



THE MILNGAVIE GOLF CLUB HEAD GREENKEEPER (DESIGNATE)

Milngavie is predominantly a moorland course about 8 miles north west of Glasgow, measuring 5818 yards and is a par 68. Established in 1895 with the guidance of the Auchterlonie brothers it has around 700 members.

As our present Head Greenkeeper approaches retirement we wish to appoint his successor in good time to carry through the major improvement programme currently under way on the course. The Club is well supported with a range of modern equipment and machinery and a fully automatic irrigation system has recently been installed.

The successful candidate will need to display ability, enthusiasm and experience with qualifications to at least SQA Level 3 or equivalent. Good motivation and man management skills will be a priority along with a hands on approach. The post should offer the opportunity for continuous professional development. A package of salary and benefits is negotiable and a house may be available in due course if required.

Applications in writing with full C.V. and giving present salary level should be made to:

**Secretary and Treasurer, The Milngavie Golf Club,
Laighpark, Glasgow G62 8EP**



THE LUFFENHAM HEATH GOLF CLUB

Requires a

FIRST ASSISTANT GREENKEEPER

To commence 1st March 2001 or as soon as possible thereafter

Qualifications up to NVQ level 2/3 or equivalent required. Applicants should have a minimum 3 years experience in all aspects of greenkeeping and a thorough knowledge of machinery maintenance and automatic irrigation systems. The successful candidate will be required to take over all the duties of the Head Greenkeeper in his absence.

Salary negotiable according to experience/qualifications.

Apply in writing with CV to:

**John R Ingleby, Executive Secretary,
The Luffenham Heath Golf Club,
Ketton, Stamford, Lincs. PE9 3UU**

THE WILLIAMWOOD GOLF CLUB

Requires both a

DEPUTY TO THE COURSE MANAGER

This position requires an individual experienced in the use and maintenance of a wide range of machinery, together with the expertise to supervise, motivate and train junior members of staff.

QUALIFIED GREENKEEPER

Enthusiastic and hard working greenkeeper required to join a staff of six.

Applicants for both the above positions should possess or be working towards the appropriate qualifications.

In both instances the salary/wage will be negotiable.

All applicants should clearly state the position applied for:

Applications containing CV to:
**The Secretary, The Williamwood Golf Club,
690 Clarkston Road, Glasgow, G44 3YR
before 26th February 2001.**

Area Sales Manager

London and Home Counties

Circa £24,000 p.a.

The Scotts Company (UK) Ltd is the world's largest supplier of horticultural products to the consumer and professional horticulture, turf and amenity markets. The UK headquarters of the Professional Business Group is in Bramford, Ipswich and the UK PBG turnover last year was in the region of £20m.

We are seeking an Area Sales Manager to take responsibility for the Turf and Amenity business in London and the Home Counties, to maximise the sales effort for acceptance and growth of Scotts' products.

The responsibilities of the role include managing all accounts and prospects in the area in order to achieve increased market share, strengthening relationships and the understanding of customers' requirements in order to achieve or improve upon agreed sales quotas. The successful candidate will have the ability to develop sales promotions and present to groups of end users and distributors, as well as representing the Company at trade shows, exhibitions, etc. in order to strengthen the Company's offering.

Previous relevant sales experience is needed, along with the self-motivation and initiative required by field-based personnel. The ideal candidate will have an industry-recognised qualification e.g. BASIS, or other evidence of technical understanding of the chemical nature and related issues of the product range.

As well as basic salary and sales bonus, we offer a company car, an occupational pension scheme, subsidised medical insurance and 26 days' paid leave.

To apply, please send your CV and covering letter to Carol Terry, Human Resources Manager, The Scotts Company (UK) Ltd, Salisbury House, Weyside Park, Catteshall Lane, Godalming, Surrey GU7 1XE.

Closing date for applications is 9 March 2001.

