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The Royal Golf Course Club Kasperske Hory Czech Republic

The first golf course in Southern Bohemia is about to commence construction.

HEAD GREENKEEPER

required for, initially, a 12 month contract from July 1997 to supervise the construction and installation programme, and establishment phase.

Applications are invited from experienced greenkeepers and details should be sent to:

Howard Swan
Golf Course Architect
Swan Golf Designs Limited
Telfords Barn
Willingale
Ongar
Essex CM5 0QF
Tel: 01277 896229
Fax: 01277 896300

Newark Golf Club Nottinghamshire

(Founded in 1901)

Applications are invited for the post of

HEAD GREENKEEPER

at one of the foremost private members heathland golf clubs in the East Midlands.

The successful applicant must have the appropriate greenkeeping qualifications together with a thorough knowledge of modern greenkeeping practices with a wide experience of equipment, machinery and computer controlled irrigation systems.

An appropriate salary will be offered to the successful candidate who will be expected to occupy a fully modernised cottage as part of the package.

All applications will be treated in the strictest confidence.

Applications, in writing with full CV, by 21st May to:

The Secretary/Manager
Newark Golf Club, Coddington, Newark, Notts NG24 2QX

Antalya Golf and Country Club Turkey

EXPERIENCED GREENKEEPER

required for this new 18 holes Course and Golf Academy.

The successful applicant will have experience of warm season grasses and have worked in the construction/irrigation/grow-in phases of a new project.

Details to:

Howard Swan
Golf Course Architect
Swan Golf Designs Limited
Telfords Barn
Willingale
Ongar
Essex CM5 0QF
Tel: 01277 896229
Fax: 01277 896300



Hindhead Golf Club

require a fully qualified

HEAD GREENKEEPER

for their attractive heathland course.

For an application form, please apply to:

The Secretary
Hindhead Golf Club
Churt Road, Hindhead, Surrey GU26 6HX
Tel: 01428 604614 Fax: 01428 608508

Yorkshire Area

Leading, well established members club require a

GOLF COURSE MANAGER

Applicants should be qualified greenkeepers experienced in managing staff, plant, equipment and budgets with a proven record in delivering the highest standards of golf course presentation.

Salary negotiable according to experience and ability.

Applications with C.V. by 31 May 1997 to:

Box No. BN 05/97
Greenkeeper International, Aldwark Manor,
Aldwark, Alne, York YO6 2FN



The Manor House Golf Club at Castle Combe

Applications are invited for the position of

QUALIFIED GREENKEEPER

The successful applicant must have NVQ1 and 2 or equivalent and PA1 and PA2. Applicants should preferably have experience on sand/USGA greens, but must be fully experienced in all aspects of greenkeeping including irrigation systems.

This is an excellent opportunity for a keen enthusiastic person to come and work on one of the finest courses in the South of England.

Applications in writing with full CV
and at least two references to:

**Paul Bishop, Course Manager, The Manor House Golf Club,
Castle Combe, Wiltshire SN14 7PL**



Alresford Golf Club

Applications are invited for the position of

HEAD GREENKEEPER

at this 18 hole private members club in a beautiful part of Hampshire.

Applicants will possess:

- Phase 4 Greenkeeping qualifications minimum
- Preparation and control of budgets
- Good working knowledge of modern golf course management practices
- The ability to train, motivate and manage staff
- Maintenance of health and safety requirements

Salary negotiable. Accommodation is not available.

Applications in writing with full CV to be submitted by 30th May 1997 to:

**The Secretary, Alresford Golf Club,
Cheriton Road, Tichborne Down,
Alresford, Hampshire SO24 0PN**



South Bucks District Council

DIRECTORATE OF ENVIRONMENTAL SERVICES

Farnham Park & The Lanes Golf Courses

HEAD GREENKEEPER

Salary – Grade 6 £17,910 – £19,788

ASSISTANT GREENKEEPER

Salary – Grade 4 £14,619 – £16,269

The above are an 18 and 9 hole municipal golf course respectively. Both posts require an individual experienced in all aspects of greenkeeping/horticultural work with a sound knowledge of modern maintenance equipment. The Head Greenkeeper post also requires an individual who is skilled and experienced in supervising and motivating a small team to achieve a high quality service. No accommodation is available with these posts and salary will be commensurate with experience. The Council is committed to providing, where appropriate, training and development for its staff.

Application forms and further details are available by telephoning the Personnel Unit on 01753 676287 (24-hour answerphone) or by writing to the Personnel Officer, South Bucks District Council, Council Offices, Windsor Road, Slough SL1 2HN. The closing date for receipt of applications is 27th May 1997.

Stockley Park Golf Club Ltd
requires an

ASSISTANT GREENKEEPER

at this 18 hole PGA European Tour Course.

The successful applicant must have a minimum of three years experience, phase I and II qualifications and PA1, PA2 and PA6a spraying certificates.

