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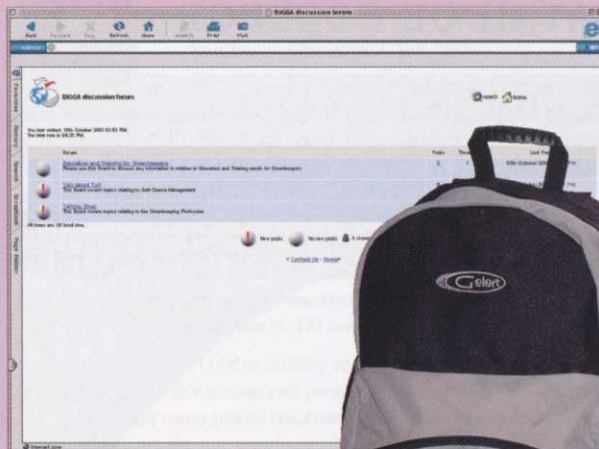
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## Recruitment

# CLUBHAUS AG

is one of the leading golf course operators in Germany with 6 prestigious and very busy golf courses (Hamburg, Frankfurt, Stuttgart) at the present time.

We are expanding our business (eg. projects in Berlin) and therefore

## HEAD GREENKEEPERS

(Minimum Level 3 and some years of experience)

*and*

## ASSISTANT HEAD GREENKEEPERS

(Minimum Level 2)

are required for the 2004 season.

They should be of a friendly personality, hard working and good communicators.  
Basic knowledge of German is essential.

Please apply in writing with full hand written C.V. and photo to:

CLUBHAUS AG, Schloss Luedersburg, D-21379 Luedersburg, Germany  
e-mail: application@clubhaus.de Internet: www.clubhaus.de



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## TECHNICAL SALES ENGINEER IRRIGATION SYSTEMS

A vacancy now exists for an experienced sales engineer  
to work in a lively sales team covering all areas of the  
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Knowledge of irrigation systems preferable but  
not essential as full training will be given.

We offer an attractive remuneration package  
and a company vehicle.

If you want to join one of the UK's largest independent  
irrigation companies post your CV to:

Peter Madden - Sales Director, Evenproducts Limited,  
Evesham, Worcs. WR11 4TU  
or e-mail to peter@evenproducts.com



## GREENKEEPER

We have recently taken over the management of an 18 hole public golf course in Perth and we require a greenkeeper to take charge to maintain and develop the course.

Applicants should have the following qualifications:

- Min 10 years sports turf management experience
- Min 3 years supervisory experience
- Spraying certificates
- Qualified to HNC level in greenkeeping/sports turf management
- Practical knowledge of modern turf machinery and basic maintenance skills
- Ability to lead, develop and motivate staff

Please send your C.V. to:

The Contracts Director, McNab Sport,  
The Muirs, Kinross KY13 8AU

## Head Greenkeeper

Salary up to £18,000

This specialist landbased college is looking to recruit an enthusiastic, motivated and experienced person to the position of Head Greenkeeper.

The person appointed will be responsible for developing and maintaining a 9 hole pay as you play golf course in addition to providing some instruction to students up to SVQ level three.

Applicants must be qualified to SVQ level three/HNC Greenkeeping or equivalent, hold PA1, 2A and 6A spraying certificates, have extensive practical experience in the maintenance and presentation of a golf course and be interested in training young people.

For an application pack contact the Personnel Manager, Oatridge College, Ecclesmachan, Broxburn, West Lothian, EH52 6NH.  
Tel (01506) 854387

OATRIDGE COLLEGE



Scotland's  
Specialist  
Landbased  
college

## BEACONSFIELD GOLF CLUB

Requires an

### EXPERIENCED GREENKEEPER

We are looking for an enthusiastic, hard working greenkeeper to join our team.

Qualified to NVQ 2 with spraying and Chainsaw Certificates if possible.  
Salary negotiable depending on qualifications and experience.  
Single accommodation is available.