*We are committed to equal opportunities
for all and are a no smoking company.*



DELAPRE GOLF COMPLEX NORTHAMPTON

Requires a

HEAD GREENKEEPER

Facilities include:

27 holes main golf
2 Par 3 courses
Pitch & Putt course
Putting greens
Driving range

Applicants should have appropriate qualifications inclusive of spraying certificates. Enthusiasm, motivation and good communication skills essential to lead the team which includes a full time mechanic. Please apply by either writing, faxing or emailing with full CV to:

**Mr J Corby, Director of Golf, Delapre Golf Complex,
Eagle Drive, Nene Valley Way, NORTHAMPTON NN4 7DU**

Telephone: (01604) 763957 Fax: (01604) 706378

Email: ruth@delapre.northampton.gov.uk

Interviews to be held early March 2001



EAST SUSSEX

NATIONAL GOLF CLUB

The club, which has exciting plans for future development, is currently seeking highly motivated, forward thinking professionals to join its golf course maintenance team in the following positions.

HEAD MECHANIC

We are seeking a mature, experienced and qualified person to take on this prominent role in developing the Course Maintenance Team. Working alongside the Course Superintendent to promote a professional attitude to machinery management, this position will entail maintaining our large fleet of maintenance machinery to the highest standards.

The work involved is both varied and physically demanding and applicants should be hardworking, energetic and able to work on their own initiative. The position is a key one within a large team, and the successful candidate will be responsible for training the assistant mechanic on an ongoing basis.

ASSISTANT GREENKEEPERS

The ideal applicants will have 2/3 years experience and be qualified to NVQ Level 2 or equivalent. These permanent positions would suit ambitious team orientated Greenkeepers wishing to further their careers.

If you are interested in either of the above positions, please write with CV to:

Mike Wattam, Course Manager.
Little Horsted, Uckfield, East Sussex TN22 5ES

ONLINE recruitment



The latest
job vacancies
FROM THE FINETURF INDUSTRY ARE AT
www.bigga.org.uk

QUADRON RUSHMOOR LTD

Currently manage Southwood Golf Course an 18 hole, Par 69, parkland course, owned by Rushmoor Borough Council, located in Farnborough, Hampshire.

Applications are invited for the positions of

DEPUTY HEAD GREENKEEPER

Experienced and qualified to NVQ/City & Guilds Level 3 or equivalent plus, PA1, PA2 and PA6. The successful applicant will have the ability to manage the course in the absence of the Head Greenkeeper. A basic knowledge of machinery and irrigation systems maintenance would be an advantage.

FIRST ASSISTANT GREENKEEPER

Experienced and qualified to NVQ/City & Guilds level 2 or equivalent. PA1, PA2 and PA6 would be an advantage, as would a basic knowledge of machinery and irrigation systems maintenance.

Please apply in writing with a full C.V. including details of current terms and conditions to:

Clive Ivil, Area Manager, Quadron Rushmoor Ltd,
Guildford Road, Farnham, Surrey, GU9 9PZ.

Closing date: 9th March 2001

SHANKLIN SANDOWN GOLF CLUB

REQUIRES A

QUALIFIED ASSISTANT GREENKEEPER

2 YEARS MINIMUM EXPERIENCE AND
QUALIFICATIONS TO NVQ LEVEL 2 REQUIRED.

SALARY WILL BE NEGOTIABLE ACCORDING TO
EXPERIENCE AND QUALIFICATIONS.

PLEASE APPLY IN WRITING WITH FULL CV TO:

**THE MANAGER, SHANKLIN SANDOWN GOLF CLUB,
THE FAIRWAY, LAKE, SANDOWN, ISLE OF WIGHT. PO36 9PR.**



Sales Representative

North West London, South Buckinghamshire, Oxfordshire, Berkshire for this expanding division to promote sales of our unique products to the amenity and landscaping markets.

Reply with C.V. to:

Managing Director, Turf Management Systems, Dromenagh Farm, Sevenhills Road, Iver Heath, Buckinghamshire, SL0 0PA
Tel: 01895 834411 Fax: 01895 834892

ASPLEY GUISE & WOBURN SANDS GOLF CLUB LTD

require an

ASSISTANT GREENKEEPER

Should be qualified to NVQ Level 2.
Please apply in writing with CV to:-

The Secretary/Manager, Aspley Guise & Woburn Sands Golf Club Ltd,
West Hill, Aspley Guise, Milton Keynes MK17 8DX

National Contracting Company requires

SKILLED PLANT OPERATORS, TRACTOR DRIVERS & LABOURERS

To work on its land drainage, irrigation and golf course construction contracts throughout the UK.

