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THREE RIVERS GOLF & COUNTRY CLUB

HEAD GREENKEEPER

Reporting to the Golf Courses Manager, you will take responsibility for the day to day running of the course.

It is essential that you have a full understanding of Health & Safety and COSHH regulations and promote safe working practices at all times.

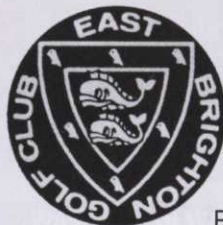
With at least 5 years experience as a Greenkeeper, a recognised qualification in turf management is desirable together with PA1, 2 & 6 spraying certificates. You should have a keen eye for detail and insist on exceptional standards of quality. You must be strong in leadership, people management and computerised irrigation systems.

Well developed communicating, organising and team building skills are essential prerequisites.

Salary and conditions are negotiable.

Applicants are requested to apply in writing or by email with full C.V. to:

Arnold Phipps-Jones, Three Rivers Golf & Country Club, Stow Road, Cold Norton, Nr Chelmsford, Essex CM6 3RR
email: arnold.phipps-jones@threeriversclub.com



At East Brighton, we are looking for a Deputy Head Greenkeeper at this outstanding golf course set just 5 miles from Brighton city centre.

East Brighton Golf Club is 112 years old and is a private members Downland golf course that prides itself as one of the best kept in Sussex. This job is a superb chance to progress your career and at the same time live in one of the South's most popular resorts.

The successful applicant will have the following minimum qualifications:

- 5 years experience at a reputable golf course.
- Qualifications to a minimum of NVQ 3, PA1, PA2 and PAE spraying certificate.
- Up to date on all Health and Safety aspects of the job and latest course set up trends.
- Be self motivating and motivational to others.
- Attractive remuneration package available for suitable candidate.

Please apply with full C.V. and relevant information to:
Mark Stuart-William, Manager of Golf Operations,
East Brighton Golf Club, Roedean Road, Brighton BN2 5RA



MANOR of GROVES

Head Greenkeeper

Manor of Groves Hotel, Golf & Country Club is looking for a Head Greenkeeper to join our forward thinking, dynamic Management Team.

You must have strong communication skills together with a proven history in team management. You should be qualified to NVQ level 3 or equivalent. Day to day tasks will also involve, maintaining and increasing standards on our 18 hole championship golf course, budget management and course development. This is an ideal role for a current Head Greenkeeper or a very strong Deputy.

In return we will offer you a competitive salary and bonus scheme. (accommodation is not on offer as part of this remuneration package)

Please send your CV with covering letter, stating your salary expectation - by e mail or post for the attention of Marisa Willingham.

Manor of Groves Hotel, Golf and Country Club,
High Wych, Sawbridgeworth, Hertfordshire, CM21 0JU
marisa@manorofgroves.co.uk www.manorofgroves.com

Closing date for applications - 23rd July 2005

DE VERE HOTELS

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HEAD GREENKEEPER

The Head Greenkeeper, reporting to the Golf Operations Manager will possess the following key attributes;
A minimum of 3 years experience as a Head Greenkeeper, NVQ level III or equivalent, spray qualifications, a chainsaw licence, up to date knowledge of health and safety legislation, strong supervisory skills and a hands on approach to management.

The position requires an individual with drive, ability and enthusiasm to oversee the course improvements and to maintain the standards expected by the group.

MECHANIC

A minimum of 5 years experience in machinery maintenance is preferred. The ability to maintain service records and a flexible approach with the ability to multi-task is required. You should have experience of working with diesel and petrol engines and preferably cutting and irrigation equipment.

For both positions, please apply in writing with a current C.V. to:

Victoria Marchant, HR Assistant, De Vere Dunston Hall,
Ipswich Road, Norwich, Norfolk, NR14 8PQ
Or email - victoria.marchant@devere-hotels.com



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.

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ISS WATERERS LANDSCAPE

HEAD GREENKEEPER

Based in **STAVERTON**

COMPETITIVE SALARY

The successful applicant will have at least 10 years previous greenkeeping experience on a Championship golf course, qualified to NVQ Level 3 in Sports Turf Management and have at least five years supervisory experience.

Knowledge of machinery and turf maintenance.

PA1 and 6 spray certificates essential.

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Please apply to **Beverley Hodgson Personnel Officer**
on Freephone: **0800 389 0666**

WOKEFIELD GOLF CLUB

We have a vacancy for the post of

EXPERIENCED GREENKEEPER

at our championship standard course near Reading, which is one of the Rentokil Initial group of courses. This large prestigious site has twelve lakes and fescue dominated ISGA spec greens and tees and hosts significant professional and amateur events.

