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HEAD MECHANIC

Bearwood Lakes Golf Club is looking for a Head Mechanic to join our dynamic and forward thinking course management team.

The applicant will be required to work with the Course Manager to maintain and improve all aspects of machinery maintenance at Bearwood Lakes Golf Club.

The candidate should have experience of hydraulic, petrol and diesel systems. The ability to maintain service records and undertake accurate stock control is essential.

The applicant should ideally have 5 years experience in a similar field and any additional training will be provided.

Salary and conditions are negotiable.

Please send you C.V. and a covering letter by email or post for the attention of:

**Daniel Lightfoot, Golf Course Manager,
Bearwood Lakes Golf Club, Sindlesham,
Nr. Wokingham, Berkshire RG41 4SJ
d.lightfoot@bearwoodlakes.co.uk**



HARPENDEN GOLF CLUB

requires a highly motivated, hands on

COURSE MANAGER

to supervise and lead its greenkeeping staff in the continuing enhancement of its 18 hole parkland course.

The primary responsibilities of this position are as follows:-

- Maintenance of the golf course to a consistent and high standard.
- Management and development of all greenkeeping staff.
- Administration of project and maintenance programmes.
- Input and control regarding course financial budgets.

The successful candidate will be able to demonstrate:

- Recognised qualifications in turf management, as well as a positive approach to further training and professional enhancement.
- A good working knowledge of modern golf course management practices and techniques, including the appropriate use, and basic servicing of, turf maintenance machinery.
- An understanding and practical application of the requirements of COSHH and Health & Safety at Work regulations.
- The ability to play golf and to empathise with the requirements of a diversified playing membership.

Salary package £30k to £40k, plus benefits, depending upon qualifications and experience.

Concise CV and hand written letter of application in the first instance to:

The General Manager, Harpenden Golf Club,
Hammonds End, Redbourn Lane, Harpenden, Herts AL5 2AX

Closing date for applications Wednesday 31st August 2005

Make the most of your future

As one of the largest further education providers in the South East, Oaklands is committed to high standards and innovation.

Lecturer in Sports Turf/Horticulture

£19,659 - £28,221 (under review)

Ref: L1261

Our Smallford Campus provides a range of courses on a 103-hectare site close to St Albans. You will teach on a range of Sports Turf/Horticulture programmes, preferably in turf culture or mechanisation. You will act as a Programme Co-ordinator for an academic programme as well as a personal tutor for a relevant group of learners and will assist in the development of the Sports Turf/Horticulture curriculum maintaining quality, recruitment and diversity.

You will need a relevant qualification and preferably a teaching qualification and 3 years' relevant industrial experience.

For further information and an application form, please apply to:

The Personnel Unit, Oaklands College, St. Albans Smallford Campus, Hatfield Road, St. Albans, Herts AL4 0JA. Tel: 01727 737748 (24 hour answerphone) please quote corresponding reference number, alternatively visit our website at www.Oaklands.ac.uk

Closing date: 15th August 2005.



PLEASINGTON GOLF CLUB OPEN REGIONAL QUALIFYING COURSE

ASSISTANT GREENKEEPER

We are looking for an enthusiastic, hard working greenkeeper who is highly motivated and able to work as part of a team.

You should be qualified to NVQ2 or equivalent and spraying certificates would be an advantage.

The successful applicant will be encouraged to undertake further training to progress within the industry.

Minimum of 2 year's golf course experience essential.

Written applications, including full CV should be sent to:

Mr. T. Ashton - Secretary/General Manager,
Pleasington Golf Club, Pleasington, Blackburn, Lancashire BB2 5JF



St Andrews Links

DEPUTY HEAD GREENKEEPER COURSE No 7

Course No 7, designed by David McLay Kidd, is currently under construction and is due to open in 2007.

The position requires a professional with at least seven years practical experience. Reporting to the Head Greenkeeper, the successful candidate will be involved in much of the finishing work, the grow-in and ultimately the maintenance of the golf course.

We would expect the candidate to have NVQ/SVQ level three or HNC qualifications and to be qualified in all aspects of greenkeeping. Ideally, the candidate would also have experience of golf course construction and grow-in.

We offer a competitive salary, contributory pension scheme and other benefits.

Send a letter with accompanying CV to: Gordon Moir, Links Superintendent,
St Andrews Links Trust, Pilmour House, St Andrews, Fife KY16 9SF
or e-mail gordonmoir@standrews.org.uk

The closing date for applications is August 19, 2005. www.standrews.org.uk



Recruitment

GUILDFORD *your* college

Guildford College is a large generalist further education college, providing a broad range of learning opportunities to a diverse section of students. We continue to provide high standards, by providing lifelong learning to meet individual and business needs beneficial to the current, future local, national and international communities.