Closing date for applications is the 24th February 2004.

Applications and C.V. in writing to:

Mr. K R Wilcox, Secretary, Beaconsfield Golf Club, Farm Lane,  
Seer Green, Beaconsfield, Buckinghamshire, HP9 2UR

## CHILTERN FOREST GOLF CLUB

Requires a

### DEPUTY HEAD GREENKEEPER

A Deputy Head Greenkeeper is required at this progressive established 18 hole members club.

The successful candidate will preferably be qualified to NVQ Level 3 with PA1, 2 and 6 spraying certificates. This is an ideal opportunity for someone with 5 years experience who is enthusiastic, committed to hard work and seeking career progression.

Salary is negotiable depending on qualifications and experience.

Please apply in writing enclosing a full CV to:

The Secretary, Chiltern Forest Golf Club,  
Aston Hill, Halton, Nr Aylesbury, Bucks HP22 5NQ

## BLACKMOOR GOLF CLUB

A vacancy exists for an

### ASSISTANT GREENKEEPER

home of the Selborne Salver and Open Regional Qualifying course.

The successful applicant will possess NVQ2 in Fine Turf, PA1, 2 and 6 spraying certificates and a minimum of 3 years experience in Greenkeeping. Candidates will be highly motivated and able to work as part of a team.

Salary is negotiable.

Written applications, including full CV, should be sent to:  
Mr S. Robinson, Head Greenkeeper, Blackmoor Golf Club,  
Firgrove Road, Whitehill, Bordon, Hampshire GU35 9EH.

Alternatively email information to: [secretary@blackmoorgolfclub.co.uk](mailto:secretary@blackmoorgolfclub.co.uk)

## EAGLESCLIFFE GOLF CLUB LTD

(established 1914)

One of Durham's premier golf clubs, host to the County Championship in 2004 is looking for an

### EXPERIENCED ASSISTANT GREENKEEPER

You should be qualified to a minimum of NVQ 2 in Sports Turf Management.

Spraying certificates would be a distinct advantage.

This is an excellent opportunity for a committed and enthusiastic individual to join our team.

We are a forward thinking golf club and the successful applicant will be encouraged to undertake further training to progress in the industry.

Salary will be dependent on qualifications and experience.

Applications should be made in writing with a CV, giving details of current/last salary to:

Geoff Ward, Course Manager, Eaglescliffe Golf Club,  
Yarm Road, Eaglescliffe, Stockton-on-Tees TS16 0DQ



## Sandiway Golf Club

A Private Members Club in the heart of Cheshire

Require a

# HEAD GREENKEEPER

To lead a team dedicated to the pursuit of excellence in the upkeep and development of this fine inland course.

Position for those with:

- A minimum of 10 years experience in Greenkeeping.
- Show knowledge of Machinery/Irrigation Maintenance.
- Be enthusiastic, highly motivated and committed.
- Show Man Management skills.
- Salary negotiable.

Closing date for applications 27th February 2004.

No accommodation.

Apply in writing with CV to:

The Secretary, Sandiway Golf Club, Chester Road,  
Sandiway, Cheshire, CW8 2DJ

## ST ANNES OLD LINKS GOLF CLUB Ltd

Applications are invited for the position of

# COURSE MANAGER

SALARY BY NEGOTIATION

Established in 1901 St Annes Old Links Golf Club is situated on the Fylde Coast of Lancashire and is close by its illustrious neighbour, Royal Lytham and St Annes Golf Club. One of the few true links courses on England's "golf coast" it has been the venue of many past Championships including the Open Championship Qualifiers, the PGA Assistant's Championship, the Weetabix Ladies British Open Qualifying Rounds, and this coming September will host the European Tour Pre-Qualifying Rounds for the first time.

The successful applicant should be hard working, self-motivated, have excellent supervisory skills to lead the existing team of 5 greenkeepers, and be able to forge successful working relationships with the Secretary/Manager, the Professional, and the members of the Club Management Committee.