The successful applicant will be part of a well motivated team who will assist in maintaining the high standards of the course including preparation for PGA events. Candidates will be qualified to a minimum of NVQ level 2 or equivalent in greenkeeping and have at least five years practical experience. Detailed knowledge of relevant machinery plus a spray certificate would be an advantage.

Applications (enclosing C.V.) to **Beverley Hodgson, Personnel Dept,**
ISS Waterers Landscapes, Nursery Court, London Road, Windlesham, Surrey
Freephone 0800 389 0666



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You will be responsible for generating sales into new accounts and then forging lasting relationships to advance and maximise sales of products connected with the golf and irrigation markets promoting well known brand names such as Flowtronex and Lowara.

Ideally you will be experienced in the golf or irrigation industry, preferably with pumping systems. Full training and support will be provided.

Salary is negotiable based on experience.

Applications in writing with current CV to:

Mr. T. Allsopp
Managing Director
Lowara UK Ltd
Millwey Rise Industrial Estate
Axminster
Devon EX13 5HU

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HEAD GREENKEEPER

Hersonissos, Crete

Excellent package, including accommodation and car.

The Crete Golf Club is the first 18 hole golf facility on the picturesque Greek island where thousands of British and European tourists spend their holidays. The course was built by The PGA Golf Management Ltd and opened in October 2003. Since then it has already built a reputation as one of the finest new courses in the southern Mediterranean.

The Golf Club welcomes applications from candidates who;

- Have experience in working both in the UK and overseas
 - Have good knowledge of Bermuda and Bent grass
 - Is qualified to NVQ3 or equivalent
 - Have excellent man management skills
- (the successful candidate will manage a team of 12)
- Have a sound knowledge of irrigation systems

Candidates interested in the exciting opportunity should send their CV to:

Harry Zervos, The Crete Golf Club, Hersonissos, Crete, Greece 70014

Or email gm@crete-golf.gr

Tel: 0030 28970 26000 Fax: 0030 28970 30180



Stoneham Golf Club

The Club invites applications for the post of

HEAD GREENKEEPER

Stoneham Golf Club is an 18 hole traditional, but forward thinking, private members club established in wooded heathland to the north of Southampton in 1908 by Willie Park Jnr.

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

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

Salary is negotiable depending on experience & qualifications.

Please apply in writing with your CV to:

The Manager, Stoneham Golf Club, Monks Wood Close, Bassett, Southampton, SO16 3TT

HAMPSTEAD GOLF CLUB

Require a

DEPUTY COURSE MANAGER

The successful candidate must be hardworking, enthusiastic and able to deputise in the Course Managers absence.

Qualified to NVQ Level 3, PA1, PA2 & PA6 would be an advantage.

Applications in writing with full CV by 25th July to:

Alan Lewis, Hampstead Golf Club,
82 Winnington Road, London N2 0TU

PURLEY DOWNS GOLF CLUB - SURREY

Has an immediate vacancy for a

1st ASSISTANT (3rd in charge)

To join a small team who manage the continuing programme of a downland course development and maintenance activities.

The successful applicant should have a sound knowledge of turfcare, machinery maintenance and irrigation systems and achieved NVQ 1 & 2 as well as PA1, PA2, and PA6 spraying certificates.

Salary and benefits package negotiable according to experience.

Written applications with full C.V by August 23rd to:

Mr C.Gibson, Course Manager, 106 Purley Downs Road, South Croydon, Surrey CR2 0RB.

Email: info@purleydown.co.uk www.purleydownsgolfclub.co.uk

ROTHER VALLEY GOLF CENTRE, SHEFFIELD

Has an immediate vacancy for

ASSISTANT HEAD GREENKEEPER

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

Applicants should be qualified to NVQ Level 2 and hold PA1, PA2 and PA6 spraying certificates.

Apply in writing with full CV to: The Centre Manager,
Rother Valley Golf Centre, Mansfield Road,
Wales Bar, Sheffield S26 5PQ Telephone: 0114 247 3000

SANDWELL PARK GOLF CLUB

Require a

DEPUTY COURSE MANAGER

Applications are invited from experienced individuals for the post of Deputy Course Manager at this traditional Private Members Club, founded in 1895, which wanders over wooded heathland and is generally recognised as being one of the leading courses in the West Midlands.

The position would be suited to a candidate who:

- Has a minimum of 5 years experience in greenkeeping.
- Minimum NVQ2 or equivalent with spraying certificates.
- Have experience of current Health & Safety Regulations.
- Show knowledge in machinery and irrigation maintenance.
- Prepared to work overtime especially at weekends.

Please apply in writing with CV to: Manager, Sandwell Park Golf Club, Birmingham Road, West Bromwich, West Midlands, B71 4JJ.

Recruitment

ESENTEPE GOLF AND COUNTRY CLUB

EXPERIENCED HEAD GREENKEEPER

The construction of this complex will be the first Golf Course in Northern Cyprus which includes 18 holes Golf Course, a 3 hole academy and a 30 Bay driving range will be completed in December 2005.