For further information visit www.guildford.ac.uk

Sport Turf Lecturer Merrist Wood Campus

Arboriculture, Countryside, Sport Studies and Sports Turf

REF 0405/294

Up to £29,340 per annum

Full-time (36 hours per week)

We are looking for a lecturer in Sports Turf with course team management responsibilities to work with a small team of Sports Turf experts and support staff. We currently run Level 2 courses (BTEC First Diploma and NVQ), Level 3 courses (BTEC National Award and NVQ) and Level 4 HNC/HND Sports Turf Management along with a variety of short courses. The ideal candidate will have the following:

- Degree in Sports Turf or related academic area
- Teaching qualifications * and teaching experience
- AI and VI or equivalent awards
- Knowledge of Sports Turf NVQs
- Knowledge of the Sports Turf industry
- Enthusiasm, self-motivation and ability to work in a team environment
- Valid driving licence
- Ability to work to tight deadlines.

* those without a Certificate in Education must be prepared to gain this qualification outside of normal teaching hours within two years at the College's expense.

Closing date for receipt of completed applications is **Friday 12 August 2005.**

Interviews will be held on **Wednesday 17 August 2005.**

Our aim is to develop a workforce which reflects the diversity of the community we serve and is committed to the belief that all people have the right to be treated with dignity and respect. We therefore welcome applications from members of all minority groups.



For an application pack (quoting the reference number) either: phone 24-hour voicemail 01483 448539; email personnel@guildford.ac.uk or apply online at www.surreyjobs.info where vacancies can be seen. CVs will not be accepted.

Stoke Park Campus Guildford Surrey GUI IEZ Fax: 01483 44 86 13

Headland are a leading supplier to the turf and amenity markets in the UK and across Europe. Our top quality product portfolio includes the market leading **MULTIGREEN** range of controlled release fertilisers, **RELAY TURF** selective herbicide, **TRICURE** wetting agent and new **XTEND** granular and liquid feeds for coarse turf.

To support our continued expansion in the UK we are seeking a highly motivated person for the following position:

Area Sales Manager

(South West)

The successful applicant will be able to develop sales in conjunction with our distributor partners, contribute to new product development and work closely with other industry professionals. He or she will have experience in the turf or amenity sectors and must be highly motivated with exceptional communication skills.

Applications are invited from people who would like to be part of a rapidly expanding business and who can work as a member of a close team of sales professionals and, equally, are capable of acting on their own initiative.

Remuneration will be commensurate with qualifications and experience and the package also includes a quality company car plus Private Healthcare and Pension after a qualifying period.

Please apply with full C.V. either by post or email to:

Andy Russell, Sales & Marketing Director
Headland Amenity Ltd, 1010 Cambourne
Business Park, Cambourne, Cambs CB3 6DP
Email: info@headlandamenity.com
Telephone: 01223 597834 Fax: 01223 598052

CLEETHORPES GOLF CLUB

invites applications for the post of

COURSE MANAGER

The successful applicant will be responsible for the day-to-day management of the course and its continuing development. They will possess the following attributes:

- Ideally HND in golf course management or equivalent recognised relevant qualification
- In-depth knowledge of turf management, irrigation, drainage & equipment maintenance
- Up-to-date knowledge of Health & Safety legislation • Spraying certificate
- Strong supervisory & management skills • Experience of planning & budgeting

Salary negotiable depending on experience & qualifications.

Please apply in writing, including CV, to: The Secretary,
Cleethorpes Golf Club, Kings Road, Cleethorpes, DN35 0PN

Closing date for applications 31 August 2005.

BLUNDELLS HILL



golf club

ASSISTANT GREENKEEPER

NVQ Level 2, PA1, PA2, PA6

View Course Details at: www.blundellshill.co.uk

Contact Andy Roberts: 0151 430 9551

Blundells Lane, Rainhill, Merseyside L35 6NA

Recruiting? Perfect timing...

If you are looking to recruit new members to your team for the coming year, then **STOP!** Look no further!

The **GREENKEEPER INTERNATIONAL RECRUITMENT PAGES** are here to help you match the right person to the right job.

With a monthly circulation reaching over 9,000 people, targeted direct to your industry, you will be guaranteed to find a high calibre of candidates to fill your positions.