The positions involve working long hours and staying away from home (accommodation provided).

Full clean driving license essential. Good rates of pay for these permanent positions.

Please apply in writing giving details of experience and any relevant qualifications to:

Nigel Wyatt, Contracts Director, M J ABBOTT LTD,
Bratch Lane, Dinton, Salisbury, Wiltshire SP3 5EB.

Tacit - Van Sales

TACIT the largest, and most innovative manufacturer of Golf Course Equipment in the UK are seeking a Turfcare professional to expand their Van Sales Team in the Midlands Area. Applications are invited from candidates with good experience in an amenity sales role and be willing to learn about new products and technical ideas. Candidates with good greenkeeping experience and a willingness to progress in a sales environment will also be considered. Tacit has a range of exclusive products which offer real benefits to its customers and are fun to sell.

An excellent salary is available together with the opportunity to develop your career in a friendly, growing and forward looking company.

Please write, enclosing CV to:

Tim Webb, TACIT, 57 Moat Farm Drive,
Hillmorton, Rugby, CV21 4HQ



GUILDFORD GOLF CLUB

ESTABLISHED 1886

Is seeking to appoint a

HEAD GREENKEEPER

Guildford Golf Club, the oldest in Surrey, is situated on Merrow Downs and equipped with modern machinery and a purpose built greenkeepers facility.

The successful applicant will be responsible for all aspects of course preparation and presentation and is likely to meet the following criteria:

- Fully qualified with proven practical experience, including the use of turf machinery and automatic irrigation systems.
- Proven track record as a Head Greenkeeper. Knowledge of Downland courses advantageous.
- Able to lead and motivate an enthusiastic, well-qualified greenkeeping team.
- Ability to manage resources, including the organisation of work programmes, budgetary control and the maintenance of safe working practices.

Written applications in strictest confidence with full CV to:

Mr B J Green, Secretary, Guildford Golf Club,
High Path Road, Merrow, Guildford, Surrey GU1 2HL



ABRIDGE GOLF & COUNTRY CLUB

Require an

ASSISTANT GREENKEEPER

For their mature 18 hole parkland course

Applicants should have a minimum of two years experience and have NVQ Level 2 or equivalent. Spraying Certificates an advantage.
Salary above BIGGA pay scale.

Apply with full CV to

The Manager, Abridge Golf & Country Club,
Epping Lane, Stapleford Tawney, Essex, RM4 1ST

Regular readers of these pages will know that I have always had a deep interest in the managerial aspect of golf club life. Warped though I may be, I like nothing better than to pick over the bones of a golf clubs financial capitulation ...

Trash equals cash

Recently I have been spoilt for choice in the pursuit of this recreation. Many within my locality are being found in the pages of the Internet under the heading of "For Sale". It is tragic when you think about it. They all had such high aspirations and they all cost such vast sums to build and develop and yet they all found themselves on that slippery slope that leads to total demise. One could begin to believe that financial return on an investment in a golf club is extremely hard to come by. Golf club profit it appears, has a great deal in common with the fifth gear on a certain nameless turf truck that we use; you know it's there, but actually finding it is quite a different matter. I would dearly love to possess my very own golf club, but what with the going rate for a fairly standard 18-holer being about £1.5 million, I find myself with a short fall of a little over £1.5 million. I therefore have to accept the fact that my ideas on what ensures the success of a golf club will remain just fanciful theory.