In addition the individual should ideally possess:-

- NVQ Qualification to Level 4, or equivalent
- Experience at Manager or Deputy level of a true Links course
- Minimum of 7 years experience with at least 2 years in a senior position
- A proven ability to prepare and work within approved annual budgets.

No accommodation is available but the successful applicant will benefit from relocation assistance as part of the contract negotiations.

Please apply in writing no later than 29th February 2004 including a full CV and stating present salary and salary expectations to.

The Secretary/Manager, St Annes Old Links Golf Club,  
Highbury Road East, St Annes on Sea, Lancashire, FY8 2LD

## Area Sales Manager

### South East England

The Scotts Company is the world's leader in lawn and garden consumer products, with a full range of products for the professional turf, amenity and horticulture markets. We are currently seeking an Area Sales Manager to take responsibility for the Professional Turf and Amenity business in South East England, to maximise the sales effort for acceptance and growth of Scotts' products.

The responsibilities of this 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 Company sales and profit targets. 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, seminars etc. in order to strengthen the Company's offering.

Proven success in a sales role is essential, along with the self-motivation and initiative needed to achieve individual and Company goals. The ideal candidate will also have industry related sales experience and a recognised qualification eg. BASIS, or other evidence of technical understanding of the nature of the product range.

The position offers an attractive basic salary and incentive scheme package, along with a company car, an occupational pension scheme, subsidised medical insurance and 26 days' paid leave.

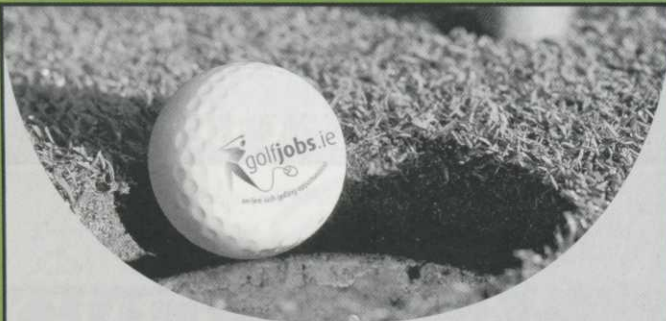
To apply for this position, please send your CV and covering letter to Carol Terry, Human Resources Manager, The Scotts Company (UK) Limited, Salisbury House, Weyside Park, Catteshall Lane, Godalming, Surrey GU7 1XE or e-mail [carol.terry@scotts.com](mailto:carol.terry@scotts.com)

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## Searching or recruiting?

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[www.golfjobs.ie](http://www.golfjobs.ie) is Ireland's first website focusing specifically on recruitment in the golf industry.

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So next time you need to recruit for your golf course or you're looking to change jobs, go to [www.golfjobs.ie](http://www.golfjobs.ie) and you'll get it in one.



## HICKLETON GOLF CLUB

(Founded 1909)

Requires a

### DEPUTY HEAD GREENKEEPER

Located just off the A635 between Doncaster and Barnsley Hickleton Golf Club is an 18 hole undulating parkland course designed by Neil Coles and Brian Hugget with a growing reputation as one of the best courses in the South Yorkshire region. It is a private members club, which is renowned for its friendly atmosphere that can be enjoyed in the fantastic new clubhouse.

This is a great opportunity for a committed enthusiastic and motivated green keeper to join our existing team as we strive to continually improve the Golf Course and further enhance its reputation.

All applicants must be qualified to NVQ3 with Pa1, 2 and 6 spraying certificates and experience in maintaining golf course machinery and irrigation systems would be an advantage. The successful applicant must have knowledge of Health and Safety Legislation and be able to motivate other members of the team. Further training will be provided and encouraged.

Salary negotiable depending on qualifications and experience. Job Descriptions and Personnel Specifications are available by contacting the Golf Club Manager.