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to book your space



Verulam Golf Club

Due to the impending retirement of the current Head Greenkeeper/Course Manager after 30 successful years at the Club applications are invited for the post of

COURSE MANAGER

Verulam is an 18 hole traditional, yet progressive private members club that's just celebrated its Centenary. James Braid designed the course and Sam Ryder was Captain of the Club in three separate years including 1927, the year he founded the Ryder Cup.

Reporting to the General Manager the successful applicant will be responsible for the day-to-day management of the course. They should possess the following attributes:

- A minimum of 5 years experience as Assistant Course Manager/Head Greenkeeper or Course Manager
- In depth knowledge of turf management, irrigation & equipment maintenance
- Up to date knowledge of health and safety legislation
- Strong supervisory skills and man management skills
- Qualified to NVQ3 or equivalent with full range of spraying and spaying certificates
- Proven track record of achievement and improvement of present course

Salary is negotiable depending on experience & qualifications.

Please apply in writing with your CV to:

**Mr. D Cliffe, General Manager, Verulam Golf Club,
London Road, St. Albans, Herts AL1 1JG
or email it to gm@verulamgolf.co.uk**

NORTH WARWICKSHIRE GOLF CLUB

North Warwickshire is an established nine-hole parkland/heathland course situated between Solihull and Coventry.

1st ASSISTANT

Applicants must have a minimum of NVQ Level 3 qualification together with PA1, PA2, PA6 spraying certificates and will be able to demonstrate self-motivation and experience in all aspects of course maintenance.

Reporting directly to the Course Manager, this is an excellent development opportunity for individuals wishing to pursue a career in Greenkeeping. Salary commensurate with skills and experience.

Please apply in writing enclosing your CV together with details of your current salary and benefits to: Mr J. Ganley, Course Manager, North Warwickshire Golf Club, Hampton Lane, Meriden, Coventry CV7 7LL

Closing date: 19th August 2005

Lecturer Sportsturf/Greenkeeping

Oatridge is a specialist landbased College. We are looking for an enthusiastic and committed individual to join the team responsible for the development and delivery of Sportsturf and Greenkeeping programmes.

You must be qualified to at least HND or equivalent and have a minimum of three years relevant industrial experience.

A teaching qualification and/or previous experience in a management/supervisory role is desirable.

Salary scale: £18,750 - £29,112 p.a with placement dependent upon qualification and experience. Attractive holiday entitlement and Final Salary Pension Scheme offered.

For further information contact Personnel Services, Oatridge College, Ecclesmachan, Broxburn, West Lothian EH52 6NH.
Tel (01506) 864800.

Closing date: 12 August 2005.

OATRIDGE COLLEGE



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THE FULWELL GOLF CLUB

'One of London's finest'

Vacancy for:

ASSISTANT GREENKEEPER

The Candidate

Applicants should be ambitious, hard working and reliable.
The successful candidate will be qualified to NVQ level 2 standard or equivalent

The Venue

The Fulwell Golf Club, established 1904, boasts one of London's finest golf destinations with a stunning parkland Course and impressive Clubhouse.

Competitive Salary, in line with the CGS Salary Recommendations

Please apply in writing with a full CV to Mark Walden, Secretary,
The Fulwell Golf Club, Wellington Road, Hampton Hill, Middlesex TW12 1JY

Mellor & Townscliffe Golf Club

HEAD GREENKEEPER

Appropriate qualification and experience required.
Good man management skills essential.
Holidays honoured.

Apply in writing with full C.V. and salary required to:
Mark Rowden, Mellor & Townscliffe, Tarden,
Gibb Lane, Mellor, Stockport SK6 5NA
Tel: 0161 4279700

Surrey Downs Golf Club Ltd.

Invites applications for the position of

Assistant Greenkeeper

Opened for play in September 2001, this challenging, privately owned down land course set in scenic Surrey countryside offers a new maintenance facility and a fantastic working environment for the successful applicant.

This post requires a well disciplined, dedicated professional who possesses the following experience:

- 3/5 years + experience Golf Course Maintenance
- Minimum Level II NVQ Qualification
- Spraying & Chainsaw Certificates would be advantageous
- Sound Communication Skills
- Knowledge of Machinery & Irrigation Systems

The successful applicant will be a highly motivated individual with good sound Greenkeeping experience and a strong desire to succeed in his/her chosen career.

Please send your CV and covering letter to be received no later than the 30th September 2005 to

Tony Kyle, Head Greenkeeper, Surrey Downs Golf Club,
Outwood Lane, Kingswood, Surrey, KT20 6JS



THE TYTHERINGTON CLUB

COURSE MANAGER

Reporting to the General Manager, you will take responsibility for the day to day running of this prestigious course. It is essential that you have a full understanding of Health & Safety and COSHH regulations and promote safe working practices at all times.

