

# Recruitment

## CANFORD MAGNA GOLF CLUB

Requires a

### ASSISTANT GREENKEEPER / TRACTOR DRIVER

This is a full time position operating a set of hydraulic gangs through the cutting season. Qualifications would be preferred but not essential. The suitable applicant will be an important link in a professional set up.

General greenkeeping duties will also be part of the position.

Salary negotiable.

Apply in writing by the 30th April 04.

Mr B Green, Course Manager, Canford Magna Golf Club,  
Knighton Lane, Wimborne, Dorset BH21 3AS

## CARSWELL GOLF CLUB

Requires a

### FULLY QUALIFIED AND SKILLED MEMBER OF GREENS STAFF

For their 18 hole golf course.

You must have NVQ level 2 and a spraying certificate.

You will be required to work as part of a team.

Salary subject to experience.

Please apply in writing with CV to:

G Lisi, Carswell Golf Club, Carswell, Faringdon, Oxon SN7 8PU

## DRYSPELL IRRIGATION SOLUTIONS LTD

Require an

### IRRIGATION ENGINEER

We are looking for an experienced, self motivated, Golf Irrigation Engineer to join our established, expanding company. Experience of working with Toro and Rainbird controllers will be an advantage.

Applications in writing with full CV to:

Mr Bernard Powls, Dryspell Irrigation Solutions Ltd,  
15 Sidlands Road, Stratford upon Avon, Warks CV37 9DS

## GOLF CLUB LINZ - ST. FLORIAN

A member of the "Leading Golf Courses of Austria Association"

Require a

### 1st ASSISTANT GREENKEEPER

The ideal candidate will be a highly motivated and ambitious team member with a desire in bringing the club forward.

They should also have a minimum of 5yrs experience in Greenkeeping and a knowledge of automatic irrigation systems.

Accommodation is available.

Written applications with full CV and an indication of salary expectations should be sent to:

GC Linz-St. Florian, Tillysburg 28, 4490 St. Florian, Austria

## GLEN GOLF CLUB, NORTH BERWICK

Require a

### COURSE MANAGER

Following the promotion of David Coull, we require an experienced and qualified person to become the working Course Manager of this popular seaside course. Reporting to the Club Secretary and in close liaison with the Green Convenor, this demanding role includes responsibility for the leading and motivation of staff, maintenance of modern machinery, compliance with Health & Safety legislation and working within an agreed departmental budget.

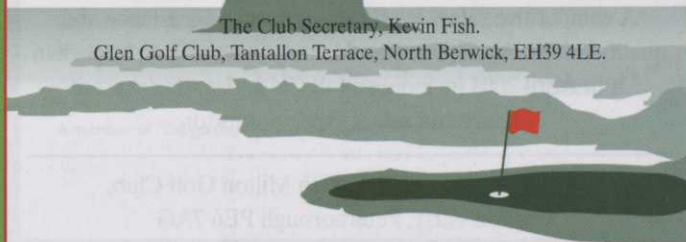
The course is one of the most popular in the region of East Lothian, and is currently undergoing a long term development plan, unanimously approved by the Members of the Club. Applicants are encouraged to view the course on [www.Glengolfclub.co.uk](http://www.Glengolfclub.co.uk)

Accommodation is not provided.

CLOSING DATE 26 APRIL 2004.

Applications including current salary should be made in writing, marked "Private & Confidential" to:

The Club Secretary, Kevin Fish.  
Glen Golf Club, Tantallon Terrace, North Berwick, EH39 4LE.



Applications are invited for the position of

### COURSE MANAGER / HEAD GREENKEEPER

This 18-hole parkland course is located in the West of Ireland at the gateway to Connemara and close to Galway City. It is a strong members club but with a tourist dimension.

In conjunction with our agronomists this recently remodelled course built to USGA Green Recommendations requires a strong candidate to lead the course forward.

The successful candidate must possess the following qualifications and attributes:

- A proven track record with a minimum of 10 years experience with at least three years as a Head Greenkeeper
- Enthusiasm and strong organisational/supervisory/communication skills
- Budgetary control techniques
- A sound knowledge of turfgrass management fundamentals with experience of managing creeping bent greens a bonus but not essential
- Recognised greenkeeping/agronomy qualification to supervisory level with PA2 and PA6 spraying certificates
- Computer literacy
- Be aware of current health and safety requirements

Salary is negotiable based on experience

Closing date for application is the 23rd April 2004.