Written applications with full CV by 12th March 2004 to:

John Little Golf Club Manager, Hickleton Golf Club,  
Lidgett Lane, Hickleton, Doncaster DN5 7BE. Tel 01709 896081.

## LEICO GOLF SRL

**Vorbiti Româneste or indeed,  
are you looking for a new challenge?**

LEICo Golf is planning to build and operate the first 18 hole golf course in Romania close to the capital, Bucharest.

LEICo Golf has an opening for a

### HEAD GREENKEEPER

for this facility and we wish the chosen candidate to be present during the construction phase which is planned to commence in 2nd quarter 2004.

The responsibilities will include supervision of some of the construction activities, overseeing the grow-in period and recruitment and training of local staff, as well as on-going management of the golf course, practice facilities and turf nursery.

The climate in Bucharest is continental with hot summers (mean max.30 deg. C) and snow covered winters (mean min. -7 deg. C), with average rainfall of 50mm.

Golf has not yet become a widely developed sport in the country and so this venture is very much in the pioneering spirit. If you have experience managing this type of golf course, are qualified and wish to be considered for this position, please send your curriculum vitae together with details of your present remuneration package to [patrick.fossett@leico.lu](mailto:patrick.fossett@leico.lu)

We are looking to recruit a motivated and flexible individual into the following full-time position:



Lingfield Park incorporates the seven-day operation of Golf Course, Racecourse, and Leisure Club set in 570 acres of beautiful Surrey countryside.

### GREENKEEPER

As part of the team at Lingfield Park Golf Club you will be responsible for contributing to the maintenance of this beautiful parkland course and surrounding grounds. Minimum NVQ level 2, plus spraying qualifications PA1, 2a & 6 essential, preferably with a Golf Course background, you will be a committed team player with a focus on service to our members through high quality presentation, and an understanding of health and safety.

Excellent promotion & training and opportunities exist for the right candidate.

Lingfield Park is an equal opportunities employer

Please apply before 27th February to:

Anne Harwood, Human Resources Manager,  
Lingfield Park, Racecourse Road, Surrey RH7 6PQ  
Telephone: 01342 833052/07968 480459  
[aharwood@lingfieldpark.co.uk](mailto:aharwood@lingfieldpark.co.uk)

# Recruitment

## NORTH OXFORD GOLF CLUB

Require a

### QUALIFIED ASSISTANT GREENKEEPER

Minimum 2 years Greenkeeping Experience.

Applicants should be qualified to NVQ Level 2

Ongoing training will be provided. - Salary negotiable.

Applications in writing with full CV to:

The Secretary, North Oxford Golf Club,  
Banbury Road, Oxford OX2 8EZ

## THORPENESS HOTEL & GOLF CLUB

Require a

### DEPUTY COURSE MANAGER

We are looking for an enthusiastic greenkeeper with a passion for course presentation. Thorpeness is a James Braid heathland course built in 1922.

Must be able to deputise for the Course Manager in all aspects of the job, and help take Thorpeness to the next level.

Closing date for applications is 28th February 2004.

Please apply in writing with full CV to:  
Ian Willett, Course Manager, Thorpeness Hotel & Golf Club,  
Lakeside Avenue, Thorpeness, Suffolk, IP16 4NH  
or e-mail charlie@thorpeness.co.uk

## ROEHAMPTON CLUB

Require an

### ASSISTANT GREENKEEPER

Roehampton Club is a sports club in south-West London consisting of an 18-hole golf course, 41 tennis courts, 4 croquet lawns, swimming pool complex, gymnasium, 5 squash courts and extensive gardens.

We are looking for an assistant greenkeeper to work within a team of 6+ mechanic and Head Greenkeeper. Ideally the successful candidate will be a golfer and qualified to NVQ 2 and have golf course experience, spraying certificates advantageous.

Single accommodation may be available.

