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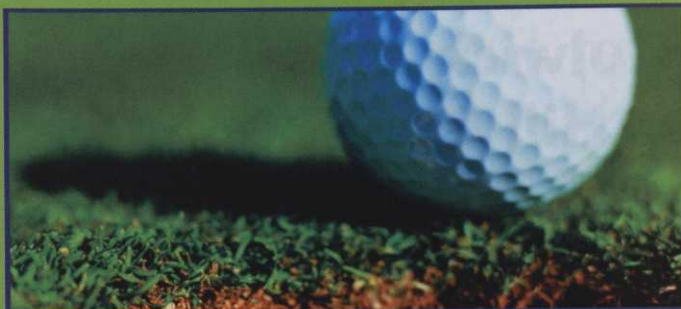
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GOLF COURSE MANAGER

Crown require a Golf Course Manager at The Chase Golf Club.



Applicants must have a proven track record in leading and directing the greens staff to help further develop and improve this course.

Applicants for the position should have the following;

- NVQ3 or similar plus spraying qualifications.
- A sound knowledge of irrigation systems & machinery
- Health & Safety Awareness
- Good man management & leadership skills
- Ability to understand and work within an agreed budget

Salary by negotiation.

Apply in writing by 17th June, with full CV to:

John Moore,
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Pottall Pool Road, Penkridge, Staffordshire ST19 5RN

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The position includes managing a staff of up to twenty people in order to maintain two championship golf courses to the highest, year-round standard. The Assistant will report directly to the Golf Course Superintendent.

The successful candidate should have the relevant technical background and at least two years experience in a supervisory position. Knowledge of French is helpful.

The position is available immediately, and includes a competitive salary, excellent benefits, and lodging.

Applications in writing to:

Steve Okula CGCS, Golf Course Superintendent, Golf de Joyenval,
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Recruitment

Dulwich & Sydenham Hill Golf Club Ltd

Invites applications for the position of

Head Greenkeeper

Dulwich & Sydenham Hill Golf Club is a traditional, but forward thinking, members club founded in 1894 and is renowned for its friendly atmosphere.

An 18 hole parkland course situated on the slopes of Sydenham Hill it is just 5 miles from the City of London.

The course has recently undergone much improvement and modernisation and has an extensive modern equipment inventory.

The successful candidate will be expected to work with the Club's Council, Secretary and Professional to present members and visitors with a course that delivers the highest standards of presentation and playability.

Applicants should ideally possess or demonstrate the following:

- A minimum of 5 years experience with demonstrable management experience
- Recognised greenkeeping/agronomy qualifications (min. NVQ Level 3, PA1, PA2 and PA6 spraying certificates)
- Experience in maintaining golf course machinery and irrigation systems
- A proven ability to prepare and work within an approved annual budget
- A proven ability to prepare work programmes and meet deadlines
- Fully compliant with current Health & Safety legislation, to include risk assessments
- A strong communicator, considered critical to the successful fulfilment of the role
- A keen and competent golfer
- Awareness of environmental and wildlife practices

This is a great opportunity for a committed, enthusiastic, motivated and hard-working greenkeeper to lead and manage a dedicated team to further develop and maintain the golf course.

An excellent salary package is on offer (including accommodation) to the successful applicant.

Closing date for applications - Thursday 30th June 2005.

Apply in writing with full C.V. and covering letter to -

Brian O'Farrell, Secretary,
Dulwich & Sydenham Hill Golf Club Ltd,
Grange Lane, College Road, Dulwich, London SE21 7LH



Mickleover Golf Club

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 C.V. to:
The Managing Secretary, Mickleover Golf Club,
Uttoxeter Road, Mickleover, Derby DE3 4AD.
Telephone 01332 516011

Closing date: 24th June 2005



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You must be self motivated and able to work within a small team of qualified, experienced Greenkeepers and have practical knowledge and experience of modern machines and a computerised irrigation system. You should have a full driving licence.

Experience and qualifications to NVQ Level 2 or 3 PA1 and PA2A certificates, and PA6.

The closing date for receipt of completed applications is noon on Friday 17th June, 2005. Interviews will take place on Wednesday 29th June, 2005.

For more details please contact Seaford Town Council on 01323 894870 or write to us at Hurdis House, 10 Broad Street, Seaford, East Sussex BN25 1ND

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For an information pack and application form for the above post, please send an A4 SAE quoting post ref to Tracy Kilby - Human Resources Officer, Myerscough College, Bilsborrow, Preston PR3 0RY.

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Applications in writing with C.V. to:
The General Manager, Bearwood Lakes Golf Club,
Bearwood Road, Sindlesham, Berkshire RG41 4SJ
Website: www.bearwoodlakes.co.uk

Closing date for applications: 20th June 2005



Llanishen Golf Club



Heol Hir Cardiff CF14 9UD

Applications are invited for a well motivated, enthusiastic and experienced

COURSE MANAGER

Llanishen Golf Club, founded in 1905, is a traditional Members Club situated in 75 acres of picturesque countryside of North Cardiff.

