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The Secretary, Garesfield Golf Club, Chopwell, Tyne & Wear, NE17 7AP

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Applications in writing, enclosing a full CV to:

Mr I A Gray, Secretary/Manager, Cirencester Golf Club,
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We have a marketing budget in excess of £480,000 which will be used over the next three years to promote and place our message regularly in front of end users. If you understand the power of marketing then you know what this means to our sales team. Advertising, PR and a continual promotion effort will ensure that all your clients and competitors are aware of the companies commitment to turf management solutions.

The Support

As you would expect, an ongoing strategy of training, support and appraisal is a fundamental company philosophy. After all, your success is our success! After a basic induction you can rely on continued self-improvement through product, sales, management and IT training. Industry qualifications such as BASIS, other correspondence courses as well as the facilities we sponsor at MERRIST WOOD College are all available to the team. First hand experience in product research will be gained from our very own research centre with over 25,000m² of fine turf trials, which is not only unique, but also an ideal venue for customer education seminars. Our links with industry experts and manufacturers means your field training will be productive and with comprehensive HO back up and daily contact with your manager, potential failure is minimised.

The Package

The rewards for your commitment far exceed the industry standard. Besides the normal expectations of company car, private health, pension (year 2) and all out of pocket expenses, you will receive an enviable basic wage guaranteed to increase by 5% pa over the first 3 years. This combined with a monthly paid "no ceiling" commission of 10% of sales turnover, and a 6 monthly OT bonus will produce an income for those experienced in field sales of over £60,000 pa year 1 and well over £80,000 by 2001. Those new to sales can expect an OT year 1 reward of between £28,000 and £32,000.

Sales Managers will be remunerated on a similar basis with the addition of a team override and pre-agreed annual profit share.

The Timing

All applications must be received by no later than 12.00pm on the 24th December, and should include a contact telephone number for the following week. If successful you will be contacted to arrange an initial interview date during the first week of January '99. Saturday interviews for present work commitments can be arranged, and all expenses for travel will be reimbursed. Job offers will be formally confirmed by 9th January with a critical induction start date of the 25th January.

The Next Step

Please apply in writing enclosing a hand written letter, plus up to date CV, to the Sales Director at the address below. ALL APPLICATIONS WILL BE DEALT WITH IN THE STRICTEST CONFIDENCE.

Also required:

- 1 Technical Research Manager, 2 Sales Administration Support Staff
- 1 Accounts Assistant, and a partridge in a pear tree!

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GRASS ROOTS

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Tel: 0118 973 6600 Fax: 0118 973 6677 E-mail: jamesbennett@grassroots1.demon.co.uk

Feature listing from November '96

November '96: Irrigation Equipment; St Andrews; The Oaks GC; Engines

December '96: Maintenance Facilities; History of the Mower; Mentmore Golf and Country Club

January '97: Trees; Tenby GC; Communication; Addressing the imbalance in Sports Turf; Hiring Equipment

February '97: Attending to the Details; Computers; Fertilisers; Ridding Park

March '97: Making Machinery Last; Computers; Irrigation; Musselburgh Old Links; STRI; Defining Playing Performance; Compact Tractors

April '97: Turf Quality; The London Club; Computers; Electric Greens Mower; Course Accessories; Ecology; Aerators

May '97: Data Tagging; Naunton Downs GC; Alternative Spikes; Suspended Water Table Greens; Shallow Aerators; Working in Germany

June '97: Drought Survival; Cooden Beach; Monitoring the Weather; Slitters

July '97: Royal Troon GC; Speed of Putting Surfaces; Mowers

August '97: Maintenance Facilities; Heather Management; Bunker Rakes; Workshops; Architecture; Kedleston Park GC

September '97: Accident Reporting; Greens Mowers; Valderrama GC; Links Courses

October '97: Environment; Recruitment; Abbeydale GC; Rough Mowers; Soil Analysis

November '97: Environment; Competition; Bank Cutting; Risk Assessment; Pumps

December '97: Seed Development; Longhirst Hall GC; Toro Awards; Fertiliser Spreaders; Communication

January '98: FEGGA Conference; Buying Power Equipment; Elmwood GC; Mobile Phones; Traffic Management; Spraying; Environment

February '98: BTME Review; Overseeding; Royal Mid Surrey GC; Drainage; Thatch

March '98: Trees, Golf Course Accessories, News from GCSAA, Leamington & County GC, Trevor Smith's BTME Talk

April '98: Gleneagles Hotel, Compact Tractors, Environment, Protective clothing, Rain bird, Internet

May '98: Greens Mowers, Suspended Water Table Greens, Seeds, Letham Grange Resort, Charterhouse profile, Security and BIGGA's Fund Raising Campaign

June '98: Interview with Nick Park, Earthworm special, ATVs, Royal Porthcawl, Grinding

July '98: Aeration, Royal Birkdale preview, The importance of research, Architecture

August '98: Mill Ride, Fescue, Blowers, Textron, Open Review, Nematodes, Training

September '98: Nine holers - Tolladine and Fingle Glen, Turf, Steve Clement profile, Drainage, World Scientific Congress report

October '98: Saltex Review, BIGGA Retrospective, Stirling GC, Toro Awards Preview, Tree grants

November '98: Royal Opening, Ramside Hall GC, Gang Mowers, Hayter International report, Irrigation Systems



Success Story



Wednesday October 21 1998 will be part of BIGGA history forever.

