



Invite applications for the position of

DEPUTY COURSE MANAGER

The successful candidate should be proactive with the ability to organise work programmes and motivate staff.

Must have at least 5 years experience and knowledge of all modern greenkeeping methods.

Qualified to a minimum C&G phase 3 and hold relevant spraying certificates.

Accommodation is not available.

Applications in writing enclosing full CV to:

Mark Piggott, Course Manager, East Berkshire Golf Club,
Ravenswood Avenue, Crowthorne, Berkshire RG45 8BD



THE LONDON GOLF CLUB

Invites the applications for the positions detailed below:

The successful candidates will join a dedicated greenkeeping team working from one of the most modern facilities in the industry, at this prestigious private members club with two championship courses.

IRRIGATION TECHNICIAN

The primary responsibility of this post relates to the maintenance, service and efficient running of a Rainbird irrigation system.

Applicants will be required to demonstrate the following:

- Sound knowledge and experience of irrigation repairs
 - Confident problem solving ability
 - Hard working and self motivated
 - Good organisation and administration

ASSISTANT GOLF COURSES MANAGER

This challenging position requires an experienced professional with both technical and managerial skills supported by qualifications and relevant history. The successful candidate will be required to lead and motivate staff, as well as organise and monitor maintenance operations. Applicants should demonstrate the necessary ability and skills to develop a team of up to 30 staff and also carry full responsibility for the running of the courses in the absence of the manager.

Salaries negotiable, depending on experience and qualifications

Applications in writing with full CV by 7 February 2000 to:

The Personnel Manager, The London Golf Club, South Ash Manor Estate,
Ash, Nr Sevenoaks, Kent TN15 7EN



Burhill Golf Club

Have vacancies for

Assistant Greenkeepers

Due to the recent construction of an 18 hole Championship length golf course, which has been constructed to USGA specification, at the prestigious Burhill Golf Club.

Excellent opportunities have arisen for enthusiastic, hard working and competent greenkeepers to compliment our existing team to look after our 36 hole golfing complex and practice grounds.

Applicants should be qualified to NVQ level 2, PA 1 and PA2 Spraying Certificates and have a minimum of 3 years experience on a course of high standards, to join our existing team in the Spring of next year.

The Club has continuous plans to improve the existing course, and with modern machinery there are excellent prospects for the enthusiastic greenkeeper.

The remuneration packages are negotiable plus other attractive benefits.

If you fit the bill and want to be part of a challenging and exciting future please write enclosing your current C.V. to :-

**Gordon Hogg, Secretary/Manager,
Burhill Golf Club, Burwood Road
Walton on Thames
Surrey KT12 4BL**

Tel: 01932 227345

Closing date for applications Monday, 31st January, 2000

PENN GOLF CLUB LTD

Applications are invited for the position of

HEAD GREENKEEPER

Penn is a well established heathland course situated about 2 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 with writing with CV to

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

RICHINGS PARK GOLF CLUB

Invites applications for the position of

GREENKEEPER

Applicants must be suitably qualified and experienced in all aspects of modern greenkeeping.

All applicants should apply in writing to

The Course Manager, Richings Park Golf Club, North Park, Iver, Buckinghamshire SL0 9DL.

BEARWOOD LAKES GOLF CLUB

requires an

ASSISTANT GREENKEEPER

Bearwood Lakes is a prestigious new development in the heart of Berkshire, opened in 1996 to much acclaim and built by Southern Golf.

This is an excellent opportunity to be part of a committed and dedicated team.

The successful applicant should be qualified to NVQ1 and NVQ2 level and also hold pesticide certificates PA1 and PA2. Salary is negotiable depending on experience.

Please apply in writing together with C.V. to,

Phil Beal (Head Greenkeeper), Bearwood Lakes Golf Club, Bearwood Road, Sindlesham, Wokingham, Berkshire RG41 4SJ

Marriott

MANCHESTER

HOTEL & COUNTRY CLUB

MECHANIC/GREENKEEPER

The Marriott Manchester Hotel & Country Club, set in 200 acres of mature parkland, offers a range of facilities including an 18 hole championship course. An opportunity exists for a Mechanic/Greenkeeper to join a company that offers the best facilities and best benefits in the industry.

