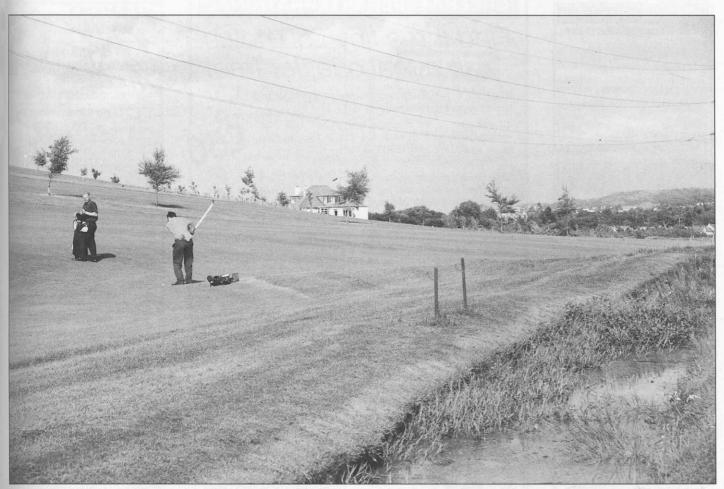
plan of action



Two or three water features are to be created utilising the existing ditch. These will be constructed to benefit wildlife and golfer by their gently contouring, strategic positioning and natural characteristics.

greenstaff at no extra cost. The environmental benefit of such steps will be, considerable.

These environmental improvements have been integrated into a wider general plan for all aspects of the course. This will ensure that whatever the Club's vision for the course, stewardship of the environment will remain an integral component.

"The club are delighted to work in partnership at a local level with the Edinburgh Greenbelt Trust and to participate in this national initiative," said Roddy MacGregor, member of the Green Committee and a driving force behind the Torphin Hill Management Plan.

Balnagask, a municipal course maintained by Aberdeen City Council is very different from Torphin Hill. However, although their management objectives are unique to the requirements of the course, the process of environmental planning is the same. By assessing and evaluating the environmental qualities that currently exist the Council and the Club can appreciate what the best management would be for the site. Environmental Planning is all about making informed judgments.

The plan came about through discussions between the Council. associated Club, Scottish the Wildlife Trust and Golf Course Wildlife Adviser. An assessment of the landscape characteristics of the area and a habitat survey indicated the environmental qualities which could be conserved or enhanced. Much of this focuses on maintaining areas of highly valuable coastal heathland and grassland which also contribute so much to the golfing quality and challenge of the course.

The greenkeeper is Stuart McBain, winner of the second prize in last year's BIGGA Greenkeeping Awards. He will undertake the works under the supervision of David Grant of the Council's Arts and Leisure Department. The open-mindedness of the club has done much to enable these golf related environmental improvements to take place.

It is hoped that the Council will apply the management planning process established at Balnagask to the other municipal courses under their control.

"The achievements of Torphin Hill and Balnagask demonstrate that golf courses can significantly enhance the environment through sensitive management," said Jonathan Smith, Scottish Golf Course Wildlife Adviser.

"Environmental improvements on a course create opportunities to add further interest, challenge and naturalness. Features which enhance the course for the golfer can also become valuable wildlife habitat and create a more natural landscape character," he added. 'The achievements of Torphin Hill and Balnagask demonstrate that golf courses can significantly enhance the environment through sensitive management'