With at least 5 years experience as a Greenkeeper, a recognised qualification in turf management is desirable together with PA1, 2 & 6 spraying certificates. You should have a keen eye for detail and ensure exceptional standards of quality are maintained.

A strong leader of people with good communication and organisational skills are essential requirements for this role.

Fantastic package! In addition to a competitive salary, we offer an excellent range of staff benefits, including pension scheme, incremental holiday entitlements, complimentary use of facilities across the Group and discount on retail goods.

Applications should be made in writing or by email with full CV to:

Blair Fotheringham, General Manager, The Tytherington Club,
Dorchester Way, Tytherington, Macclesfield SK10 2JP
Email: b.fotheringham@theclubcompany.com
www.theclubcompany.com

The Club Company is an equal opportunities employer



NEWBURY & CROOKHAM GOLF CLUB

Invite applications for a

COURSE MANAGER

Newbury & Crookham is one of the oldest members' clubs in England, dating back to 1873, although the current course dates back to 1946. An 18 hole traditional parkland course set on the Berkshire Downs just south of Newbury, its presentation and maintenance presents a real challenge for the aspiring and ambitious Course Manager.

The successful applicant must have the ability, experience and motivation to manage, maintain and develop the course through leadership of a team of green keeping personnel and the utilisation of available resources.

The following skills, qualifications and experience are required:

- Significant golf course management experience.
- Excellent man management and leadership skills.
- Professional qualifications to NVQ level 3 with the appropriate professional certificates in pesticides and chain saws.
- Environmental management experience.
- Health and Safety management skills.
- A sound working knowledge of machinery and equipment.
- The ability to assist in compiling, and working within, an annual budget.
- Sound communications skills.

A competitive package is available to the successful applicant

Applicants are requested to apply for an application form by either telephoning or writing to: Mr Stephen Myers MBE, Club Manager, Newbury & Crookham Golf Club, Bury's Bank Road, Greenham, Thatcham RG19 8BZ
Telephone: 01635 40035 e-mail: steve.myers@newburygolf.co.uk

Closing date for receipt of applications is by noon on 31 August 2005.



Feature listing from August 2003

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

April 2004; Know your Rules; Tournament Preparation; Landmarks in Greenkeeping; Security

May 2004; Goodwood Club; Seed or Turf?; Biological Product Survey; Water Features; Recycling; BIGGA Environment Competition

June 2004; Fairy Rings; Biologicals; The Grove; Kubota Profile; Turf; Sand and Rootzone

July 2004; Royal Troon Open Preview, Mowing, Disease Analysis

August 2004; Neil Thomas Memorial Golf Day; Open review; Royal Cinque Ports; Irrigation; Mowers (2); Saltex Preview; Best Practice; Top Dressing

September 2004; Toro Student Greenkeeper of the Year Preview; Ravensworth Golf Club; Turf Disease; Royal Holloway College; Tractors; The Greener Approach to Greenkeeping

October 2004; STRI 75th Anniversary; Kenwick Park GC; Ecology; John Deere National Team Championship; Best Practice; Top Dressing; Saltex Review; Aeration

November 2004; Toro Student Greenkeeper of the Year Final; The BIGGA National Championship; Comrie GC; CV Advice; Drainage; Construction; Fences

December 2004; BTME & ClubHouse Preview; Henley GC; Grass Identification; Trees; Environmental Winner; BIGGA Delegation; Interview Advice; College Listings

January 2005; Sir Michael Bonallack; Parkstone GC; Machinery Servicing; Ransomes Jacobsen Scholarship; Recycled Products; John Deere Team Championship; Tees; Negotiation Advice

February 2005; Harrogate 2005 Review; Meet the Chairman; Environmental Competition; Tyres; Coombe Hill GC

March 2005; Alwoodley GC; Difficult Areas; Drainage; Irrigation; Greens

April 2005; Augusta Syndrome; Thornhill GC; Difficult Areas Part 2; Turf Tonics; BIGGA Delegation; Fescue Grass

May 2005; Helliidon Lakes; Power Mowers; Pest Control; Cutting Heights Survey; Nozzles

June 2005; Minchinhampton GC; Aeration; Rigby Taylor Profile; Chemical Useage; Top Dressing; Jim Arthur Tribute

July 2005; Loch Lomond GC; St. Andrews GC; Mini Excavators; Disease; Finance; Scholarship

Envyng the Distinction



A recent article in Golf Course News International heavily criticised aspects of our Association. When I personally feel that I am being unfairly criticised I always take solace in the words of Sallust (86BC - 34BC): 'They envy the distinction we have won; let them therefore envy our toils, our honesty and the methods by which we have gained it.'