Please apply with CV by 5th March to:

Anthony Freeman, Course & Grounds Manager, Roehampton Club,  
Roehampton Lane, Roehampton, London SW15 5LR

## TRAFFORD COMMUNITY LEISURE TRUST ALTRINCHAM GOLF CLUB

### HEAD GREENKEEPER

18 hole Municipal golf course.

The suitable applicant will be qualified and experienced with the following:-

- NVQ level 2/3
- Minimum of 3 years greenkeeper experience
- A good working knowledge of health and safety.
- Enthusiastic and committed.

Will report to the Course Manager.

Please send CV to:

Scott Partington, Altrincham Golf Club, Stockport Road, Altrincham, Cheshire WA15 7LP  
or email scott.partington@tclt.co.uk  
For further information contact Scott Partington on 0161 9280761

## ROWLANDS CASTLE GOLF CLUB

Requires an

### ASSISTANT GREENKEEPER

Applicants must be qualified to NVQ Level 2.

Accommodation not provided.

Applications/CV's to:

The Secretary/Manager, Rowlands Castle Golf Club, 31 Links Lane,  
Rowlands Castle, Hants PO9 6AE

## UPMINSTER GOLF CLUB

Invites applications for a

### QUALIFIED ASSISTANT GREENKEEPER

Upminster Golf Club has an immediate vacancy for a qualified assistant greenkeeper to join the existing team at this well renowned Club situated on the outskirts of Essex.

Applicants should preferably be qualified to NVQ Level 2. Ongoing training will be provided. Excellent opportunity for a determined, career-minded person. Mechanical knowledge an advantage. Salary according to experience.

Closing date for applications 29th February 2004.

Applications in writing with full CV:

Geoff Scott Secretary/Manager, Upminster Golf Club Ltd,  
114 Hall Lane, Upminster, Essex, RM14 1AU



## SUNNINGDALE GOLF CLUB

### GREENKEEPER

In 2004 the Club will be staging the Weetabix Women's Open Championship and the European Qualifying event for the Open Championship.

We are looking for an experienced greenkeeper to join the existing team.

The successful applicant should be qualified to NVQ Level 2.

The position offers an excellent opportunity for a career minded person with first class conditions and a competitive salary.

Single accommodation available.

Applications in writing with full CV including current salary to: Mr J A S Zuill, Secretary,  
Sunningdale Golf Club, Ridgemount Road, Sunningdale, Berkshire, SL5 9RR



## WELWYN GARDEN CITY GOLF CLUB

Invite applications for the position of

### ASSISTANT GREENKEEPER

We are seeking an experienced, enthusiastic, reliable, self motivated individual to join our successful team.

Applicants must be qualified to NVQ 2 with a minimum of 2-3 years work experience

An interest in golf would be an advantage.

Good rates of pay.

Applications with C.V. to:

Brett Cox, Course Manager, W.G.C. Golf Club,  
Mannicotts, High Oaks Road, W.G.C. AL8 7BP

## Feature listing from February 2002

**February 2002;** Harrogate 2002 Review; Drainage; Castlerock GC; Trees; Recycling; TurfTrax profile; Barn Owl special report

**March 2002;** Donnington Valley profile; Utility vehicles; Essay competition winner; Irrigation; Seeds; Sandy McDivot

**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; Caddy GC profile; Multi-tasking machinery; Bunker Sand; Essay competition; Fijian GC profile; BIGGA Minimum qualification

**June 2002;** Finding Fungi; Greatham Valley GC profile; Tyres; Calabria GC profile; Lakes and Ponds; Poa Annua - 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; Pwllhell 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; Meloiodogyne; 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 Annua; 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



# A Whole New Challenge

When George Brown gave me one of the biggest frights of my life and asked me to be his Vice Chairman back in September 2002 he failed to tell me that one of my duties, on succeeding him as Chairman, would be to write a monthly column for this magazine.

Amazingly I always thought that Scott did the clever bit and the Chairman simply approved his journalistic brilliance – not so! You will then (I hope) bear with me while I find my feet with this new challenge.