Written applications including CV should be sent to:

Mr. Séamus Mitchell, Honorary Secretary, Oughterard Golf Club,  
Oughterard, County Galway, Ireland

# Recruitment

## PETERBOROUGH MILTON GOLF CLUB

James Braid designed, Peterborough Milton is a fine, well established parkland course constructed in 1937.

Required:

### A COURSE MANAGER

To lead an experienced and dedicated team of 5 Greenkeepers in the daily upkeep and development of this fine course.

The successful candidate will preferably have:

- Ten years experience in Greenkeeping
- Experienced in all aspects of Course Management
- A thorough knowledge of the latest course equipment
- Experience in tee, green and bunker construction
- Experience in budgetary and management controls
- Excellent man management and leadership skills

A competitive salary is offered subject to experience and qualifications. Applicants should apply in writing no later than 30th April 2004 including a full CV and stating present salary and salary expectations to:-

The Secretary, Peterborough Milton Golf Club,  
Milton Ferry, Peterborough PE6 7AG



## WESTON-SUPER-MARE GOLF CLUB

Is looking to expand its Greenkeeping workforce, therefore an opportunity has arisen for an

### ASSISTANT GREENKEEPER

Established in 1892, this private 18 hole links course prides itself on all year round quality golf.

Applicants should be articulate, self-motivated and willing to work as part of our young, forward thinking team.

Preferably applicants should be qualified to Turf Management NVQ level 2 and hold PA1, PA2 and PA6 certificates.

Closing date for applications is: Friday 30 April.

Please apply in writing, with CV to:

SIMON CRESSER, THE HEAD GREENKEEPER,  
WESTON-SUPER-MARE GOLF CLUB, UPHILL ROAD NORTH,  
WESTON-SUPER-MARE, SOMERSET, BS23 4NQ.

## KENILWORTH GOLF CLUB

Require

### 2 ASSISTANT GREENKEEPERS

to join an energetic and Professional team.

Applicants should be qualified to NVQ Level 2 with PA1, PA2 & PA6 an added advantage.

Salary negotiable.

Apply in writing enclosing CV to:-

Keith Weston, Head Greenkeeper,  
Kenilworth Golf Club, Crewe Lane, Kenilworth CV8 2EA

## MAIDENHEAD GOLF CLUB

Applications are invited for an

### EXPERIENCED ASSISTANT GREENKEEPER

We are looking for an experienced, reliable and hard working greenkeeper to join our team.

You should be qualified to NVQ Level 2, hold PA1, 2 & 6 spraying certificates and have 2/3 years experience in Greenkeeping.

Mechanical knowledge and an interest in golf would be an advantage.

Salary will be dependent on qualifications and experience.

Closing date for applications is the 23rd April 2004.

Applications in writing with full CV to:

Chris Mitchell, Course Manager, Maidenhead Golf Club,  
Shoppenhangers Road, Maidenhead, Berks SL6 2PZ

## MID YORKSHIRE GOLF CLUB

Est 1993

This busy 18 hole par 72 golf course and driving range complex requires a

### DEPUTY HEAD GREENKEEPER

A highly enthusiastic and motivated Deputy Head Greenkeeper to join our team in a challenging role.

You are already qualified or working towards NVQ Level 3 with PA1, 2 and 6 and knowledge of Health and Safety matters. A good team player who can assist the Head Greenkeeper in taking the golf course forward and also deputise for him in his absence.

Applications should be made in writing to:

Linda Darwood, General Manager, Mid Yorkshire Golf Club,  
Havercroft Lane, Darrington, Pontefract, West Yorkshire WF8 3BP  
Or email: linda\_midyorksge@btconnect.com

## ORKNEY SEAWEED COMPANY LTD

Require

### AGENTS / DISTRIBUTORS

Agents / Distributors required to sell unique and unrivalled range of Liquid Seaweed Products to the Golf, Sportsfield, Local Authority and Grower markets in England, Wales and Ireland.

We are looking for Sales Professionals with a successful track record in amenity sales, an in-depth knowledge of plant nutrition and the ability to understand and sell a concept.

For further details apply to:

David Morrison, Sales Manager, 29 Mar Place, Sauchie, Alloa, Scotland FK10 3EA  
Tel: 01259 215535 Mobile: 077 3677 3171 Email: davidmorrisonosw@virgin.net

# Recruitment

## STAPLEFORD PARK GOLF CLUB

### DEPUTY HEAD GREENKEEPER

This is an opportunity for a committed, enthusiastic and motivated greenkeeper to join our existing team.

