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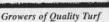
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If you haven't found the ads with the 3 symbols in yet,

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IT COULD BE WORTH

TO YOU!

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 Y06 2NF

THIS SPACE COULD BE WORKING YOU!

43 year old Greenkeeper, 26 years experience with golf and bowling greens, gardens and associated grounds, would like a new position (South London only please).

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Box No. JS/76/97, BIGGA, Aldwark Manor, Aldwark, Alne, York Y06 2NF

> Golf Course Manager 34 years old with 17 years experience in the industry, seeks new position in UK or overseas

Well qualified with experience of growing in new course with U.S.G.A. specification greens

Hard working with an ability to empathise with most people at all levels.

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Are you living abroad but looking to move to the UK?



Call Amanda or Jenny on 01347 838581

for details of Greenkeeper International's Job Shop feature.

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Big John 42" Tree Spade in good condition

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Sturdy ornamental trees

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★ Autumn colouring FOR SALE

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RECRUITMENT



Murcar Golf Club

invites applications for the position of

HEAD GREENKEEPER

Established in 1909 and recognised as one of Scotland's finest natural Links Courses with a proud history and tradition. Host to many amateur and professional events.

The successful applicant will be responsible for the management of both the 18 hole Murcar and 9 hole Strabathie courses. This is a leading role within the greenkeeping team.

Applicants must be experienced in all aspects of golf course management with particular reference to traditional links golf courses. The possession of formal qualifications is required as is the ability to lead and motivate staff, organise and supervise work programmes.

No accommodation is provided.

Please apply in writing enclosing your CV by 25th October 1997 to:

The Secretary/Club Manager, Murcar Golf Club, Murcar, Bridge of Don, Aberdeen. AB23 8BD

Henton & Chattell Ltd.

require a

FITTER

To work on professional grass machinery and compact tractors in the Hull area. Experience essential. Experience on Ransomes machinery an advantage.

Applicants must have a driving licence.

Please contact:

Wayne Hallam on Tel: (0115) 986 2161 ext 2139 for more details

Clubhaus PLC (Germany)

invites applications for the position of

HEAD GREENKEEPER

for one or more of its prestigious 18 to 27 hole facilities in Germany, each with driving range, short game area and putting green.

The successful candidate must be experienced in all aspects of greenkeeping and course management, have relevant qualifications and a keen interest in golf. Responsibilities include implementation of management systems, staff recruitment and training, preparation and control of budgets.

He should be of a friendly personality, hard working and a good communicator. Basic knowledge of German is definitely an advantage.

Apply in writing with full CV and photo to:

Clubhaus PLC (Germany) Schloss Luedersburg D - 21379 Luedersburg Germany

Howley Hall Golf Club Ltd

HEAD GREENKEEPER

Howley Hall is a Private Members Club situated near Leeds and was established in 1900.

Applications are invited for the above position from experienced Head/Deputy Head Greenkeepers.

Recognised professional qualifications are essential, along with a good working knowledge of modern course machinery and irrigation systems.

This important role includes budget forecasting, leading an experienced and dedicated team, as well as presenting a first class course for members and visitors.

The salary package will reflect the importance of this role.

Please apply in writing, with full CV, to:

The Secretary/Manager
Howley Hall Golf Club Ltd, Scotchman Lane,
Morley, Leeds LS27 ONX

Royal Aberdeen Golf Club

COURSE MANAGER/ HEAD GREENKEEPER

£ Excellent Package including 3 Bedroom House

THE CLUB

- Established in 1780 and recognised as one of Scotland's finest natural Links.
- · Host to many top amateur and professional events.
- · Proud history and tradition as a club of character and quality.

THE POSITION

- Responsible for management of The Championship and Silverburn courses, delivering traditional Links of the highest standard.
- Leading role within greenkeeping team, providing direction, co-ordination and hands on expertise.
- · Development of team and individuals to improve performance.

THE PERSON

- · Strong leadership and supervisory skills.
- · Drive and dedication to deliver results.
- · A passion for traditional British golf.
- · Links experience preferred but not essential.

Please apply enclosing your CV to: Ronnie MacAskill, Director of Golf Royal Aberdeen Golf Club, Links Road ABERDEEN. AB23 8AT

Five Lakes Hotel, Golf and Country Club

require

QUALIFIED GREENKEEPERS

To work on this 36 hole golf complex currently hosting the British Professional Golf Tour and the PGA European Tour Pre Qualifying School.