Quite recently a club in my area came up for sale following the bank's repossession. As this golf club had obviously gone awry, I felt a deep compulsion to attempt a diagnosis of the cause of its failure and so quickly rang up the estate agent concerned. Having received and studied the sales blurb in some detail, I came up with the conclusion that it had basically suffered from chronic and terminal mismanagement from day one. Principally the owner had built what he had envisaged to be an exclusive members' club in what was essentially a depressed ex-mining area. The local community had neither the inclination nor the resources to join such a club and the few that did rarely spent their money in the palatial

clubhouse. On top of that, green fees were set at a level to deter any outsider from venturing on to the far too challenging course and if they did, the welcome left them with little incentive to return. They even got the naming wrong. A short par three course that was part of the complex was named "The Executive Course", a name that instantly gave the impression of an elitism, that visiting mortals were not worthy of. When the owner in a final act of sheer desperation sold off a few life memberships for a couple of grand each, the writing was on the wall. Few took up his offer because of the imminent doom that lay ahead and it was not long after that the banks decided foreclosure was the best policy. Sad though it may be, I have little sympathy for the proprietor, a golf professional who should have known better. He had the opportunity and he blew it big time, not only for himself but for many others as well.

"Well if you're so clever, let's hear how you would do it?" I hear you say. Well thank you very much for your kind offer, I think I will.

Firstly, I would put all feelings of grandeur and vanity firmly to one side. This is in my opinion, the number one mistake that so many golfing entrepreneurs make and they appear to make it time and time again. Why they always have to produce a golf club that is going to be the next Augusta National, I will never know. Lakes, fountains, waterfalls, assorted randomly distributed rockeries, half acre bunkers, buggy paths and contoured fairways that are cut daily by a mower designed for greens. The expense is astronomical and the downfall inevitable, unless backed up by a never-ending supply of cash and a hotel complex to boot.

So making the assumption that

quality equals failure, let us engage in some lateral thought and taking the theory a logical step further, pronounce that lack of quality equals success. An unusual concept I think you will agree but one that I believe can make a great deal of economic sense. Let us further examine the philosophy by way of an example.

There is not far from me a local golf course that is quite frankly appalling. To call it shoddy would be to heap praise upon it. It was built by a farmer who did not play golf and who was like many of his brethren, struggling to the point of near bankruptcy. He got planning permission and cut out a few greens, tees and fairways on what was forty acres of rough pasture. A few trees were planted and a couple of sandpits called bunkers were lobbed in for good measure. The land was flat and featureless and the only strategic elements on this course were an abundance of electricity pylons, which the punters call metal trees. The playing areas are maintained by the farmer himself on an ad hoc basis that appears to be more related to when his wife decides to kick him out of the house rather than the growth requirements of the weeds, or grass as he likes to call it. There is no doubt whatsoever, the course condition is utterly abysmal and at times the place can be seriously dangerous, what with all the errant golf balls and occasional club thrown in wrath. I would not play this course if you paid me but there are many who are more than willing to queue up for the privilege. In fact they love nothing better than to pay just five pounds to hack about on his excuse of a course for a couple of hours. Being nine holes, even the worst family five ball complete with matching shell suits can go from the regional car boot sale,

get round this assault course in two hours or less, a quick refreshment in the semi-derelict wooden shed that is called a clubhouse and they are back home in time for "Blind Date". None of your five hours of torture here, in fact our farming friend can get 50,000 punters round his little gold mine each year without once resorting to advertising. If I were to give him some advice it would be to vary his routes to the bank and try not to laugh too much while doing so. This man using the principal that nothing is too bad for his clientele is making a mint.

I would estimate the total cost of maintaining his enterprise at £50,000 per annum which means he is stashing away about £200,000 profit a year. I'd say that even after the taxman has removed his share, that figure equates to at least a 100% return on his initial investment, which makes the so-called experts look a little stupid.

