Lane West, Kingston, Surrey KT2 7DF**



Bearsted Golf Club

Established 1895, Bearsted is situated near Maidstone,
the county town of Kent

HEAD GREENKEEPER/ COURSE MANAGER

The successful applicant will possess relevant qualifications and
be experienced in all aspects of golf course management.

The ability to lead and motivate staff, organise and control work
programmes and maintain budgetary control is essential.

Salary negotiable: no accommodation available.

Applicants should have previous experience as a head
greenkeeper and should apply in writing, with CV to:

**The Secretary, Bearsted Golf Club, Ware Street,
Maidstone, Kent ME14 4PQ**

Closing date: January 6, 1998



Waterers Landscape plc

This prestigious firm of Landscape Contractors with several
golf courses in its maintenance portfolio seeks a

FIRST ASSISTANT GREENKEEPER

for a select private 18-hole course near Daventry.

Relevant experience and qualifications required.

Please apply with CV and telephone contact number to:

**Tom Brooke,
Waterers Landscape group,
Head Office,
London Road,
Windlesham,
Surrey GU20 6LQ
or telephone 01344 628081**

*(Asylum & Immigration Act 1996. - Proof of entitlement to work in UK
will be required at interview.)*



Hartsbourne Country Club, Hartsbourne Avenue, Bushey Heath, Herts. WD2 1JW

ASSISTANT/TRAINEE

required for prestigious 27 hole course in Hertfordshire.

Salary according to BIGGA rates. Fees paid for college release.

Accommodation available if required.

Please apply in writing to the Course Manager

Forest Hills Golf Club
Newgate Street, Hertfordshire

wishes to appoint

HEAD GREENKEEPER DESIGNATE

Applicants must be fully experienced in all aspects of modern greenkeeping
and have comprehensive knowledge of bringing on a new Course.

The salary is negotiable and will reflect experience and qualification.

Accommodation will not be provided.

Please apply in writing with full CV to:-

**The Secretary, Fairways Centre, Walthamstow Avenue,
LONDON E4 8TA.**

**Looking for new
greens staff?**

**Your should be
advertising in our
RECRUITMENT
section.**

**Call Amanda or Jenny
on 01347 838581
for details of
our next issue**

There is nothing we cannot do

Duncan McGilvray looks at how best to ensure harmony between club and staff.

I believe we have now reached the point where the vast majority of golf club officials actually trust Course Managers to make decisions on greenkeeping matters i.e. select appropriate materials to apply and know how and when to apply them; are trusted to select/buy machinery and equipment as well as negotiating the best deals possible including after sales service.

This is very much thanks to the more professional way in which we have been working over the recent past and being more proactive in getting across tried and tested agronomic views as well as using experts to back us where necessary.

Another factor has also played its part. Short term decisions made by non-greenkeepers (well meaning amateurs) have resulted

in long term disasters on the golf course where time, money and professional greenkeeping expertise had to be found to put things right.

We should therefore be congratulated on our efforts so far. So why do we still hear the regular moans and groans from the vociferous playing membership particularly where a golf course manager has passed his "honeymoon period" of say three to five years.

I believe the simple answer is that we are still not doing enough, particularly in the important area of resource management, we are not trying hard enough.

We are more often than not thinking negatively instead of positively – which granted, is easy to do when criticised. In short the powers that be in our golf clubs i.e. Club Chairmen, General Managers, Secretaries and Committee Members have to be convinced

that we are competent, efficient, and seek continual improvement in all areas, that we are capable of managing.

Following recent personal experiences I would suggest that the following points be considered among others to those Course Managers who have had or are having similar experiences.

■ When Winter Programmes are questioned "It surely doesn't take four men two weeks to do that amount of work!" The statement should be met with a positive "Yes, it does" and be backed up with a detailed breakdown of the project i.e. Man days to cut turf, excavate area, level, consolidate, transport turf, lay turf, etc etc and would state if the time taken includes a contingency for weather, illness, holidays etc. Every manager in whatever

industry must justify staffing levels and time so why should we be any different in our industry? The natural negative reaction to the aforementioned statement is to look for another position because you think that they don't trust you but this reaction is very short sighted as the same situation will occur in your next position in a few years time and you will probably react in the same way again. A certain scepticism from your employer of how long a project takes is healthy so we must accept it and take the opportunity to prove that all greenstaff are gainfully employed at all times and that you have nothing to hide.

■ When asked for higher standards eg "Can we have nice stripes all over the fairways like Wentworth?" "Can we have all the tees cut on Sunday mornings", or "Can we have the approaches and aprons cut every day?" as long as there is no detrimental agronomic reason then the answer should always be "Yes" and add that "We, the Greenstaff, can do anything you want as long as we are given adequate resources". Then work out the cost for any request in Man Hours, machinery, fuel and any other resource and present the

true cost. It is then the golf club's decision if the suggestion is acted upon – it is their golf course after all and as long as there is sufficient funding any standard can be achieved.