The successful applicants must be keen and enthusiastic and hold NVQ2 or an equivalent qualification in Greenkeeping and Sports Turf Management, along with appropriate spraying certificates.

HEAD GARDENER

To maintain the extensive gardens and landscape areas around the hotel.

The successful applicant will hold an NVQ2 or equivalent qualification in Amenity Horticulture, along with appropriate spraying certificates.

For both positions apply in confidence with letter and full CV to:

The Director of Golf, Five Lakes Hotel, Golf and Country Club, Colchester Road, Tolleshunt Knights, Maldon, Essex CM9 EHX (mark envelope Greenkeeper or Head Greenkeeper application)

East Berkshire Golf Club

require a

DEPUTY COURSE MANAGER

This prestigious, forward looking golf club, seeks the services of a qualified, working Deputy Course Manager.

The ideal candidate will demonstrate strong working knowledge of all modern golf course management practices and presentation. They should also have the ability to maintain Health and Safety requirements and to manage and motivate staff in the absence of the Head Greenkeeper. Possession of recognised qualifications, sprayer certificate and experience of modern machinery and irrigation systems are also required.

Please write enclosing your cull CV and salary details to:

M. Piggott, Course Manager, East Berkshire Golf Club, Ravenswood Avenue, Crowthorne, Berkshire RG45 6BD

RECRUITMENT



Avoncrop Amenity Products

With our ongoing expansion programme to ensure a committed service to the Sports Turf Industry we require the following personnel:

TECHNICAL REGIONAL SALES MANAGER

To cover West and East Midlands calling on Golf Clubs, Sportsgrounds, Local Authorities Etc. Promoting and selling our wide range of Sports Turf maintenance products. A comprehensive remuneration package is offered along with a company car.

TECHNICAL SALES OFFICE ADMINISTRATOR

Based at our Bracknell, Berkshire depot. This position is to give support to our Technical Field Staff, Customer Sales Enquiries and general day to day office administration.

Remuneration according to experience.

Applications for both positions must be suitably qualified with knowledge of Turf Management.

All correspondence will be treated in strictest confidence.

Please apply in writing enclosing full CV to: Mr R E Feltham, Partner, Avoncrop Amenity Products, Northfield, Station Road, Sandford, Bristol. BS19 5NX

County Hotels

GOLF COURSE MANAGER

Telford Golf and Country Hotel invite applications for the position of Golf Course Manager.

The primary responsibilities of this Challenging position relate to the Management and further development of our 18 hole championship golf course.

The successful candidate requires the following attributes:

- A minimum of 10 years experience with at least 3 years as course manager.
- · Able to Motivate, train and direct Staff.
- Prepare and monitor budgets, inventories and expenditure for operational and capitol areas.

An attractive remuneration package to the right person.

Please send a full curriculum vitae by 31st October to:

The General Manager, Telford Golf & County Hotel, Great Hay Drive, Sutton Hill, Telford, Shrops. TF7 4DT

Bristol & Clifton Golf Club

HEAD GREENKEEPER

Applicants are invited for the position at this prestigious Members Club 4 miles west of the centre of Bristol.

- 18 Holes 6300 yds
- Three Practice areas
- Full Watering System own Borehole
- Five Support Staff
- · No accommodation

The usual qualifications and experience will be required.

Please apply (in writing) enclosing full curriculum vitae before the closing date of 31st October 1997, addressed to;

> The Managing Secretary, Bristol & Clifton Golf Club, Beggar Bush Lane, Failand, Bristol, BS8 3TH

Royal Eastbourne Golf Club

Set in Downland less than a mile from the Sussex Coast and comprising 27 Holes requires a

HEAD GREENKEEPER/ COURSE MANAGER

to succeed our Head Greenkeeper, who is retiring after 23 years with the Club.

Suitable applicants will already be Head Greenkeepers or Deputies and possess greenkeeping qualifications (level 4), will have a proven record of man management and be experienced in maintenance and first class presentation of a golf course.

Knowledge of turf management, modern machinery and irrigation systems is essential, as is also the ability to prepare and monitor budgets, inventories and expenditure.

Salary and conditions of service are negotiable depending upon qualifications and experience.

Accommodation is not included.