Preferably qualified to NVQ3 or equivalent with PA1, 2 and 6 spraying certificates and construction experience. It would also be an advantage if you have some machinery and irrigation knowledge.

Salary negotiable depending on qualifications and experience. Written applications with full CV and current remuneration to:-

Yves Wencker, General Manager, Stapleford Park Golf Club, Stapleford, Nr Melton Mowbray, Leicestershire LE14 2EF

### GREENKEEPERS x2 (full time)

The Warwickshire Club, Warwick  
The Club at Mapledurham, Reading, Berkshire

We are looking for two qualified & experienced Greenkeepers. Would suit someone who enjoys working in the outdoors environment and who has a keen interest to progress within this industry.

As a Clubhaus employee, in addition to salary, we offer an excellent range of staff benefits, including pension scheme, increasing holiday entitlements depending on length of service, complimentary use of facilities across the Group and discount on retail goods.

**To apply** please post current CV (clearly stating which position you are applying for) to Nicola Bouwes, Clubhaus PLC, Bath Road, Knowl Hill, Reading, Berkshire RG10 9AL or email: n.bouwes@clubhaus.com.

## WYCOMBE HEIGHTS GOLF CENTRE

Requires a

### DEPUTY HEAD GREENKEEPER

A successful candidate will preferably be qualified to NVQ level 3 / HND with PA, 1, 2, and 6 spraying certificates. Good knowledge of Health and Safety as well as machinery maintenance would be of an advantage

WHGC is a 36 hole golf property within the Burhill Estates Ltd company. Burhill offer training and development within their company with excellent opportunity for progression.

Salary is negotiable based on qualifications and experience. Application in writing, to be sent via post or email accompanied by a full CV, to Mr R Surgey.

Wycombe Heights Golf Centre, Rayners Avenue, Loudwater, High Wycombe, Bucks, HP10 9SZ Tel 01494 816686 Fax 01494 816728  
Email info@wycombeheightsgc.co.uk

# Greenkeeper

INTERNATIONAL

## FOR ALL YOUR RECRUITMENT NEEDS!

Call the Sales Team NOW on:  
01347 833800 or email: sales@bigga.co.uk

WE CAN HELP YOU FILL THE FOLLOWING VACANCIES:  
Course Manager • Head Greenkeeper • Deputy Head Greenkeeper  
Assistant Greenkeeper • Sales Representatives and Sales Managers  
Engineers, Technicians and Mechanics



'One of the finest new golf courses in Europe'

(The Times)

Just one of the many plaudits for our course, designed by Kyle Philips to USPGA specification. With state-of-the-art equipment, modern construction, A4 Creeping Bent and Troon affiliation, it is little wonder the results are so breathtaking.

As part of a large team, you will enjoy great training and subsidised travel. All within 10 minutes of Watford Junction.

### First Assistant Greenkeeper

As an experienced Head Greenkeeper or Deputy Head Greenkeeper, you will be key to the management of this superb course and its surrounding meadows and woodland. High quality accommodation will be available.

### Seasonal Greenkeepers & Gardeners

We also need experienced individuals to work from April through to October.

Call Louisa Murphy on 01923 296007 or email  
louisa.murphy@thegrove.co.uk

Alternatively visit [www.thegrove.co.uk](http://www.thegrove.co.uk)

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THE GROVE 

## WALSALL GOLF CLUB

Applications are invited for the position of

### COURSE MANAGER

Established in 1907, Walsall Golf Club is situated on the Walsall ring road, less than 5 minutes from either Junction 7 or 9 on the M6 motorway. The course was designed by Dr. Alistair MacKenzie who also designed Augusta National, Royal Melbourne, Lahinch & Moortown. The tree lined course is one of the Midlands leading Golf Courses.

The successful applicant should (to replace a Course Manager of 23 years standing who is leaving to live overseas) be hard working, self motivated and have excellent supervisory skills to lead an existing team of 6 greenkeepers. He should be capable of continuing an excellent relationship with the Hon. Secretary, Members of the Club Committee, Club Members and the Professional.

The successful applicant should ideally possess:

1. NVQ qualification to level 3 (or equivalent).
2. Experience at Manager or Deputy course manager level.
3. Minimum of 7 years Greenkeeping experience with at least 2 years in a senior position i.e. Deputy Course Manager.
4. A proven ability to prepare and work within an approved Annual Budget.