Suyers' Guide

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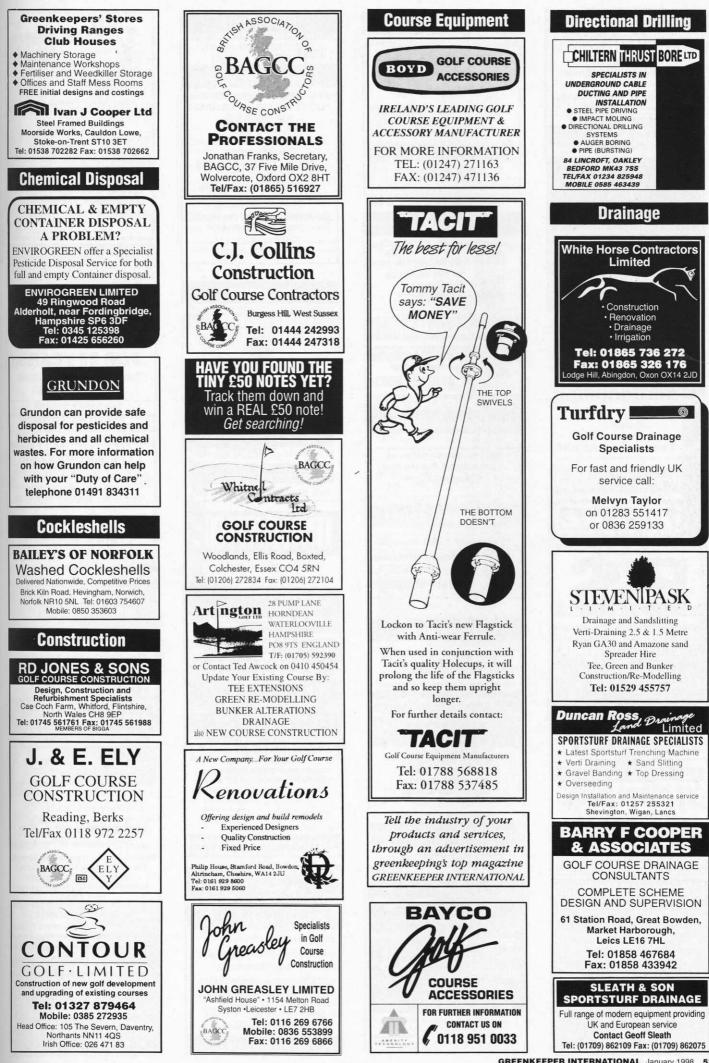
Write down the names of the three ads where the £50 notes are located and send your entries on a postcard to: Note the Notes Competition, BIGGA, Aldwark Manor, Aldwark, Alne, York, North Yorkshire Y06 2NF, to be received by first post Friday January 30, 1998. The first correct entry drawn after that date will win £50. It could be YOU! Enter today - and Note the Notes! Judges' decision is final. Not open to BIGGA staff

Neil Sadler, Assistant Greenkeeper at K Grantown Golf Club, was the lucky winner of last month's competition - a crisp £50 is on its way, Neil. It could be YOUR TURN this month!

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RECRUITMENT



Buckinghamshire Golf Club

Applications are invited for the position of

HEAD MECHANIC

Applicants should possess recognised qualifications with relevant experience suitable to carry out this demanding position.

MAIN RESPONSIBILITIES AND DUTIES:

Maintain a comprehensive fleet of professional golf course maintenance equipment and agricultural machinery.

Overhaul and carry out grinding duties on all cutting units using our Jupiter in-house grinder.

Organise service schedules and maintenance records of all plant and machinery.

Maintain a fully integrated parts store via computer.

Carry out metal fabrication works with welders and oxy-acetylene.

THE INDIVIDUAL:

The successful applicant will be hardworking and self motivated with a keen and positive attitude towards their work, show good man management and supervisory skills, ability to organise and carry out work programs, be capable of preparing and maintaining budgets and working to health and safety requirements.

A practical knowledge of maintaining irrigation pumps and machine hydraulic systems will also be required.

Salary will be commensurate with experience and qualifications. No accommodation provided.

Please apply in writing with full CV to:

Phillip Chiverton, Golf Course Manager, Buckinghamshire Golf Club, Denham Court Drive, Denham, Buckinghamshire UB9 5BG Closing date for applicants will be January 31, 1998

Penn Golf Club Ltd

Applications are invited for the position of

GREENKEEPER

Our Head Greenkeeper will retire in the summer of 1998 after 30 years service Penn is a well established heathland course situated about two miles from Wolverhampton.