Please apply in writing enclosing a CV to: Peter White, Secretary, Royal Eastbourne Golf Club, Paradise Drive, Eastbourne, East Sussex, BN20 8BP

RECRUITMENT

Highgate Golf Club

requires a qualified

ASSISTANT GREENKEEPER

Applications should have experience of modern machinery and greenkeepeing practices. A good salary plus regular overtime will be payable but no accommodation is available.

Applications in writing with full CV to:

The Manager Highgate Golf Club

Denewood Road, Highgate, London N6 4AH

Newbury & Crookham Golf Club

A DEPUTY COURSE MANAGER.

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

> Salary negotiable depending on experience. Golfer preferred. Accommodation available.

Applications in writing to include full CV to: The Course Manager, Newbury & Crookham Golf Club Ltd. Bury's Bank Road, Greenham, Newbury, Berks. RG19 8BZ

Beaconsfield Golf Club

require an experienced

ASSISTANT GREENKEEPER

for their 18 holes Harry Colt designed course, in attractive parkland setting.

Qualifications to include

- · Greenkeeping Phase I & II (essential)
- · Experience in use of modern machinery (essential)
- · Spraying Certificates PA1 & PA2 (desirable) Salary will be based on BIGGA scales. Single accommodation may be available.

Please apply in writing with CV to: Mr R E Thomas, Secretary, Beaconsfield Golf Club, Seer Green, Beaconsfield, Bucks. HP9 2UR

Came Down Golf Club

wish to appoint a

1ST ASSISTANT GREENKEEPER

for their 18 hole Downland Golf Course

Applicants must have experience in golf course management, be willing to work as part of a team and hold recognised qualifications.

An attractive salary will be offered. Applications with CV's in strict confidence to be sent to:

David Matthews, Came Down Golf Club. Came Down, Dorchester, Dorset. DT2 8NR

Closing date for applications will be 31st October 1997

Birchwood Golf Club

require a

COURSE MANAGER

The applicant must be experienced and have a proven track record. The salary will be negotiable.

Applications in writing with CV and references to:

Eric Booth, Greens Chairman, Birchwood Golf Club Ltd., Kelvin Close, Birchwood, Warrington. WA3 7PB

Blackley Golf Club

Applicants are invited for the position of

COURSE MANAGER

Applicants must be experienced in all aspects of modern greenkeeping, properly qualified and have the ability to motivate and work with existing staff.

Applications in writing with CV to:

The Secretary, Blackley Golf Club, Victoria Ave East, Blackley, Manchester M9 6HW

Wyke Green Golf Club EXPERIENCED AND QUALIFIED ASSISTANT GREENKEEPER

For an 18 hole course situated west of London.

The successful candidate will be self-motivated, have a good working knowledge of the maintenance of a parkland course together with experience of automatic irrigation, machine maintenance and preferably hold PA1 and PA2 Certificates.

Please apply in writing with current CV to: The Secretary/Manager, Wyke Green Golf Club (1996)Ltd. Syon Lane, Isleworth, Middlesex. TW7 5PT

Leasowe Golf Club (Founded 1891)

Applications are invited for the post of

HEAD GREENKEEPER

to maintain this 18 hole links course.

Applicants must be experienced in all aspects of greenkeeping; have leadership skills and the ability to motivate staff; have ability to maintain health & safety and COSHH requirements; have knowledge of modern machinery and irrigation systems.

Applications, together with full CV should be addressed to: Secretary/Manager, Leasowe Golf Club, Moreton, Wirral, L46 3RD

The answer lies in the

But to get the answer, it is first necessary to understand the question. We need also to know where to go to get the information. Even when we have the answer, will we know how to put our new found knowledge into practice?

The need to analyse a soil's nutritional state is without question a vital tool to good turf management practice. Soil conditions change constantly, and with increasing wear and tear and intensive turf management methods, soil conditions can alter very quickly, often without warning. Without the accurate monitoring of what is happening in the soil, the practice of turf management will always be based on guesswork not facts.

Natural Resource Management Ltd (NRM), based in Berkshire, has been unravelling the mysteries of the soil since 1930 when the laboratory was first set up by ICI. Originally the operation provided independent technical support for the company's Agricultural Division.

Originally better known colloquially by the name of its geographical location, Jealotts Hill, NRM relocated to its present site in 1991 following a management buyout by Michael Eustace and Christine Collins.