The position offers an attractive salary with additional benefits, depending on qualifications and experience.

Please apply in writing no later than 30 April 2004 including a full CV. (Applications will be treated with absolute confidence).

Please state present salary and salary expectations. Apply to:

The Honorary Secretary, Walsall Golf Club, Broadway, Walsall WS1 3EY

## Feature listing from April 2002

**April 2002;** Heyrose GC profile; Bernhard's Scholarship; De-stress your greens; COSHH assessments; Rootzones and topdressing; Maintenance facilities; Essay competition

**May 2002;** BIGGA Report; Nematodes; Caldly GC profile; Multi-tasking machinery; Bunker Sand; Essay competition; Fijian GC profile; BIGGA Minimum qualification

**June 2002;** Finding Fungi; Greetham Valley GC profile; Tyres; Calabria GC profile; Lakes and Ponds; Poa Annuua - Jim Arthur

**July 2002;** Open preview; Turf; Steve Isacss; Emissions; Grinding; Rotary Mowers; BTME preview; Sandy McDivot

**August 2002;** BIGGA Golf Day; Open review; Talking Heads - Education & training; Trees; Dr Kate Entwistle; Pwllheli GC; Weather; Compact Tractors; Saltex preview

**September 2002;** National Championship Preview; Irrigation; Non Grass Cutters; Hawkstone Park; Careers in Greenkeeping

**October 2002;** Saltex Review; Golden and Silver Key Supporters; Environment Awards; Health & Safety; Sustainable Use of Pesticides

**November 2002;** Toro Student of the Year; National Championship; Drainage; St Andrew's Bay; Autumn Problems

**December 2002;** BTME & ClubHouse Preview; R&A Golf Course committee; Dr Kate Entwistle; Pennard GC

**January 2003;** Beedles Lake Profile; Talking Heads - Chemical Application; Rebuilding Golf Greens; Constructive Advice

**February 2003;** BTME/ClubHouse Review; Royal Liverpool Profile; Irrigation; Nematodes

**March 2003;** The Berkshire Profile; Meloidogyne; Overseeding Golf Greens; Talking Heads - Health & Safety

**April 2003;** Oakmere Park GC; Spraying; Golf Course Security; Bernhards Delegation; Ransomes Jacobsen Profile

**May 2003;** Cardrona Golf & Country Club; Poa Annuua; Rough Mowers; Mole Control; Rootzone; Green Construction

**June 2003;** Irrigation; Ransomes Jacobsen Scholarships; Fertiliser; Fairway Mowers

**July 2003;** Irrigation Water; Greens Mowers; Bent Grasses; Course Management; Rakes

**August 2003;** Aeration; Open Review; Saltex Preview; Waste Water; Toro Student of the Year

**September 2003;** Hanbury Manor; Irrigation; Disease; Integrated Pest Management; Communication

**October 2003;** Construction Machinery; Pay Recommendations; Saltex Review; Pesticide Legislation; Finance

**November 2003;** Temple GC; Trees; Environment Competition Results; Sandy McDivot; Drainage

**December 2003;** BTME & ClubHouse Preview; Downfield GC; Compact Tractors; Architecture; Bio-tech

**January 2004;** Ipswich GC Profile; Grass Seed; Environment Competition Awards; Utility Vehicles (sit in)

**February 2004;** Harrogate Review 2004; Tyneside GC; Utility Vehicles (sit on); Irrigation

**March 2004;** R&A Best Practice; Trentham Park GC; Drainage; Spraying

# Chairman's Column



## A Roller Coaster of Emotion

**When George Brown asked me to be his Vice Chairman back in the middle of 2002 little did I know that one of the first jobs I would have as Chairman would be to pay tribute to one Executive Director and welcome a new one.**



But that's exactly what I have done, with the premature and extremely sad passing of Neil Thomas and the appointment of John Pemberton, a man known to everyone in the industry, as his successor.

My first recollection of Neil, certainly to talk to, was at the National Education Conference. Sitting alone having breakfast, Neil approached and asked if he might join me. During that short conversation over breakfast Neil made a relatively new member feel that he belonged. It has amused and frustrated me over the years since, that Neil's reputation in some quarters was of aloofness. While an introverted and quiet man in many ways, Neil also displayed to those fortunate to be close to him a compassionate, fair and always resolute manner.