The seeding of this wonderful 18 hole Golf course, where the holes are shaped through mature olive and pine trees, will start in September 2005.

THE SUCCESSFUL CANDIDATE SHOULD POSSESS THE FOLLOWING QUALIFICATIONS AND ATTRIBUTES;

Experienced, self-motivated hard working and a team player, innovative and have excellent management skills to lead and train the Greenkeepers along with:

- Working experience with warm season grasses
- Experience in grinding machines and mechanical skills
 - Knowledge about PC irrigation system
 - Growing in the golf course
- Identify diseases and treatment in the turf grasses.

Salary will be negotiable and suitable accommodation will be provided.

Interviews will be held in England and North Cyprus.

Please apply in writing no later than 25th July 2005, with full CV to:
Sevim Ozkırac, Project Coordinator, 100 Bedreddin Demirel Cad.
Kat 3, P.O.Box 82, Lefkosa, Mersin 10 - TURKEY
E-mail sevim@kormancons.com

countrywide

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To join our team, you will need to have an in-depth knowledge of the requirements of the modern sports turf professional, and be able to converse with them on an equal, practical and technical basis. A proven sales background with BASIS qualification would be an advantage, but training would be given to the selected candidate. Drive and self-motivation are essential and will ensure success in a competitive market place.

Closing date for application: 29 July 2005

If you feel you have the necessary experience, skills and enthusiasm to succeed in this challenging role, please send your CV to:
Martin Townsend, Manager, Countrywide Turf & Amenity,
Countrywide House, Bradford Road, Melksham, Wilts SN12 8LQ

www.countrywidefarmers.co.uk



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Feature listing from July 2003

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; Tynteside 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; Hellidon Lakes; Power Mowers; Pest Control; Cutting Heights Survey; Nozzles

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

Bringing it all Back Home



There are only two types of greenkeepers. Those who have gone through hard times and those who are about to go through hard times. At some point you will question your ability to cope with the pressures of high expectations under impossible conditions. An acceptance of the inevitability of unwarranted criticism and an inner belief in your own personal integrity may just help you survive.

As you read this I will be in pensive mood. I am due to attend The Open at St. Andrews in the county of my childhood, the Kingdom of Fife. Even at this late stage in my career it will be my first visit to an Open Championship and my first official visit to an Open Championship golf course. I have crossed the famous links before, as a young lad on a trip to the seaside with a football under my arm, anxious to reach the Hampden Park of St Andrews beach and play out my dreams patrolling the left wing with all the grace, elegance and footballing skills of Billy Connolly.

This return to my roots has caused me to reflect on the twists of fate, which have led me to where I am now and the lessons I have learned, more often than not, in complete contradiction to my fervent beliefs as a youth. Back then, I railed against everything which I considered to be 'establishment'. As your current Chairman, the epitome of establishment, it now comforts me to know that railing against the establishment is what the young are designed to do, it is what they do best, it is indeed their duty to do it and quite frankly I wish today's youth would do a lot more of it.

I recall as a young BGGGA member being critical of the leadership, who, at that time, seemed to offer nothing more than the occasional game of golf, a game which, in all truth, I had great difficulty in being enthusiastic about. Indeed, if it were not for fate pointing me towards a career in the continually stimulating world of greenkeeping, golf would have played very little, if any, part in my life. Then as now, I remember BGGGA members being criticised for not supporting events. My answer would always be the same. "I am a follower, not a leader. If we are not attending events then there is something wrong with the leadership."

Now, the boot is on the other foot and what I find most surprising is that this rather glib answer makes more sense to me now than it did then. Thankfully, BIGGA normally offers more than just a round of golf these days but I sincerely feel that where members are not turning up to events or are unhappy about what we offer, then we are not delivering at the coalface and it is up to those who have the necessary position and influence to ring the changes.

Don't get me wrong. I think BIGGA can be very proud of its achievements over the past 15 years or so but members, quite rightly, are more interested in what it has

to offer now and not how much better it is than it used to be. Members' needs have changed, their expectations have changed and in truth the industry is changing so rapidly that BIGGA needs to change to remain relevant.

I can understand our need to stay up with the game but I fervently hope, that in our eagerness to do so, we will not lose the heart of the matter. While beautifully presented golf courses are the prime objective of our labours, there is for me a deeper satisfaction to be gained from empowering each other to develop to our full potential and by being true to our own personal integrity through carrying out our duties with due regard for the people and the natural environment we affect.

So, to return to my main theme, while the drama unfolds on the historic links, the top golfers of this world may have to forgive me if it appears at times that my thoughts are elsewhere. I may be turned back towards the beach, dreaming of the pinpoint, floated cross I just delivered onto the head of my team mate to score the winning goal in the Cup Final, while hoping against hope that our industry does not succumb to the same folly as the 'beautiful game', success at any price.