Applications in writing with CV to:

**Mr C McMillan, Course Manager, Stockley Park Golf Club,
The Clubhouse, Stockley Park, Uxbridge, Middlesex UB11 1AQ**

QUALIFIED GREENKEEPER

required for developing 9 hole course in Gloucestershire.

Must be enthusiastic and self motivated.

As this is a new position, it offers the successful candidate the opportunity to "stamp their mark" on this up and coming course.

Send CV and salary expectations to:

**M J Norton
5 Belvedere Mews, Chalford, Stroud, Gloucs GL6 8PF**

Woodcote Park Golf Club

DEPUTY HEAD GREENKEEPER

required for busy 18 hole golf course, founded 1912.

Experienced in all aspects of greenkeeping.
Applicants to hold recognised qualifications.

Accommodation available.

Applications, together with full CV in writing, to:

**The Secretary, Woodcote Park Golf Club,
Meadow Hill, Bridle Way, Coulsdon, Surrey CR5 2QQ**

St Andrews Links Trust

QUALIFIED GREENKEEPER - NEW COURSE

A qualified greenkeeper is required to work on the New Course. The successful candidate will be expected to demonstrate that they have the full skills and knowledge to meet this demanding role and be able to join an established team.

A recognised greenkeeping qualification is a necessity. A 40 hour week is in operation and benefits include a contributory pension scheme.

Projected start date: late June/early July 1997.

Closing date for applications: 30 May.

Applications with full CV to:

**Brian Collin, Personnel Supervisor, St Andrews Links Trust,
Pilmour Cottage, St Andrews KY16 9SF**

Brucefields Family Golf Centre

invite applications for

ASSISTANT HEAD GREENKEEPER

Applicants must be experienced and hold recognised qualifications including PA1 and PA2 spraying certificates.

Salary negotiable according to age and experience.

Please apply with full CV to:

**The Course Director, Brucefields Family Golf Centre Ltd,
Pirnhall Road, Bannockburn, Stirling FK9 4JS**

AREA SALES MANAGER

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We are a major supplier of amenity turf care products in Southern England.

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This is a long term career opportunity. If you feel you can meet our high standards, please apply in writing with your CV in confidence to:

**Mr K Polley, Driving Force Leisure, Unit 11a, Dolphin Park,
Eurolink Industrial Centre, Sittingbourne, Kent ME10 3RL**

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For further information please apply with a full CV to:

**Ian Kerry, Managing Director,
Ian Kerry (Machinery) Ltd, 8 Woodside Park,
Catteshall Lane, Godlaming, Surrey GU7 1LG**

Waltham Windmill Golf Club

require a

HEAD GREENKEEPER

Applicants must possess recognised qualifications, must be experienced in all aspects of golf course management including maintenance of machinery and the ability to lead and motivate staff.

Waltham Windmill is an outstanding 18 hole golf club situated near Grimsby. The course was built to a very high standard with greens and tees built to USGA specification. Accommodation is not available.

Applications in writing with full CV to:

**Mr N Strawson, c/o Pyewipe Farm, Aylesbury Road,
Great Coates, Grimsby DN37 9NU**

Cathkin Braes Golf Club

HEAD GREENKEEPER

Cathkin Braes Golf Club, founded in 1888, is a moorland course lying on an escarpment to the South of Glasgow, overlooking the city and adjacent to East Kilbride. The 18 hole course, one of the best in greater Glasgow area, has a private membership of 900, plus visiting parties.

Applications are invited for the position of Head Greenkeeper. A thorough knowledge of modern greenkeeping practices is required, with appropriate current qualifications, together with a wide experience of equipment, machinery and irrigation systems. Management responsibilities will include leading a team of experienced employees, controlling budgets and initiating any changes necessary to take the course into the next millennium.

The attractive salary is negotiable.

**Applications with CV to:
The Secretary, Cathkin Braes Golf Club, Cathkin Road,
Rutherglen, Glasgow G73 4SE**

NORTH WEALD GOLF CLUB

requires a

COURSE MANAGER

Applicants must be fully experienced in all aspects of greenkeeping and be prepared to work with the team on the course.

The successful applicant will need practical knowledge of modern machinery, PC controlled irrigation systems, sand based greens, and have the ability to motivate staff.

Salary will be in accordance with BIGGA rates.

Applications in writing to the General Manager.



North Weald
GOLF CLUB

North Weald Golf Club, Rayley Lane, North Weald,
Epping, Essex, CM16 6AR.

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8137 VALE DO LOBO Codex
Algarve, Portugal

GREENKEEPER

International

Call Amanda or Jenny on:

01347 838581

Job Shop

Head or Deputy Head Greenkeeper position wanted. I am 41 years old and have 20 years experience in greenkeeping. I have extensive experience in the construction of tees, greens, bunkers etc and I am fully conversant with all modern greenkeeping techniques. I have the ability to organise work programmes and formulate budgets. As I am a qualified assessor I am able to train staff whilst working as a member of a team. My qualifications are as follows: City & Guilds II, III, IV; PA1 and PA2 spraying certificate; D32 and D33 Assessors Training Certificate; STRI five day course; attended numerous management courses. References available, anywhere considered.