I, like many before me, had occasion to cross swords with Neil and for me it was the National Championship and its future (or not!) at Carden Park. While at the time bitterly disappointed not to have the chance to host the event for a second time I came to realise that Neil's strength and determination to do what was best for the Association, even at risk of confrontation and potential disharmony with a member and creation of stress for himself, came above all else. That was Neil Thomas and, I feel, the one characteristic which has helped this Association flourish.

It would not be overstating the case to say that Neil was the person who ensured that BIGGA is where it is today. He took on the post in 1987 when the three previous Associations came together with a combined membership of around 2500, working out of a small office provided by the STRI in Bingley. From those small beginnings Neil steered BIGGA to a position where it is one of the movers and shakers in the golf industry. You may not be aware but BIGGA is regarded as an important body within golf and, as an Association, we are invited to contribute whenever golfing issues are debated. Relations with the other golfing bodies, the R&A, to whom BIGGA owes a huge debt; the Home Unions; the Secretaries Association; the European Tour and the sister Associations around the world, and in particular the GCSAA, are all flourishing. BIGGA can certainly say that it has grown up.

Couple that with the fact that BIGGA now owns its own headquarters building and you can see why Neil can be proud of the legacy he has left.

No-one will feel his loss more acutely than his wife, Elaine, and children, Scott, Grant, Adam and Natalie, but his passing also left a huge void within the Association.

While they have lost a loving husband and proud

father, I hope that we in the Association can continue to offer comfort, support and friendship to them as they try to come to terms with their situation.

I would also like to thank, all those who have contacted BIGGA to pay their respects and in particular the GCSAA and their Past President, Jon Maddern, who flew in from the States to attend the funeral.

Prior to the normal March meeting the Board met to discuss Neil's replacement. After a frank and open discussion, and using the guidelines for both job and people specification laid out previously by consultants, the Board of Management feels that we have exactly the right man to fill that void in John Pemberton, who had been Acting Executive Director, during Neil's period of illness. John, who had been Neil's right hand man since he joined the Association in 1993, proved to everyone during the difficult last nine months that he has all the qualities necessary to take on the role full time and the Board of Management had no hesitation in offering him the job.


John knows every inch of the Association and those members who have had the privilege of dealing with him over the past 11 years will also know that he would do anything for them.

John will now have the opportunity to use his particular blend of talent, drive and enthusiasm over a wider brief and I am sure BIGGA will benefit.

Having worked closely with John over recent months I am personally delighted with the appointment. He has been a great help to me in recent months and I am sure that the support he has been to me will continue for the remainder of my Chairmanship.

Recent weeks and months have been a real roller coaster of emotion, bitter sweet in the extreme. Periods of real sadness and despair as Neil lost his battle with crippling illness, but also the other side of the coin as we found a more than able successor, who will continue the great work that goes into making BIGGA an Association to be proud of.

**Andy Campbell**  
Chairman



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Concentrated seaweed extract which helps to produce high quality sports turf with excellent wear and recovery characteristics. Enhances early season growth and establishment, and encourages tillering without excessive shoot growth.

### **Maxicrop No.2 Mosskiller/Conditioner (2-0-0 + 16.4% Fe)**

With added seaweed extract to stimulate growth and tillering once moss is removed as well as improving turf colour.

### **Maxicrop No.3 Pro-K-Plus (2-0-18 + TE)**

For early or late season use to supply high levels of potash where required. Provides good root growth and helps drought tolerance.

### **Maxicrop No.4 Fine Turf Fertilizer (12-0-6 + TE)**

A zero phosphate product with seaweed extract. Ideal as an in-season turf stimulant with nitrogen and potash to provide a rapid fertilizer response.

### **Maxicrop No.5 Plus 17% Nitrogen (17-0-0 + TE)**

High nitrogen quickly improves turf colour and vigour, whilst the seaweed base stimulates root growth, improving turf wear and recovery.

### **Maxicrop No.6 Pro Green (2-0-0 + 6% Fe + TE)**

Designed for use prior to major events to give a rapid green-up or when long-term in-season greening is needed.

### **Maxicrop No.6 Pro Green Spi (2-0-0 + 6% Fe + TE)**

Ideal for use prior to tournaments or for long-term greening. Contains a blue marker dye for easier application.

### **Maxicrop No.7 Organic Concentrate (0.3-0-3.6)**

A totally organic seaweed extract containing no N,P or K. Ideal early stimulant prior to fertilizer applications.

### **Maxicrop Eco-charge**

A granular organic soil bio-activator for use on turf and landscaping areas.

### **Maxicrop Seaweed Meal**

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