The ideal candidate will be:

- An experienced mechanic
- Able to repair and maintain a range of modern sports turf machinery to the highest standards
- Able to assist with greenkeeping duties
- A team player equally able to work alone

Salary dependent on experience

For an application form or for further details, please contact;

Human Resources Department, Marriott Manchester Hotel & Country Club, Worsley Park, Worsley, Manchester M28 2QT Telephone 0161 975 2000

Closing date for applications - Friday 28 January 2000

DRIVE

your career forward

Our client is a leading consultancy business providing advice to the sports turf industry with particular emphasis on the golf and football sectors. With a recent history of rapid growth, they now wish to add to the current team with the appointment of a

CONSULTANT AGRONOMIST

You will be responsible for the delivery of a stand-alone consultancy service to existing and new clients in the turf care industry. You will provide excellent technical advice on a fee-paying basis to a wide range of industry professionals. Business development will be a key part of the role, however there will be a significant number of clients already in place.

You will already have demonstrated your ability to gain respect within the industry and you will have a strong technical background, a degree or diploma being an advantage but not essential. It is probable that you are looking for a new challenge that will enable you to build on your reputation whilst being within a commercial and therefore exhilarating environment.

This is an excellent opportunity for someone wishing to develop themselves and their career. Should you wish to discuss the position in confidence, please call David Phizacklea on 01284 752945 quoting ref. 2940. Alternatively write or e-mail enclosing your career details.

MERSTON PETERS LIMITED

Executive Search and Selection Consultants

Caxton House, St Andrews Street South, Bury St Edmunds
Suffolk IP33 3PH Tel 01284 752945 Fax 01284 706079
Email address helen@merstonpeters.co.uk

SPEY BAY GOLF CLUB

Applications are invited for the position of

HEAD GREENKEEPER

The club was established in 1907 and is a traditional 18 hole links course situated on the Moray Firth coastline.

The course forms part of the Spey Bay hotel complex, which is currently undergoing major refurbishment.

The ideal candidate will be experienced in all aspects of green-keeping and possess all the necessary qualifications as laid down in BIGGAS job specifications.

You will be a self-motivated individual working to the highest of standards, who will wish to see a great natural links return to the respected level it once occupied.

Salary and conditions negotiable.
No accommodation available

Applications in writing including current c.v.
and salary expectations are invited by 31st January 2000 to;

Gary Stangoe, Managing Director, Spey Bay Hotel,
Spey Bay, Fochabers, Moray. IV32 7PJ

Golfclub Linz St. Florian, Austria

Require an

**Experienced First Assistant,
and Assistant Greenkeeper**

Golfclub Linz-St.Florian is a semi-private membersclub -

A member of "The Leading Golf Courses of Austria" situated near to Linz (between Salzburg and Vienna). The 25 year old parkland course fulfilled a 4 year development programme to rebuild all greens, set up lakes and a computerised irrigation system (Toro).

You must be self-motivated and able to work within a small team of qualified experienced Austrian and English Greenkeepers. You must have practical knowledge and experience on sand-based greens, modern machinery and computerised irrigation systems. Knowledge of the German language would be helpful.

This would be an excellent opportunity for any progressive greenkeeper to further their career.

The salary will be negotiable according to experience and qualification. Accommodation on course available, singles preferred.

Written applications with a full C.V., photographs and references to reach following address before January 20, 2000.

Traders Warenhandel
A- 4020 Linz
Wienerstrasse 95
Austria

Groundcare is growing

Europe's leading non-operated plant hire company and the UK's market leader has opportunities throughout the UK for the following:-

PROFIT CENTRE MANAGERS

Reporting to our Board of Directors, you will be responsible for developing this business through effective team management disciplines.

Much more than a conventional Manager, you will be an experienced leader and motivator seeking the chance to run your own show. Previous Grounds Maintenance or Horticulture related knowledge is essential. The reward package includes a high salary, personal profit share, car, pension and non-contributory private medical insurance and life assurance.

RENTAL MANAGERS

You will be providing our customers with a fast and efficient service. Able to work under pressure, you will need to be well organised, disciplined and able to exceed customer expectations every time. Previous experience in Grounds Maintenance/Horticulture would be desirable.

SALES PEOPLE

Already possessing a proven sales record in Grounds Maintenance/Horticultural equipment, you must have the drive and desire to maintain and develop our already successful business. We are looking for bright and enthusiastic individuals keen to develop within a rapidly growing organisation.