■ Review your Summer cutting and maintenance regime with the golf club i.e. how often every area on the golf course is cut and maintained so that there is an agreement on standards and presentation. Most of us treat the approaches and aprons in the same way as greens these days (except height of cut) so why

don't we cut them every day as we do on greens? On project work (usually construction work within a Winter Programme)

itemised work-sheets must be kept on a monthly basis which individually codes man hours to projects and stands as an extremely accurate

record of labour use and performance.

■ An up-date of the Course Manager's job description should be undertaken (followed by all Greenstaff and would state in detail resource responsibility, overall job objective, key result areas and work standards to be judged in key result areas. This will ensure standards are measured, efficiency is increased and the workload is monitored using a staff assessment/appraisal system which would be in place. Only by acting positively to criticisms (unfortunately some of them are found to be justified) can we hope to advance to the stage when we are trusted to manage resources properly as well as keep the golf course in acceptable condition at all times.

Golf club management at the highest level will see just how efficiently the golf course is run, that all greenstaff are gainfully employed at all times and that you seek continual improvement in all areas.

It is unfortunately no longer enough just to have a well maintained and presented golf course.

■ Duncan McGilvray is Course Manager Letchworth Golf Club in Hertfordshire.

'Only by acting positively to criticism can we hope to advance to the stage when we are trusted to manage resources properly'

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maintenance**

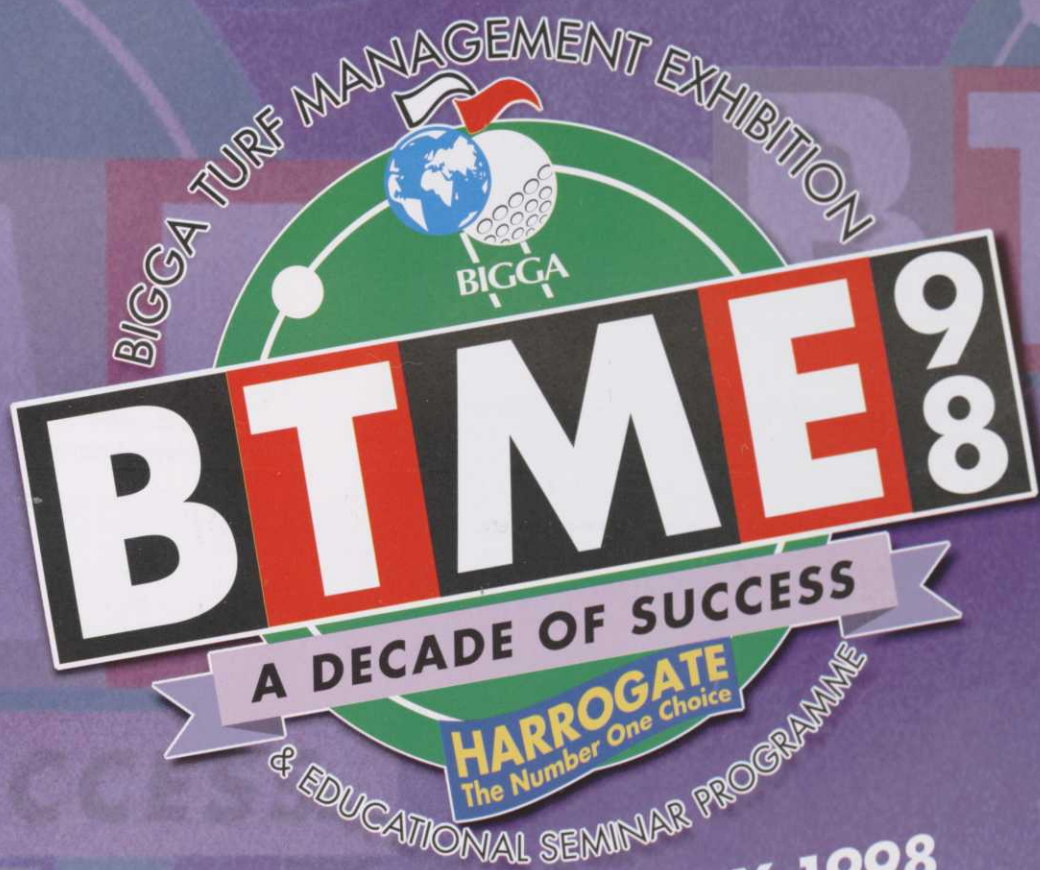
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