But I admit the market is somewhat limited for this type of golf. If there already exists a course of such unmitigated lack of distinction in a town, there is little point in building another. It has to be said that eventually the yob culture that inhabit such establishments, like to elevate their status and sample the full-length eighteen-hole variety. So what can we do within this particular market? Well, one of the recurring mistakes that is made by the

golf developer, is to make the course way too difficult. The course then suffers from the once only syndrome. The visitors make a single attempt at playing it and when having been well and truly humiliated by the experience and/or run out of golf balls, they never return. So if I may again use the opposite hypothesis, how about a course that is made to flatter, a course so easy that even the most inept weekend duffer can legitimately claim to produce similar scores to that of Tiger. We are talking huge fairways, monster flat greens, bunkers that are miles out of play and all holes at the minimum length. I would modify the hole cutter to double the size and introduce a local rule that allows a free drop from anything you don't much like the look of I also notice that if you are playing a par four of say 420 odd yards in length, by some strange anomaly of the rules of golf, it miraculously becomes a par five if you happen to be female. Based on this principal, I would bring in a series of local rules whereby an addition of one will be made to the courses par for the sufferance of each of the following:- possession of a hangover, possession of a mortgage, after affects of a dodgy curry, low blood sugar levels, low blood alcohol levels etc etc. By this means one could legitimately raise the par

of the course for an average human being to about ninety-five. Who knows, such a place could prove to be highly popular, a venue where the local community queue up to get in a few sub-par masterpieces with which to comatise their mates with in minute detail down the pub.

But there will always be a ready market for the traditional golf course. So how would I develop such a place? Simple, I would scale up the previously mentioned rough and ready forty acres to around two hundred or so. I know you only require a hundred acres for a golf course but in my opinion there is nothing worse than one of those courses that has been shoehorned into a totally inadequate space. You are then left with a course where one of my usual tee shots that starts left with violent hook, simply ends up on an adjacent fairway. My partners that is a mere fifteen yards off the chosen line on the other hand, ends up behind the compulsory row of poplars, planted by some far off Captain in a desperate attempt to create fairway definition. Such courses are extremely boring, totally unfair and positively dangerous.

Given two hundred or more acres and a course can be given instant appeal. There is space, there is wildlife, there is strategy, and there is seclusion all built in. The course itself would be created largely by

Mother Nature, save for the odd levelled out area for greens and tees and no more than a dozen tactically placed bunkers. I would not have any of your prohibitively expensive USGA specification stuff here and as for irrigation, just give me a mains system with a few hose pipe connections at the back of the greens. One hundred grand and you could have the whole lot built and ready for opening day. Maintenance would be in line with some of those marvellous common land courses which we still have in this land of ours i.e. a greenkeeping complement of about two people with a total budget of around 50K. Ten pounds a round, fifteen at weekends and say thirty thousand pay and play customers a year and you would have a very healthy profit margin indeed. I will stick my neck out and proclaim with confidence that it would work.

So if the R&A would like to invest some of their hard earned millions in one of the above concepts, then I would be delighted to help in the creation of cheap, quality golf for the masses. Just trust me and give me the money. I could even promise not to call my course The McDivot Country Club.

Sandy McDivot, Head Greenkeeper, Sludgcombe Pay and Play



Feature listing from February '99

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 Bonalack interview; The Pines GC; Oil; Bunkers; National Championship review

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

January 2000; Greens Construction; Awkward Jobs; Sandy McDivot; Agronomy; Toro Award review

February 2000; BTME2000 review; Committed to Green interview; Rookery Park GC; Engines; Chairman's profile; Environmental Management

March 2000; Cleobury Mortimer GC; Course Furniture; R&A Conference Report; Cutting heights; Avoncrop profile; Valderrama report; Westurf preview

April 2000; Fortrose & Rosemarkie GC; Utility Vehicles; Irrigation; Seed breeding; Gem Professional profile.

May 2000; Ross-on-Wye GC; Top Dressing; Course Mapping; Compact Tractors

June 2000; National Championship preview; Spraying; World Education Conference review; Environmental Management; Mowers

July 2000; Open Championship Preview; Dougal Duguid Court Case Report; Pest Control; Aventis profile; Course Conditioning

August 2000; Open Championship review; Water Features; Saltex preview; Charcoal; Malone GC; Royal County Down; Grand Tour Scholarship

September 2000; Blowers and Sweepers; Berkshire College Academy; National Championship roundup; Gordon McKillop interview; Winter health checks

October 2000; Toro Awards Preview; Ronald Fream; Irrigation; Saltex Review; Pest Control; Woburn GC

November 2000; Grass Cutting Machinery; Clandeboye GC; Drainage; National Championship review; Leatherjacket management