FITTERS

Servicing and maintaining various types of Grounds Maintenance and Horticultural hire equipment, you will already have experience of mechanics with a proven knowledge of both petrol and diesel engines, together with experience in the repair of grounds maintenance equipment. If you are reliable, flexible and keen to join a successful and expanding team, we would like to hear from you.

ALL POSITIONS offer a good salary and benefits package with excellent career prospects.

Please apply in writing with full C.V., clearly stating position applied for, to Chris Geddes, Market Manager.

A-PLANT GROUND CARE
6 The Parks, Newton Le
Willows, Merseyside, WA12
0JQ.

We welcome applicants regardless of gender or race.



**Sandy McDivot welcomes in the new Millennium
with a study of his crystal tea leaves.**

Future. happiness

An appropriate time I think for Old McDivot to gaze into his crystal ball, consult the stars and take a general butchers at the tea leaves. When it comes to prediction I can comfort myself with the fact that many of my fellow prophets have failed abysmally in recent times. Even the previously infallible Nostradamus seemed convinced that the end of the world would occur in July of last year. This would have been utterly catastrophic, as it would have meant the total and complete annihilation of Captain's Day. So assuming we are all still here and a quick glance outside has revealed no comet hurtling at us, then here is my attempt at prophesising what is to happen within this great industry of ours in the not too distant future.

Firstly let's look at the destiny of golf course design. An oft told story is that we are a few years behind our American cousins in this, as in so many other facets of life, and so with this somewhat depressing thought in mind, what are they up to across the pond?

Well it would appear that they are now spending astronomical sums of folding stuff on trying to achieve the natural look. So tufts of fescue are bunged in every conceivable nook and orifice, the odd bare patch is deemed classical and Mother Nature maintains bunker faces her self. It rather reminds me of one of Dolly Parton's old quotes when she said, "I have to spend a lot of money to look this cheap."

But maybe we have cause for celebration if we are to follow in their footsteps, for surly we only have to actually regress a few years in our own history to find that we were creating these highly sought after masterpieces ourselves at a tiny fraction of the cost. We used to call them Municipals. In fact there could be a whole new opening in the States for some of those dire old Head Greenkeepers we sometimes used to

produce back in the 60s who could take several hundred acres of pristine golfing turf and through a concerted lack of effort, a complete vacuum of any knowledge whatsoever on any subject especially turf management and aided only by the consumption of many thousands of bottles of whisky, transform it into the roughest bit of golf course you could find.

I also predict that one day in the future; teams of psychiatrists will solve two of the greatest mysteries known to man. Why is it only one woman golfer is allowed on to a tee at any one time. If you do not believe me, then watch them yourselves. It does not matter how far they have to walk; they will all wait patiently next to the tee while one of their number whacks it away. Only when she has driven does the next lady golfer make her painfully deliberate way onto the tee ready for her 50 yards of power thrust. This has been of great puzzlement to me over many years and to this day I have never found a satisfactory explanation.

Of equal mystification to me is the question as to why at all member's golf clubs throughout this country, there are deranged individuals who will insist on playing every day whatever the weather. Only recently I spotted two such pathetic creatures coming up the 9th hole in what could only be described as a violent storm. As they came off the green I felt a certain sympathy for them that was only tempered with the thought that at least they were near to the sanctuary of the clubhouse. This sympathy was however quickly replaced with feelings of utter incredulity as they walked straight onto the 10th tee and in monsoon rain and a hurricane strength winds the first of them attempted to hit a drive towards the flooded fairway. I was surprised that he managed a good 100 yards with his spasmodic convulsion of a golf swing but then it

was the club that was flying through the air and not the ball.

Irrigation systems my astronomical charts tell me will be a thing of the past in the golf course of the 21st century. Instead of computer controlled, satellite linked, two wire systems complete with dodgy decoders and permanently jammed valve in head pop-ups, we will have a system that will consist of a storage facility, a couple of man size pumps and a hydrant point at the back of each green. Irrigation of the turf will then be carried out by greenkeepers with hose pipes either late in the evening or early in the morning. You may believe me to have finally taken a permanent vacation from the land of sanity but I promise you, in most cases this method is a considerably more cost effective and efficient way of getting water to the areas that require it.

