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The answer will be hidden somewhere in the Buyers' Guide section.



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Applications are invited for the following positions:-

### DEPUTY COURSE MANAGER

Reporting to the Course Manager, the successful candidate would be expected to assist in the management of staff and resources as well as undertaking routine greenkeeping tasks. The Club places an emphasis on high standards of course presentation and therefore you should be able to demonstrate a proven track record with a minimum of 5 years experience in greenkeeping. In addition, you must possess recognised qualifications: ideally HNC or NVQ level 3 with spraying certificates. A current knowledge of Health and Safety legislation would be an advantage.

### ASSISTANT OR SENIOR APPRENTICE GREENKEEPER

Experience essential. Applications are invited from ambitious individuals who are either qualified by experience or currently in a training programme for an NVQ. Further formal training would be encouraged and assistance with this would be available.

Salary package for both positions will be negotiable according to experience and qualifications, and will include a generous contribution to the Club's personal pension plan.

Please apply in writing or by e-mail with a full CV to:

Perry Lowe, Course Manager, Chigwell Golf Club, High Road, Chigwell, Essex, IG7 5BH

E-mail: info@chigwellgolfclub.co.uk

Website: www.chigwellgolfclub.co.uk

Closing Date for Applications: 6th January 2006

# Harrogate week

## JOB SHOP

This is an ideal opportunity for a committed, enthusiastic, self-motivated person to join a new team.



EXHIBITION 24 - 26 January 2006  
EDUCATION 22 - 27 January 2006

**COURSE MANAGER**  
**GREENKEEPER**  
**HEAD GROUNDSMAN**  
**GROUNDSMAN**  
**MECHANIC**  
**GOLF CLUB SECRETARY**  
**SALES MANAGER**  
**STEWARDS**  
**CLUB HOUSE MANAGER**  
**LECTURERS**  
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Please see the JOB SHOP wall  
in Hall Q during Harrogate Week

FOR MORE INFORMATION AND TO REGISTER ONLINE VISIT  
[www.harrogateweek.org.uk](http://www.harrogateweek.org.uk)

## Hayling Golf Club



Requires a highly motivated, hands on

### HEAD GREENKEEPER

To supervise and lead its greenkeeping team in the maintenance and continuing enhancement of this superb 18 holes traditional links golf course which in 2006 is to host three major Championships including the EGU Logan Trophy.

The successful applicant must have the proven experience and motivation to manage, maintain and develop the golf course and conservation area which has SSSI accreditation.

The following skills are required:

- Significant Golf Course Management Experience
- Proven Man Management & Motivational Skills
- Professional qualifications to NVQ Level 3
- Full Range of Spraying & Chainsaw Certificates
- Conversant with current Health & Safety at Work Regulations
- COSHH & Risk Assessments
- Experienced at Working within an Approved Annual Budget
- Sound Communication Skills

A Competitive Package is Available to the Successful Candidate, which May include Accommodation if Required.

Applicants should send a full CV and a hand written letter of application to:

The Secretary Manager, Mrs C Davison, Hayling Golf Club,  
Links Lane, Hayling Island, Hampshire PO11 9AA

Closing Date for Applications: Friday 30th December 2005.

# Recruitment



**Morlais Castle Golf Club**  
Pant, Merthyr Tydfil CF48 2UY  
Tel: 01685 722822  
Fax: 01685 388555



Requires a fully qualified and experienced

## HEAD GREENKEEPER

to look after this progressive clubs' 18 hole golf course.

Salary negotiable dependent on experience and qualifications - A1 Assessor and L12 Trainer.

Applications are invited for this post.

Closing date: Saturday 31st December 2005.