This change of ownership, brought about by ICI's decision to sell-off its agricultural fertiliser interests, was the beginning of a major expansion of business in the field of soil analysis and an increase in associated spin-off activities.

Operating on a 10 hectare site the new laboratory complex covers 15,000 square feet and contains state of the art equipment valued in excess of £2,000,000. Opened in 1993 by the then Minister of State, John Redwood, the company's client base expanded considerably and the company undertakes work for a wide and diverse range of organisations. These include Multinational companies, Consultants, Universities, Land reclamation businesses, River Authorities, Foreign & Commonwealth countries and companies involved in Satellite mapping.

The Miracle Professional Soil Analysis service provides the professional turf manager with essential information on the nutrient status of the soil and, more imporGOLL (or so they say...)

tantly, what is required to improve the balance.

On arrival at the NRM laboratories, samples are coded and set out in trays, together with "Standard" samples of soil to ensure extremely high levels of accuracy. For every 30 soils received, no fewer than 16 chemical and actual soils are used for every sample. The ADAS method of analysis is practised throughout to provide the most reliable estimate of available nutrients.

The next part of the analytical process involves the drying stage. The samples are dispensed into metal trays and dried at a temperature of 33 degrees Celsius and then finely ground to a consistent 2mm crumb. To prevent cross contamination the grinding mill is cleaned out between samples with sand.

From this point, the samples are submitted to a number of analytical stages that takes place in a series of dedicated laboratories, each equipped with specialist equipment to analyse specific areas of interest.

From a soil management point of view, the major nutrients of nitrogen, phosphorous, potassium, together with magnesium and pH are probably the most important for the well being of turf. However, being aware of the sulphur content in the soil is also becoming more important, due to the fact that sulphur is required to convert nitrogen into proteins that can be used by the plant.

To measure the major nutrients, the dry ground sample is subjected to three different chemical processes to assay the nutrients that are available to the plant. These tests use special extractants and are conducted under tightly controlled conditions in air conditioned laboratories.

The next stage in the analytical process is the test for pH values. A sub-sample of the ground soil is taken and automatically stirred in a container with de-ionised water. This is then measured potentiometrically against two buffer standards of pH 4 & 7.

A computer programme analyses the readings of the test and a print out indicates the resultant values.

To measure for phosphorus, a further sub-sample of the ground soil is measured under Olsen's method. A Sodium bicarbonate reagent is used and the available phosphorus extracted is then measured colorimetrically using a Spectrometer.

For measuring potassium and magnesium an additional subsample is mixed with an ammonium nitrate solution. The resultant extract contains available potassium which can be measured using a Flame Photometer that measures the intensty of light generated by the potassium present. The magnesium content of the extract is assessed using an Atomic Absorption Spectrometer.

Each sample sent into the NRM laboratories under the scheme is tested against known standards in batches of 30. The results of all the samples analysed are retained on record for 10 years in NRM archives.

Of course, knowing the results of the soil analysis is just the start. From the laboratory findings, an advanced computer software programme audits the analysis results and provides the turf manager with a printed recommendation. This recommendation will detail the soils immediate and medium term nutritional requirements in terms of which fertilizers are recommended and what units are required to bring the soil back into balance.

The scheme is already in its eighth year and will continue to operate in association with NRM. Today, the laboratory employs 30 staff, all highly trained graduate material with a focused attention to detail and an over riding desire to achieve extremely accurate results.

NRM currently undertakes a large part of the UK's total requirement for a diverse range of soil analysis undertakings. From Multinational commercial ventures to Universities providing a few samples for research, from farming groups managing thousands of acres to helping a greenkeeper with the analysis of samples taken from his golf greens.

"At the end of the day, we are driven by customer demand," states Michael Eustace NRM's Managing Director. "We are continuing to invest for the future in analytical techniques, new business areas and international perspectives."

As the saying goes, the answer lies in the soil, but you have to ask the right questions.



Soil analysis under rigorous clinical conditions

not a blast from the past, more a glimpse of the future



Leatherjackets can cause massive damage to fine turf. That's why you need a pesticide you know you can rely on.

Crossfire was one such product and now it's back and and re-invented for the

Its special new formulation is super-concentrated for maximum effect to ensure rapid and reliable control of leatherjackets and frit fly at low doses, stopping serious damage before it starts.

Safe for use on any turf type, there's only one sure way to deal with leatherjackets - Crossfire 480 - it's back from the future.







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