That was the day His Royal Highness the Duke of York officially opened BIGGA HOUSE. I am sure everyone who attended this wonderful day will remember it with pride for a very long time. It was certainly a great honour for me in my term of office as your Chairman to welcome His Royal Highness The Duke of York, Viscount and Lady Whitelaw and all our distinguished guests which included Sir Michael Bonallack to Aldwark. I don't recall ever being so nervous standing there with just a few words to say, and it was a great relief when the words came out in the right order. The whole day went without a single hitch and credit must go to our staff for a well organised day. I would also like to thank Aldwark Manor Hotel owners and staff for the reception and a buffet you would find hard to better anywhere. "It was a great day."

The following week saw the climax of the Toro Excellence in Greenkeeping and Student of the Year awards. It is very noticeable that the standards of the finalists are rising each year, which says much for education within our industry. I sat on the panel judging the Student of the Year, and after the interviews we debated a long time before we agreed

on the winner, a young lady from Warwickshire College and a greenkeeper at The Belfry, Sally Doherty.

Sally is First Assistant on the Brabazon Course and although she admitted to being nervous when facing the panel, she answered the questions with confidence and impressed us all with her ability.

The Excellence in Greenkeeping final was run at the same time with a panel of judges headed by Walter Woods and talking to him afterwards it was obvious that they also had a difficult time, but eventually placed John Coleman in first place. John is Course Manager at Abbeydale Golf Club, Sheffield, and is also a past finalist in the Student of the Year, so he comes to the top with a fine pedigree. While we all congratulate Sally and John on their success, which was richly deserved, anyone who wins through to the finals can be justly proud of their achievements and I wish them all every success in the future. I would also like to thank and congratulate Toro, not just as sponsors of the two awards, but for taking such an active interest from start to finish. They certainly put a lot of time, money and effort into the Awards and greenkeepers and golf clubs should all be grateful to them for putting so much back into golf.

My next stop was Scoturf and once again a true Scots welcome was waiting. It was nice to meet many old friends including the Scottish Chairman, Jimmy Neilson and BIGGA Vice Chairman Elliot Small. The show was well attended and the BIGGA stand manned by Peter Boyd and Tracey Maddison from HQ, had a steady flow of visitors.

Unfortunately I was unable to stay the two days because I was booked to fly out of Edinburgh at 6.30 am the following day to Spain for the FEGGA Conference which I attended on BIGGA's behalf with Ian

McMillan. The Conference itself was good, based on Water Management on the Golf Course, and sponsored by Toro with backing from Aquatrols and Supaturf who provided two excellent speakers in Demie Moore and Justin Smith, who were a breath of fresh air to the seminar circuit. The Conference was followed by the FEGGA summit which was attended by delegates from 15 countries in Europe and provided an interesting exchange of ideas. We also got the chance to visit the San Roque Golf Club and a tour of the course. The following day it was back to Malaga airport for our return home to cold and windy Britain.

In recent weeks, talking with many greenkeepers you start to realise the speed in which the whole industry is changing. There is more and better equipment, different products such as seeds, fungicides, feeds etc., but most of all the improvement in the general conditions of golf course is very evident. The young greenkeepers coming through today are without a doubt better equipped to deal with the problems and pressures put on them. Sure, experience still has a part to play, but good sound education is the key to success. I know there are some who pour scorn on the present education system, but they are a minority and in most cases do not understand. I, like many others, have worked a lifetime in turf management and we have put a lot of time in at colleges, seminars, workshops etc., trying to improve education and the results are there too for all to see and if we older greenkeepers have had a part to play, then we can and should be proud of the success hundreds of young greenkeepers and course managers are achieving today.

Gordon Child





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The package includes comprehensive salary, company car, pension etc.

Please apply in writing with full CV to;

Mr CJ Briggs, Business Development and Marketing Manager,
Avoncrop Amenity Products, Eastern Road, Bracknell,
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Please apply in writing with full CV and career details to Glyn Jones, Human Resources Manager, Dow AgroSciences Limited, Latchmore Court, Brand Street, Hitchin, Herts SG5 1NH or E.mail: gjones@dow.com