Prancing prima donnas will openly forego their personal dignity by diving in the box or by collapsing in a heap when an opponent raises an arm above waist height somewhere in the same quarter of the pitch they happen to be standing in. The spectacle is devalued, the game is devalued and, sadly, our imposed acceptance of it devalues us all.

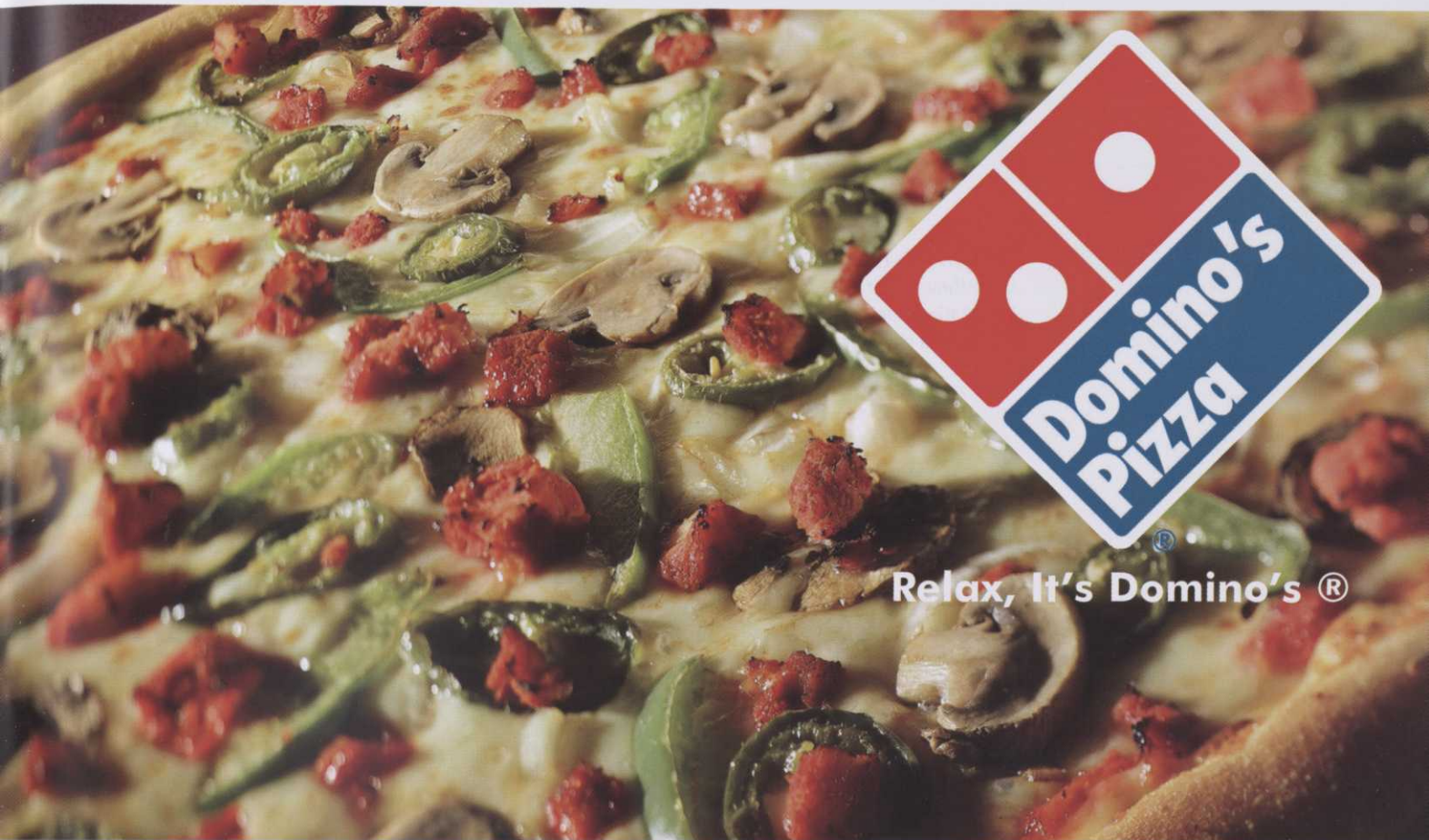
Over the past two years, I have been lucky enough to meet and talk with Euan Grant, The Old Course Head Greenkeeper. It will be Euan's first Open as Head Greenkeeper and I wish him and his team every success. If you want an example of how putting one's personal integrity first breeds success, then look no further than Euan. Anyone who has met him will know what I mean.

Like him, I believe that those of us who refuse to 'dive in the box' will have the real success in the end.

K. Daly

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