*For job description and further details please contact:*

The Secretary, Morlais Castle Golf Club,  
Pant, Merthyr Tydfil CF48 2UY

**Telephone: 01685 722822**

WE'RE  
LOOKING  
FOR A  
LITTLE BIT  
MORE



### AMENITY SALES REPRESENTATIVE £ Excellent Salary + Benefits + Company Car

Are you looking for a new challenge in the amenity industry? Do you have the ambition and ability to succeed in a competitive marketplace? If so, we want to meet you.

British Seed Houses is a dynamic and successful private company, operating nationally from offices in Bristol and Lincolnshire. We are the leading British amenity seed business, and enjoy an envied reputation within the trade. Products include market leading varieties from across the range of amenity species.

Some excellent opportunities have arisen to join our expanding team, as we look to increase our coverage in North East England & Scotland, and in the South West of England. The successful candidates will have excellent communication and presentation skills, self motivation, and the ability to sell in a

competitive environment. British Seed Houses will match your skills with an attractive salary, pension, company car and other benefits.

**(NO AGENCIES)**

Apply to:  
GILLIAN LAMBOURNE  
BRITISH SEED HOUSES LTD  
Camp Road, Witham St. Hughs,  
Lincoln, Lincolnshire LN6 9QJ  
Tel. 01522 868714  
email:  
gillian.lambourne@bshlincoln.co.uk



**BRITISH  
SEED  
HOUSES**



## Northenden Golf Club

Invite applications for

### GREENKEEPER

To join a team of 5 green keepers to maintain an 18-hole golf course with newly constructed USGA specification greens.

The right candidate will possess an NVQ Level 2 or equivalent with a minimum of 5 years greenkeeping experience and a good knowledge of the game of golf.

The successful applicant will be highly motivated and enthusiastic.

Salary dependant on experience and qualifications.

*Please apply in writing with a CV and current salary details to:*  
Peter Garnett, Course Manager  
Northenden Golf Club, Palatine Road,  
Northenden, Manchester M22 4FR

## WANTED!

**QUALITY TRAINEE GREENKEEPERS  
FOR WORK / TRAINING ON THE BEST GOLF  
COURSES IN THE USA**

**MUST BE ENTHUSIASTIC AND MOTIVATED  
MUST BE 19-28 YEARS OLD, SINGLE,  
HAVE AT LEAST NVQ 2 OR ONE YEAR OF  
FULL TIME TURFGRASS EDUCATION**

**GOOD WAGES AND PLENTY OF OVERTIME**

**PROGRAMS FROM 8 TO 18 MONTHS  
HELP WITH VISAS, TRAVEL PLANS AND  
INSURANCE**

**PLACEMENT AND ACCOMODATION ARRANGED  
OPTIONAL TURF CLASSES AVAILABLE**

FOR MORE INFORMATION CONTACT:

**Mike O'Keeffe / John Beardmore**

The Ohio Program,

Suite 360, 700 Ackerman Road, Columbus, Ohio, 43202, USA



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the GCSAA  
stand at  
BTME**

# NEED TO RECRUIT?

## Harrogate week

***THE JOB SHOP PROVIDES  
ALL THE ANSWERS***

Advertise your position in the January issue of Greenkeeper International and have it posted **FREE OF CHARGE** at the Careers' Fair during Harrogate Week



**CALL THE RECRUITMENT TEAM FOR  
FULL DETAILS OF RATES NOW ON 01347 833800**



# Recruitment



## WOODBIDGE GOLF CLUB

(Established 1893)

We would like to invite applicants for the newly created post of

### COURSE MANAGER

Woodbridge Golf Club is one of the oldest members' clubs in East Anglia.

We have an 18 hole traditional heathland course and a further 9 hole heathland course, established in more recent times.

The presentation and maintenance of both courses presents a real challenge for the aspiring and ambitious Course Manager.

Our aim is to have two of the finest heathland courses in England

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, plus pesticides handling and chain saw operations
- 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 communication and planning skills

A competitive package is available to the successful applicant.

Closing Date: 31st December 2005.