That is not to say I am some sort of degenerate old luddite suspicious of all advances in technology as I am a great supporter of those radio controlled hand sets that enable the modern greenkeeper to activate an irrigation station while at the furthest reaches of the golf course. I strongly recommend to all of you to get them in your budgets as soon as you can hoodwink the committee. It is not for their use in checking the system or in applying additional water when out mowing the greens in the morning, although these reasons could be the ones given to the committee when trying to persuade them to come up with the necessary readies for the purchase of these marvellous little inventions. No, the real benefit these hand sets have for today's greenkeeper is that you can inflict punishment on the members in the form of a cold water dousing at distances of anything up to a mile away.

I once had the greatest of pleasure in carrying out this specialised form of discipline to one of those spoilt

junior members who are about as likely to repair a pitch mark as they are to put their never ending supply of empty coke cans in the bins provided. What I did was wait until he was towards the end of his round of golf so as to destroy any chance of a good score he had going and then just as he walked onto the green let him have it with all five pop-ups. He then ran for cover at which point I put them down again only to repeat his soaking each time he ventured back onto the green. Then when he finally gave up I got him on the next tee. But the piece de la resistance was when he approached the following green. Early reconnaissance revealed the aim of the approach sprinklers still set in the ground and then and with perfect timing, just as he passed the carefully selected spot I was able to get him with the full 10 bars worth.

It is this sort of tireless work that can give us a real sense of achievement so critical if we are to carry out our jobs to the best of our abilities. Do not worry if the recipient of your efforts runs off complaining to the secretary, as we now have at our disposal the classic line "I knew that computer wasn't right since the millennium bug."

I also predict that the PC will take on an increasing significance within our industry, to the point where anyone wanting to aspire to the dizzy heights of Head Greenkeepership will have to be highly proficient in its use. It is not that we need them to create courses in great condition, it is just that failure to embrace them will result in a severe lowering of respect from the punters who pay our wages. Gone are the days when we could hand write the annual budget on an oil stained bit of A4. Computer generated spreadsheet format; complete with 3D bar charts is

what they have already come to expect.

The Internet will become increasingly influential in our jobs as both a product-purchasing tool and as a way of sharing information on the latest technological advances. Manufacturers and supply companies may view this to be a welcome addition to their selling armoury but they had better beware as we would then have the ability of not telling ten of our colleagues about shoddy service but 10,000.

As we become more expert in the use of the computer I do believe that we greenkeepers will more and more be offered the job of Golf Club Managers. This has already begun to happen as it becomes obvious to the powers that be that employing us for overall control makes a great deal of sense when it comes to streamlining the management.

We are already controlling our own finances and are rapidly learning the art of negotiation and communication, so it would appear utterly logical to put us in overall charge of the entire establishment. The Professional Golfers have aspired to this and with some success but there is a conflict of interest in employing them as they still have to spend most of their time giving lessons and selling equipment in the shop. Retraining of the Secretaries may also be an option but have you ever heard of one willing to learn everything there is to know about greenkeeping, including how to change the oil on a tractor or

clear out a drainage ditch. I think not. So I believe the door is well and truly open for anyone out there willing to go down this particular road.

Wishful thinking though it maybe I do hope that I will one day come to work and not be asked, "What's the weather going to do today?" by all and sundry. It's not that I mind being asked this, it's just that it seems to infer that as a somewhat simple person of the land I have a kind of sixth sense built into my meagre brain.

Then there is the line they come up with on a regular basis during the summer when we are attempting a little bit of drought stress on the greens in an effort to reduce the shallow rooting poa annua. "You'll lose them," they say. Admittedly it is usually heard when it looks like we have been mowing the greens with a flame thrower but it always conjures up thoughts of arriving at work one day only to find that due to our provident watering techniques all the greens have completely vanished, presumably along with greenside bunkers.

Health and safety within the workplace has quite rightly taken on a greater and greater significance in our jobs and I can see no sign of this trend changing. It started with COSHH assessments, and then risk assessments, and then workplace assessments. Somewhat surprisingly we have never been asked to perform an assessment on the most dangerous of all objects to be seen on a golf course, the golfers themselves.