Applicants will be experienced in all aspects of greenkeeping, with appropriate qualifications, having practical knowledge of modern machinery and irrigation systems.

The ability to lead and motivate staff, organise work programmes and maintain health and safety requirements is essential.

Salary negotiable. No accommodation.

Apply in writing with CV to:

Malcolm Jones, Hon Secretary, Penn Golf Club Ltd, Penn Common, Penn, Wolverhampton WV4 5JN



ASSISTANT GREENKEEPER

Must be experienced NVQ Level 2 or equivalent PA1A, PA2 and PA6 preferred

Apply in writing with full CV to:

Kerran Daly, Course Manager, Salisbury & South Wilts Golf Club, Netherhampton, Salisbury, Wilts SP2 8PR



Buckinghamshire Golf Club ASSISTANT GREENKEEPER

Applicants are invited to apply for the above position.

This post will give the successful applicant the unique opportunity to join a dedicated team maintaining our 18 hole championship golf course, working from one of the most modern and fully equipped maintenance facilities within the industry.

The candidate will gain valuable tournament experience as we will again be hosting next year's Seniors Tournament of Champions.

All applicants must be suitably qualified to NVQ Level 2 and have a minimum of three years' experience as an assistant greenkeeper; competence to operate a comprehensive range of professional plant and machinery is also required.

Experience in sand construction greens and irrigation systems will also be an advantage.

Salary will be commensurate with age and experience, no accommodation provided.

If you consider yourself hardworking with a keen and positive attitude and are willing to learn new ideas, please apply in writing with full CV to:

Phillip Chiverton, Course Manager, Buckinghamshire Golf Club, Denham Court Drive, Denham, Buckinghamshire UB9 5BG.

Closing date for applications will be January 31, 1998

EXECUTIVE GOLF CLUB

AT CRANBROOK This established Golf Club invite applications for the positions of

HEAD & DEPUTY GREENKEEPER

The ideal candidate will demonstrate strong working knowledge of all modern golf course management practices and presentation. Possession of recognised qualifications, sprayer certificate and experience of modern machinery and irrigation systems are also required. Applicants should have the ability to work within recognised Health and Safety requirements.

Please write enclosing your CV to:

AC Cooper Esq., Golford Road, Cranbrook, Kent TN17 4AL

Birchwood Golf Club Ltd

Applications are invited for a

FIRST ASSISTANT GREENKEEPER

The suitable applicant will possess the relevant qualifications and be fully conversant with modern machinery practices.

Knowledge of computerised irrigation systems would be an advantage.

Applications in writing with current CV to:

Mr AC Holt, Birchwood Golf Club, Kelvin Close, Birchwood, Warrington WA3 7PB

RECRUITMENT

Aldeburgh Golf Club

are seeking to appoint a

HEAD GREENKEEPER

Aldeburgh Golf Club was founded in 1884 and is recognised as one of the finest heathland/links courses in the country.

Applicants should have experience as a Head or Deputy Head Greenkeeper. He or she will be required to lead an established team to maintain a classical golf course and its associated nine hole course to the highest standard.

Salary and conditions are negotiable. A pension scheme is included. A good three bedroomed house with central heating is provided at the club.

Applications in writing, including a full curriculum vitae, are invited by 31st January 1998 and should be addressed to:

> The Secretary, Aldeburgh Golf Club, Aldeburgh, Suffolk IP15 5PE

TRAIGH GOLF COURSE GREENKEEPER

required to take sole charge of Traigh Golf Course, Arisaig.

Nine hole seaside course, recently improved and rebuilt, in a beautiful part of the West Highlands.

The course is described on http://www.traighgolf.co.uk

Candidates should be thoroughly trained and experienced, with good mechanical knowledge, also general handyman abilities.