The more active and influential our Association becomes the more likely it is to attract unwarranted criticism. Whether this is the case in this particular instance, I could not possibly comment. While, for obvious reasons, it would be incorrect of me to discuss the details in our magazine, I would encourage members who have concerns resulting from information in these articles to make representations through their Sections and Regional boards. The membership deserve answers to any concerns they might have and I and the board will be happy to give them through the proper channels.

As Chairman, I cannot hide my disappointment at the criticism of our Association in any magazine. I take comfort in the fact that the Editor has a job to do and that is to spice up his editorial to increase circulation for his advertisers. What concerns me more is that two of our members were also willing to criticise openly the Association. As I have often stated, I do not mind criticism, indeed I believe it is a healthy channel for progress. However, as members, they have a duty, as we all do, to maintain the reputation of the Association by expressing our concerns through the proper channels.

Representatives of the Board have met with the members concerned and received assurances that there was no intention to bring the Association into disrepute. Both expressed regret if this had been the case and cited editorial control as the main driver in setting the tone of the articles. Both are long term members who have given much time and effort in the support of greenkeepers and the Board are satisfied with their explanation of events. I must make clear to all members however, that the Board have a duty to uphold the rules of the Association and any future breach of any of our codes of ethics by any member must be regarded as a disciplinary matter.

In my personal opinion, this episode is symptomatic of a situation we have all failed to address successfully for some time. There has long been a 'feeling' out there, among some of the membership, that the Board and HQ are not addressing some of the major needs of everyday greenkeepers. I know, because for many years I have been a grass roots member with similar feelings. When I was appointed Chairman I systematically went about trying to resolve this issue. I was immediately aided by support from all other Board members and staff.

As a Board, we agreed to review the business plan with a view to removing perceived obstacles. This review is ongoing and I would appreciate input from the Regions on how best we can address the issue. We have made a start by agreeing to Region requests to maintain Regional Administrators to serve their needs. This represents a large investment in staffing costs specifically for Regions and Sections. We have allocated additional funding for Section and Region education. We have removed perceived obstacles such as coloured blazers and I have done all that I can to try to debunk the Master Greenkeeper mythology.

I have tried at all times, through the magazine and the bulletin board, to communicate openly with the members on issues which are of importance to us all. There is much more

we can do but these changes need time to have an effect. In view of this, the Board have invested in a Vice Chairman, Richard Whyman, who represents the very heart of grass roots greenkeeping and who we know will carry on this push to improve our services to core greenkeepers.

For those of you who have read the aforementioned articles I must reassure you that, whatever the impression given, the Board are fully in control of all of our business activities and the staff are carrying out their assigned duties in compliance with our instructions in a most satisfactory and professional manner. Should anyone require independent evidence of the commitment of our staff, I would refer you to this recent citation, given within a glowing report, by the Investor's In People award scheme inspector: You remain a very client (membership) focussed organisation with excellent leadership and management. As your systems and processes for data capture become more refined I have no doubts that with such a committed team you will continue to deliver your mission of excellence in golf course management throughout the greenkeeping profession.'

The performance of the Association has steadily grown with greater levels of greenkeeper education and support than ever before. We are more financially sound than we have ever been and have a full Regional and Sectional structure which is healthy and active. We are now a highly respected professional body involved in all aspects of golf course management in the UK and worldwide. Our advice, support and assistance is requested and welcomed by all other major golfing bodies and I can assure members that the vast majority of the forward thinking and progressive individuals who started the Association are proud of its achievements and the respect that BIGGA commands throughout the industry.

I apologise that this month's column is rather muted in its content. This is a great pity as I normally enjoy trying to be creative and giving you something a little bit different to read. In fact I am finding it rather tedious that I have to be stern and serious when the Editor of the said magazine seems to be quite happy to be very creative in his work. I can only recommend to him the words from the song, 'I Am A Lonesome Hobo', wherein is described the circumstances which can lead to a lonely and inconsequential existence:

'Kind ladies and kind gentlemen,
Soon I will be gone,
But let me just warn you all,
Before I do pass on:
Stay free from petty jealousies,
Live by no man's code,
And hold your judgement for yourself
Lest you wind up on this road.' (Blind Boy Grunt 1968)

K. Daly

Kerran Daly
Chairman

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