Then there has been the equally important green movement. Once again we will be travelling much fur-

ther along this path in the next century. In fact if we take both the green movement and the health and safety trends to their logical conclusion we could end up with the organic golf course. Horse drawn gang mowers could in many cases replace those toxin producing tools of mass destruction that we use to cut the grass. All pesticides would be banned and all fertilisers could be based on the composted by-products of farmyard animals. I may have convinced you that I am now in the latter stages of senile dementia or you may believe my predictions with just a few minor adjustments are a genuine possibility. After all, we are already using organic fertilisers to a greater extent and we all know the less pesticides we use the greater the plant diversity we encourage. Certainly it would be quite a PR exercise for our industry.

This brings me back to my first point about following the lead from across the Atlantic. Maybe it is time we took the initiative and took golf into the next millennium ourselves. But before you all rush off and replace your mechanic with a vet, may I wish everyone who works in greenkeeping best wishes for the future and here's to a happy and prosperous next 1,000 years.

Sandy McDivot, Head Greenkeeper, Sludgecombe Pay and Play.



Feature listing from December '97

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

December '98: Toro Awards, Environment Awards, The Appliance of Science, Engines, Architects, BTME Preview

January '99: Pesticide Usage, Life in Colorado, Lyschott Heath GC, Worm Research, Stylo Matchmaker profile, Temporary Greens

February '99: Westerham GC; R&A questionnaire results; Finland; grass cutting; BTME99 Review; Bernhard and Co

March '99: Loch Lomond, Worm update, GrassRoots, Softspikes, Maintenance facilities, Environment review, Architecture

April '99: Carden Park, Telecommunications, Water Management, Rolawn, Seeds

May '99: Security, Bude and North Cornwall GC, Spraying Regulations, Jim Arthur, The Acid Theory, Amenity Technology profile

June '99: Thorpeness GC, Millennium Bug Busting, Irrigation, Scotts profile, Company adaptability

July '99: Carnoustie, Golf Course Furniture, Spike Research, Toro profile, BIGGA Silent Auction

August '99: Viscount Whitelaw tribute; Open review; Merrist Wood; Saltex preview; Turf; Trees; Grass Cutting; BIGGA Golf Day review; Redexim profile

September '99: Slaley Hall; Tyres; Spotlight on Thatch; Elmwood College Awards; National Championship preview

October '99: The Manor House, Castle Combe; Aeration; Saltex review; Mycorrhizas; Toro Award preview

November '99: Sir Michael Bonallack interview; The Pines GC; Oil; Bunkers; National Championship review

December '99: Agronomy; Security; Environment Competition Winner; Toro Award Winners



A wealth of experience



In November I visited Mentmore Golf & Country Club for the Midlands Region Seminar, which was the last for Peter Larter who is leaving his post as Midland Administrator, to manage a family business. Peter has been a very popular man who has worked hard for the Region and will be badly missed. The seminar was very good and well organised. My only problem was getting home after. I ran into train congestion, having to pass by Wembley at the same time as the Scots were trying to get there for the match with England.

The following week I attended the FEGGA Conference in Fuengirola, Spain, which started slowly but came to life on the second day with Jonathan Smith's presentation on the Ecology Charter for golf clubs in Scotland. This was followed by a report given by Joe Bedford, as a FEGGA observer, on the Committed to Green Conference held the week before at Valderrama. The report provoked a long discussion as FEGGA had been asked to endorse the Valderrama Declaration on Committed to Green. All 22 member Associations firmly rejected any endorsement on the following grounds.

1) There were no European Greenkeepers invited to take part in the programme despite the fact greenkeepers are the ones who will implement any such agreement.

2) The whole programme was American-dominated with many Superintendents taking part as if the same laws of the land apply here as in the States.

3) We were suspicious of the real motives of running Committed to Green.

Greenkeepers in the UK have a long history of concern and involvement in conservation on our courses and we don't need some jumped up do gooders telling us what to do. We have men like Bob Taylor, from the STRI, and Jonathan Smith, of the Scottish Golf Course Wildlife Trust, to give us all the guidance we need and within the appropriate laws.

This is my last column as your Chairman before handing over to Elliot at the AGM. It has been a wonderful experience for me, meeting and talking to so many members and friends on my trips around the country. But one occasion stands out for so many reasons, that was the opening of BIGGA HOUSE. It was my most nervous time for introducing His Royal Highness The Duke of York. It was also very fitting to have Viscount Whitelaw, our President for ten years, there for the last time and Sir Michael Bonallack, who we had already approached to take over when he was able to say a few words. It was a day we had waited for and we at last had somewhere to call home. The home of greenkeeping in the United Kingdom where we could all meet and our staff could work in pleasant surroundings.