December 2000; Toro Awards; Making the most of your Dealer; Budget Boosters; BTME2001 preview; BIGGA/Bernhards CGSA delegation preview

January 2001; Communication; Tyres; Turf diseases; Kingsbarns Golf Links; Environment Competition Winner - Dyke GC; Talking Heads - Pest Control



A fresh start



It was a huge honour and privilege to take on the Chairmanship of our Association at this year's AGM held during Harrogate. I am under no illusion about the work I have ahead of me as BIGGA made great strides under Elliott Small's Chairmanship and I want that to continue. We all owe Elliott a great debt of gratitude for what he has achieved over the last 12 months and I hope that I can come close to doing as fine a job as he did.

The AGM was also a sad occasion because it saw Gordon Child stepping down from the Board after many years of over-and-above-the-call-of-duty work for the Association. As well as his two year period as Chairman, he spent a number of years on the Board and several years before that as South West and South Wales

Regional Administrator.

It would be remiss of me not to make mention of Edna Small and Marion Child, both of whom were the other half of the Edna and Elliott and Marion and Gordon Regional Administrator Double Acts, who each continued to provide such support when Elliott and Gordon were Chairmen.

Fortunately we are not losing Gordon totally as he will remain as BIGGA's representative on the GTC.

Well, what a great week. Record attendances, and, from what people have told me, the best week ever for a great many visitors and exhibitors. It should help us to forget about the awful weather and springboard us into the new, and hopefully better, season.

I was particularly pleased to see how

well attended the Conference, Workshops and Seminar sessions were. It was interesting to see so many people from all corners of the globe talking greenkeeping and also interesting that so many problems are common to us all.

As we all know education is the bedrock of the Association and the fact that so many people took advantage of the superb opportunities available to them augers well for the future of the profession. On that very point it was interesting to listen to Dr Paul Rieke, of Michigan State University, who said he had 40 years in the industry and was still learning.

That I have been able to take on the role of Chairman owes much to the support of my family and Walton Heath Golf Club. Any doubts I may have harboured were swept away thanks to the number of people who came up during the week and wished me well. It has certainly given me the confidence to tackle the year ahead.

As I have said I'm particularly looking forward to meeting so many of you over the course of the next 12 months but please feel free to pop into Walton Heath if you're passing. I'd be delighted to see you.

Speaking of the golf course despite the wet weather and frost, we have got well into our tree and scrub clearance work which is ongoing work to keep the heathland open. I hope you have achieved what you set out to do with your winter programmes.

Before I go, those of you who saw Richard Noble's Keynote speech will, no doubt, have been moved by his inspirational words and the video clips which had us holding onto our seats, but I was interested in his final comments about the project which brought about the speed of sound breaking land speed record.

"It was all down to teamwork."

Well worth remembering.

Clive Osgood
Chairman

MEMBERSHIP REQUEST CARD



If you are employed as a greenkeeper, at college studying greenkeeping, or involved in any way with the fine turf industry, then BIGGA membership could benefit you. To find out more about membership, fill in this card and send it to us today.

Yes, I'm interested in joining BIGGA. Please send me details of:

- Greenkeeper Membership
 Subscription includes magazine
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- Corporate Membership
 Subscription includes 4 magazines
- Student Membership
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2



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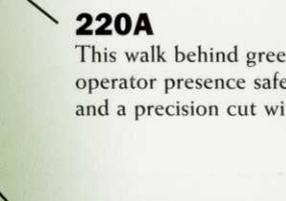
Nothing looks better than a course that's completely green.

On a growing number of courses, the choice of colour in golf and turf equipment is John Deere green. Here's why:



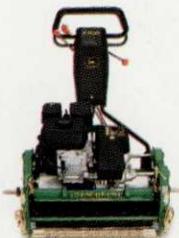
2500

This new triplex greens mower has a quality of cut that is second to none. Diesel models feature 13.4kW (18 hp) engines and John Deere cutting units.



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A unique combination of toughness and quietness makes this Gator perfect for the golf course. Foot pedal start works just like a golf cart.



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