**Application forms available by either telephoning or writing to:**

Mr Tony Theunissen - Secretary Manager, Woodbridge Golf Club,  
Bromeswell Heath, Woodbridge, Suffolk IP12 2PF.

Telephone: 01394 382038 email: woodbridge@anglianet.co.uk

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EOE/M/F/D/V

The Marriott Forest of Arden Golf & Country Club is set within the Packington Estate on an ancient deer park and fishing lake. The Arden championship course was host to the 2005 British Masters and has held, in the past, the English Open. The Aylesford course also hosted the 2005 Weetabix UK National Junior Golf Championships. It is also part of Marriott Group's 11 golf and country club portfolio.

We are currently recruiting for:

• **Assistant Greenkeepers**  
to join our full-time team. You should be NVQ 2/3 qualified with previous greenkeeper experience.

Please apply to HR Department, Marriott Forest of Arden Hotel, Maxstoke Lane, Meriden, Warwickshire CV7 7HR.

To learn more about us, visit our website at [www.marriottcareers.net](http://www.marriottcareers.net)

**Marriott**  
FOREST OF ARDEN  
HOTEL & COUNTRY CLUB

## WYKE GREEN GOLF CLUB

### DEPUTY HEAD GREENKEEPER

Wyke Green Golf Club is seeking an experienced greenkeeper to become its Deputy Head Greenkeeper.

Applicants must have a minimum NVQ 2 qualification together with PA1, PA2 and PA6 spraying certificates. The successful applicant will be responsible for the day to day operational management of the greenstaff team and will need to demonstrate self motivation as well as an ability to lead a team.

This is an excellent opportunity for an individual wishing to progress a career in greenkeeping.

**Please apply in writing submitting your CV and details of current salary to:**

The Secretary, Wyke Green Golf Club,  
Syon Lane, Isleworth, Middlesex TW7 5PT



## THE ADDINGTON GOLF CLUB

Are looking for a

### QUALIFIED GREENKEEPER

This prestigious golf course is looking to extend our Greenkeeping Team with the addition of an experienced Greenkeeper. The successful candidate will have NVQ Level 2 and hold all current spraying certificates.

In return we can offer competitive salary, first class working conditions and the opportunity of working on one of the best inland golf course in the South.

Interested? Send in your CV to: Mr R A R Hill, The Addington Golf Syndicate Ltd,  
205 Shirley Church Road, Croydon, Surrey, CR0 5AB

Closing date 31st December 2006.



## MORTONHALL GOLF CLUB

### EXPERIENCED GREENKEEPER

- Qualified to SVQ level 3 with PA1 and PA6
  - PA2 an advantage
- Must have the ability to work as part of a team and to a high standard

Applications in writing with CV to:

The Club Manager, 231 Braid Road, Edinburgh EH10 6PB

Closing date: 19 December 2005



## Feature listing from December 2003

**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; Comrie GC; CV Advice; 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;** Hellidon 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; Mini Excavators; Disease; Finance; Scholarship

**August 2005;** Ramsey GC; Open Review; Quad Bikes; Top Dressing; BIGGA Golf Day; Anthracnose; National Championship Preview

**September 2005;** John O'Gaunt GC; Drainage Special; Security; Student of the Year; Massey Ferguson Profile

**October 2005;** Laleham GC; Dollar Spot; Utility Vehicles; Bio Oil; Pneumatic Fracturing; Best Practice

**November 2005;** Chipping Norton GC; National Championship; Course Construction; Fertilisers; Servicing

## Christmas Message

With Christmas just around the corner my year as Chairman will soon be over. Predictably, it has flown by, so before I take my leave I thought I might share with you some of my reflections on BIGGA 2005. I thought I would start with the last verse from a popular seasonal song, which has always rung true for me.