For those of you who visited BTME & ClubHouse I hope you enjoyed the experience, and some of the new additions to the conference and exhibition. The whole team from HQ worked tirelessly to ensure a hugely successful event.

With Harrogate now just a week behind us, the first snow is falling at Carden as I write this column although, by the time you read it, I will be in the middle of a visit to the GCSAA Conference & Show in San Diego. Over the last few years BIGGA, and in particular many past Chairmen, have formed close friendships with both GCSAA and its members and I look forward to once again promoting BIGGA and progressing the close working relationship that we enjoy.

Each Association has much to offer the other, and in a world where isolation from others quickly leads to extinction, it is more important than ever to find common ground with allied associations, in order to promote the image and standing of all Greenkeepers.

Of course it won't be all work. However, whether I can keep up with the pace set by George remains to be seen. It would be remiss of me not to thank George and Brenda, on behalf of the members, for their fantastic contribution to the Association, and for the dignified way in which George has led the Association, through a difficult period.

As you will all be aware, our Executive Director, Neil Thomas, is suffering with a serious illness and our thoughts are with him, his wife, Elaine, and their family. During BTME, Elaine was able to join us for some of the social functions, and it was a great pleasure to be in the company of such a courageous lady.

In Neil's absence the Association has been managed in an admirable manner by John Pemberton assisted by an able and committed team. Together with a forward thinking Board of Management and a solid foundation laid by Neil and past Board members, there is every reason to look forward to a bright future.



The key ingredient however to that future is you, the member. Without your commitment to the cause, your support and your views – both positive and negative – aired honestly, the aims of the Association cannot be achieved. This is, and always will be, an all inclusive body of professionals, and your input will strengthen it beyond that which any Chairman can. We owe it the past efforts of others and to the future Greenkeepers to ensure its continued progress.

During the coming year I believe you will see much of the work carried out by the Board and the Futures Subcommittee come to fruition. These initiatives should bring about positive movement in the understanding of our role in modern Golf Club management by others, as well as a clearer career structure and training provision for those in the early stages of their careers.

As with most aspects of life in the 21st century there are many challenges ahead, some good, some bad.

My personal view on life has always been to meet them head on and, wherever possible, to gain something positive, even from the bad times.

I also believe that if we share the responsibility with others, and support one another, then our chances of individual and collective success, are heightened. During the year I look forward to meeting as many of you as possible and hope that you feel able to speak freely about Association matters. We may not always be able to action your view but rest assured it will always be listened to.

In closing, may I wish you all every success for the coming season – I am extremely grateful for, and proud of, the opportunity to represent you and will do so to the best of my ability.

**Andy Campbell**  
Chairman



# BATgolf.com



The UK's largest manufacturer & supplier of greenkeepers tools & golf course products.



A big hello from some of the great looking staff who attended this years BTME show in Harrogate

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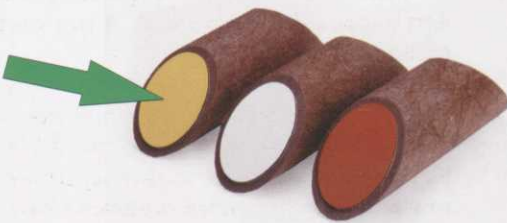
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### Recruitment

Due to the increased demand of the BATgolf range of products, we will be recruiting shortly for jobs in direct sales and deliveries.

If you are looking for a new challenge in sales within the golf industry along with great financial rewards, please contact us at the address below.  
Look forward to a brighter future with BATgolf.

Initial applications in writing only please to:  
Krysta Diaz, The BAT Cave, Unit 22 Cosgrove Way, Luton. LU1 1XL



As used in the film 'Moon Raker'

### OFFER 3

Buy 48 Members BAT Bunker Rakes @ £9.95 each & get 12 FREE! (worth £119.40)