There are so many other occasions that will live with me forever. The Thanksgiving Service for Viscount Whitelaw in London, the peace mission to Ireland to meet Iain, Joe and Tracy from the GCSAI with Elliot and Neil, which ended with both sides on very friendly terms, the keynote speech of Frank Dick OBE at the BTME 99. I had never seen so many greenkeepers transfixed for so long. There was the Hayter International Cup in Atlanta, and for

those who took part I am sure it will be remembered for a very long time.

It was great to meet our Canadian friends and cement the relationship between the two Associations. All these occasions were very moving experiences and I will always look back with pride and enjoyment on the many trips representing the Association.

I would like to thank you all for the way you welcomed me at events around the regions and for giving me the opportunity to be your Chairman. My grateful thanks to all our staff, they have worked hard to put greenkeepers where we are today and on a personal note, for all the help and support they have given me throughout my two years. Finally, to my wife Marion who has put up with all my travelling and for doing all my typing and office work.

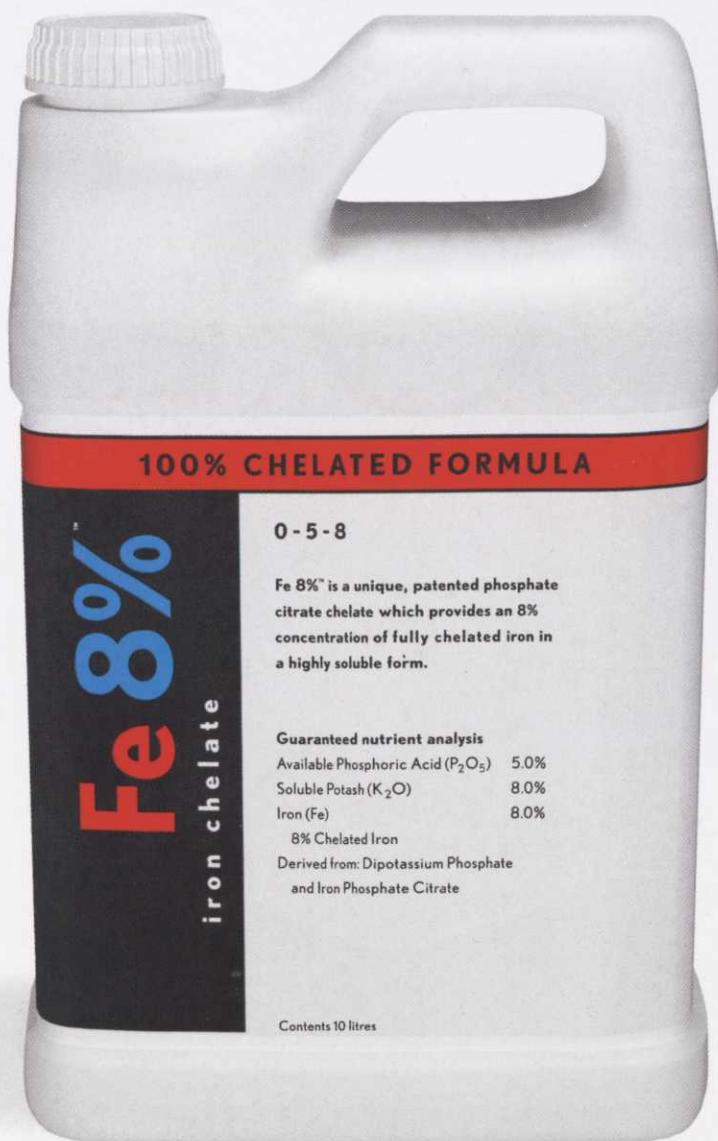
I have just been given the sad news that a dear friend, Harry Diamond, has passed away. Harry was a highly respected man, golfer and greenkeeper. He served on the National Board up to 1996 and sat on the Review Body, representing Scotland, which reformed the Constitution and Rules of BIGGA in 1995/96. There are many who will have known Harry longer than me, particularly in Scotland, and they don't need me to tell them of his qualities. He was larger than life and a good friend who will be missed by all who knew him. All our sympathy at this time must be with Jess, his wife and family for their sad loss.

It is a sad note on which to end my final column, but that was Harry, he always wanted the last word.

Gordon Child
BIGGA Chairman

Chelation

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