*'I could have been someone, well so could anyone  
You took my dreams from me, when I first found you  
I kept them with me babe, I put them with my own  
Can't make it all alone, I built my dreams around you  
The boys of the NYPD choir were singing 'Galway Bay'  
And the bells are ringing out for Christmas Day'  
(Kirsty MacColl and the Pogues: Fairytale of New York)*

The lines, 'I could have been someone' and 'Can't make it all alone' seem relevant to our own search for advancement and our understanding that together we can achieve it. They hint at the reasons why we are all part of our Association.

During my year as Chairman I have heard every conceivable point of view from 'The Association should become a union and strike in support of down-trodden greenkeepers everywhere' to 'The Association should not waste its time and money trying to support and educate those who refuse to help themselves. Put the subs up really high and let's have an Association which provides high quality assistance to those who will pay for it.'

I stress that these are the extremes, the dogmatic stances of the few. The vast majority of members I have had dealings with lie somewhere in the middle. They believe in the general principle that the Association should be accessible to all and provide the same level of benefits and opportunities for all. There are of course varying opinions on how best to achieve this.

I would just like to thank all those who have given their opinion either in person or through letters or the bulletin board. Your passion, whether in support of or against what we are trying to do, is much appreciated. Just knowing that BIGGA can arouse such passion augers well for the future. People care and that's what matters. When people care there are grounds for optimism and hope.

'I can see a better time, when all our dreams come true'. From the very start of my year as Chairman I left no one in any doubt as to what my ambitions were. I wanted to bring more opportunities for support and advancement to core greenkeepers. I have geared all my energies towards this goal and successes to date include major additional funding for education at Section level, the introduction of targeted education for greenkeepers and deputies at Harrogate and a new initiative on a mediation service for greenkeepers in trouble at work.

We have recently set up a 'bulletin board' for Section administrators, Regional administrators and HQ staff to talk directly to each other so the old problem of poor communication and remoteness can be addressed. As the policy review takes shape, I am confident that further assistance to core greenkeepers is on the way.

'I've got a feeling, this year's for me and you'. While core greenkeeper advancement remains my primary goal, I have discovered that it is also imperative that we dream big and are not afraid to push forward with youthful vigour and energy. As Vice Chairman, Richard Whyman has shown the type of drive and ambition that gives me even greater confidence of major advancements in the future.

What has also become crystal clear to me and should be made plain to all is that we are unlikely to achieve significant progress on our own. The whole industry is strained by the current economic climate and it affects all who have a vested interest in golf.

The Pro's, the Secretaries, the house staff, the course staff, the R&A, the Golf Unions, the STRI and other agronomists, the architects, the constructors, the GTC, the colleges and the trade. We are all in the same boat and we need to help and support each other. The amount of cooperation between these bodies is constantly increasing and the joint initiatives at Harrogate Week bear testimony to this fact. Like the boys from the NYPD choir, we all need to sing in harmony from the same hymn sheet.

I had not appreciated just how much our prosperity and strength lies in the close bonds we have developed with all of the above. Our futures are interdependent and neither we nor anyone else can afford to be insular and ignore the needs of others. I was fortunate enough to attend the Secretaries Association conference in Liverpool this year. I was struck by the similarity of their problems with ours such as the interference and lack of respect from some members, the low budgets and the resistance to change.

The recent initiatives for us both to share a platform on golf club wages and to draft a joint document on risk assessment are massive steps forward. We all go through ups and downs but as long as we can share our difficulties we can maintain our optimism and rise above the humdrum.

It is the greatest folly of any Chairman to start giving advice, so here goes. I would advise that this Christmas you park yourself on your most comfortable sofa, get yourself a bottle of your favourite tippie and plug yourself in to Kirsty MacColl and the Pogues most joyous celebration of the frailties of the human condition. It is our basic need for acceptance and the necessity of our dependence upon each other, which in the end unites us all.

'The boys of the NYPD choir still singing 'Galway Bay'  
And the bells are ringing out for Christmas Day'  
Happy Christmas, have a good one!

*K. Daly*

Chairman