Please apply in writing to: J Shaw-Stewart, Traigh, Arisaig, Invernesshire PH39 4NT

LEIGH GOLF CLUB LTD

invite applications for the position of



The successful applicant will be a BIGGA member with a minimum of NVQ Level 3 and hold a PA1 and PA2 Certificate. At least five years greenkeeping experience and a good working knowledge of automatic irrigation, machine maintenance and golf course construction.

The position is available immediately and the salary will be based on BIGGA salary scales. There is no accommodation available.

Please apply in own handwriting and full CV to:

The Secretary, Leigh Golf Club Ltd, Kenyon Hall, Culcheth, Warrington, Cheshire. WA3 4BG

Roker Park Golf Course require a

For our 9 hole par 36 golf course and driving range.

The position would suit a qualified First Assistant looking for promotion. Applicants must possess a recognised qualification and be experienced in all aspects of course management.

Salary negotiable. No accommodation.

Please apply in writing with CV to:

The Secretary, Roker Park Golf Club, Aldershot Road, Guildford, Surrey GU3 3PE

Romiley Golf Club Applications are invited for the position of FIRST ASSISTANT

GREENKEEPER

The position, reporting directly to the Head Greenkeeper, would suit a young greenkeeper with at least five years' practical experience now wishing to progress his career.

Applicants should be qualified to at least NVQ levels 1 and 2 and hold current spraying certificates PA1, 2 and 6. A thorough knowledge of COSHH and Health & Safety legislation and a good mechanical knowledge of greens machinery is also necessary.

No accommodation provided. Apply in writing with CV to:

Mr Tom Smith, Administrator, Romiley Golf Club, Goosehouse Green, Romiley, Stockport SK6 4LJ

Scraptoft Golf Club

Private 18 hole course (established 1930) situated in Leicestershire

HEAD GREENKEEPER

The successful applicant will possess relevant qualifications and be experienced in all aspects of modern 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 or deputy and should apply in writing with CV to:

The Secretary, Scraptoft Golf Club, Beeby Road, Scraptoft, Leicester LE7 9SJ

Southern Golf

require

HEAD GREENKEEPERS TRAINED GREENKEEPERS TRAINEE/STUDENT GREENKEEPERS

to work on two recently completed 18 hole golf courses, one in the Manchester area, and one in the Leeds area. An experience of growing-in new courses or USGA greens would be useful but not essential, as complete back-up and supervision will be provided by the company.

Please reply with your applications and CV by 20 January 1998 to:

Southern Golf Ltd, 7 Old Square, Warwick CV34 4RA

RECRUITMENT

Amenity Sales Demonstrator

We are looking for a new Amenity Sales De monstrator who can maintain and improve HARDI's position as a leading supplier of Amenity Turfcare protection and maintenance equipment. Predominately targeting Golf Courses, Sports Grounds and local authorities throughout the UK and Ireland.

The successful candidate must have the following qualifications:

- Strong background within the amenity industry.
- Proven results in sales with ability to meet deadlines.
- · Able to work on own initiative.
- Dynamic and resolute with an out-going personality.
- · Good communication skills.
- Experience within an international organisation would be an advantage.
- Knowledge of Computers, Electronics and Hydraulics

The job involves:

 Responsibility for demonstrating and sales of Specialist Turfcare equipment

- Offer Technical Support to our extensive dealer network.
- Training our Dealers and End Users in the use of Turfcare equipment
- Assisting in the sourcing of new product
- The role will involve travelling throughout the UK and Ireland

We can offer:

- Modern premises with offices, display and training facilities.
- An international working environment involving close contact with the group management and colleagues in the other HARDI subsidiaries.
- A job in a group with visions of an aggressive expansion.
- An attractive salary and benefits package.
- A fully expensed four wheel drive vehicle

Interested, qualified candidates are welcome to obtain further information by making a brief telephone call to our Financial Controller, David Taylor at:

HARDI Ltd.

4 Watling Close Sketchley Meadows Business Park HINCKLEY, Leicestershire, LE10 3EX Telephone 01455 233811 Please mark the envelope STRICTLY PRIVATE & CONFIDENTIAL- AMENITY

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