Box No JS 65/97, BIGGA, Aldwark Manor, Aldwark, Aline, York YO6 2NF

Reliable, hard working and motivated 28 year old Greenkeeper, college qualified with over 11 years greenkeeping experience in the UK, USA, Europe and Middle East. Wishes to settle in England and seeks a challenging Head Greenkeeper position with an ambitious club.

Box No JS 64/97, BIGGA, Aldwark Manor, Aldwark, Aline, York YO6 2NF

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Irvine Weston on Tel: 01427 752058 or Cleveland Sitesafe Ltd. Park Farm, Dunsdale, Guisborough, Cleveland. TS14 6RQ.

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AD REF 56

The grass isn't always greener

The idea of working abroad has many attractions but the reality can be somewhat different. Two greenkeepers with experience of working in Germany explain some of the pitfalls.

For many years an accepted way of making a bit of money was to work abroad. Spending a few years on the continent involved coping with a foreign culture and a foreign language and a bit of homesickness but after that, unless you had decided to stay and make your life as an ex-pat, you would have enough experience to land a good job back home and enough money to make your old friends a tinge jealous.

That was perhaps the case a few years ago but now, particularly in Germany, times are hard and seeing a wanderlust well

rewarded is the exception rather than the rule.

Jeffrey Heath and Iain Douglas both work in Germany and have done for a number of years – long enough to have seen the difference the dismantling of the Berlin Wall has done for the united Germany's economy and the fortunes of British greenkeepers working in the country.

"If a young guy wants to take a chance and go over to Germany and maybe marry a German girl then fine. But taking a wife and family to Germany is fraught with difficulties," explained Jeffrey, who has been in Germany for 20 years and has indeed married a German.

Iain, and his Scottish wife, experienced some of those problems when they moved to Germany ten years ago and it was only their tenacity which saw them through the initial bad times.

"I had a good job in Scotland and was quite happy when the President of one golf club called and asked if I was interested. My wife and I were flown over, put up in a posh hotel and given first class treatment.

"The course had just been seeded and we saw it as something new, an adventure and a chance to bring in a new golf course. But they didn't tell me the truth about the golf course. They told me the greens were made of a sand soil mix but they were actually black ash from the base to the surface and I found out later that the course had not been seeded by a professional company," explained Iain.

"I liked what I saw when I went out originally so I went for it but when I got there I realised that all the greens were covered in fairway grass and some of the black ash had come to the surface. The greens were rock solid. Coupled with that the machinery that had been promised to me never came."

Another problem which Iain encountered was his salary.

"The high wage I'd been promised was cut by the high taxes in Germany and the high rents. All these things add up.

"I went to the committee and told them the wages I'd been promised were not working out and they said they'd solve my problems. They got my wife a job in a factory punching nails. This was to make up my wage and we fell for it because we are in a different system and by the time we'd been drawn in we had no choice," said Iain.

"For a couple of years my wife and I were worse off than we would have been at home but we decided to make a go of it and stayed."

He moved on to a few other clubs before ending up at a very good course where there is money to spend and the club is prepared to invest.

"Any married British greenkeeper who is well established in Britain but who thinks he's going to be better off in Germany has got to think very carefully," cautioned Jeffrey.

"You can be taken in by the salary but as much as 55% comes

up in tax and insurances and you have got to allow for high rents."

Jeffrey explained that in many cases the better jobs are already taken by Germans or established British greenkeepers. The clubs with the real money tend to go to greenkeepers they know.

"Often what happens is that a British greenkeeper is taken on for a short time to run the golf course and train up the local greenkeepers before being kicked off. Make sure your contract is in English so you can check it thoroughly."

Another pitfall occurs when a greenkeeper is given his budget and salary and is made responsible for paying his own taxes and medical insurance.

"When he gets a lump sum there is a great temptation to go out and spend it but if he gets found out by the German Government he gets thrown out of the country or sent to prison for tax evasion. I know examples of this happening," said Jeffrey.

The Government is extremely strong at the moment as it needs the money after reunification.

"I meet greenkeepers who have just arrived and they say they are in Germany just for the money and I meet them again six months later and they are beginning to get downhearted. What they do save they use to fly home and it's difficult for their wives to get jobs," said Iain.

"What we are trying to say is that life is not that good in Germany. Since the wall came down the country has been destroyed. Every time I go the filling station petrol is up in price."

Jeffrey and Iain would not discourage anyone from making the move if they are going as a stepping stone into mainland Europe and Italy, Spain or Austria and are prepared to accept whatever comes along.

"Just don't do it to make a lot of money and for a better way of living," is their warning.

There is one thing about which Jeffrey is adamant however.

"The best greenkeepers come from Britain because we can adapt to conditions so well. We fly the British flag abroad and are proud of the job we do abroad."

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