The successful applicant will possess the following:

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 - Health & Safety training
- Ability to plan and deliver a work programme
- A proven track record of achievement

You will be a team leader, motivator and manager as well as a good communicator with at least five years recent experience as an Assistant Head Greenkeeper / Deputy Course Manager.

Salary is negotiable depending on experience and qualifications.

Closing Date 30th June 2005.

Please apply in writing with CV to:
The General Manager, Llanishen Golf Club,
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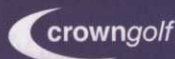
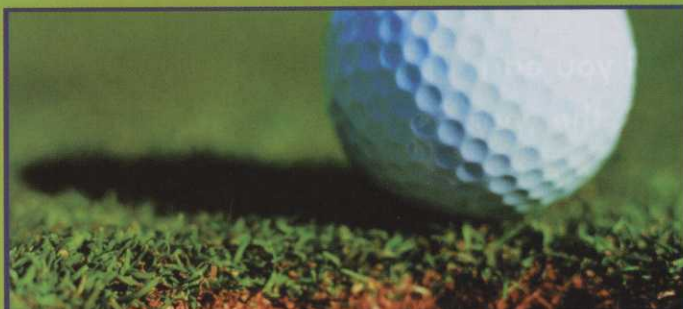


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Applicants must have a proven track record to lead a committed greens staff and to help manage & further develop the profile of this popular venue.

The successful applicant should have all the necessary experience and technical ability to manage a modern golf course with sand based greens to a high standard.

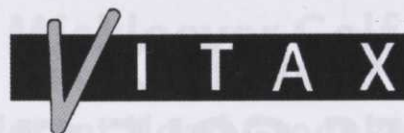
Applicants for the position should have the following;

- NVQ3 or similar plus spraying qualifications.
- A sound knowledge of irrigation systems & machinery
- Health & Safety Awareness
- Excellent man management & leadership skills
- Ability to work within and understand budgets

Salary by negotiation.

Apply in writing by 17th June, with full CV to:

Laurence W. Pithie
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Crane Valley Golf Club require ASSISTANT GREENKEEPER

The successful candidate will preferably have:

2-3 years experience in greenkeeping, qualifications to NVQ2 level or equivalent, PA1, 2 and 6 would be an advantage, awareness of health and safety and to be self motivated.

For an application form please contact
Darrel Ranson, General Manager on:

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Please contact Sarah Boon, Ramada Hotel & Resort, Matson Lane, Robinswood Hill, Gloucester GL4 6EA. E mail: hr.gloucester@ramadajarvis.co.uk. Tel: 01452 874825.



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Mid - Herts Golf Club



MID-HERTS GOLF CLUB

HEAD GREENKEEPER

Mid-Herts Golf Club is an 18 hole traditional private members Club established in 1892 in wooded heathland near to the village of Wheathampstead, Herts.

The Club invites applications from experienced candidates for the position of Head Greenkeeper

Applicants must:

- be fully familiar with, and knowledgeable about, the game of golf
- be qualified to NVQ3 or equivalent
- possess a full range of spraying and chainsaw certificates
- demonstrate strong organisational skills with the ability to lead, motivate and manage an established team
- have a full working knowledge of current good practice in agronomy, and health & safety

Salary and terms of employment are negotiable.

Applications marked "confidential" with CV to:
The Chairman, Mid-Herts Golf Club, Lamer Lane, Gustard Wood, Wheathampstead, Herts AL4 8RS
www.mid-hertsgolfclub.co.uk Tel: 01582 832242



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2 Years Minimum Experience
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Salary negotiable according to
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Wayne James, Head Greenkeeper,
Belmont Lodge & Golf, Belmont, Hereford HR2 9SA

HENBURY GOLF CLUB

18 Hole Private Members Club require an Experienced Assistant Greenkeeper

The successful applicant must be highly motivated and able to work with our existing team of 5. You should be qualified to a minimum of NVQ2 or equivalent. Spraying Certificates Pa1, Pa2 & Pa6 would be an advantage.

Apply in writing with full C.V to:
The Managing Secretary, Henbury Golf Club,
Westbury on Trym, Bristol BS10 7QB

Feature listing from June 2003

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

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

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

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

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

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

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

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

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

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

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

BIGGA membership - What's it worth?



I have recently been interested to read members postings on the website bulletin board about the cost of membership and note the varying views on this topic. Some members feel that current subscription rates are too high and that they don't get much for their money, while others feel that they would happily pay double for what they get from the Association.

The cost is a very subjective matter, as with many things in life. What some call cheap, others call expensive. I suppose that value for money depends upon how often you use the service and how useful it is to you personally. Rather like golf club members, those who play regularly get a much better deal per round than those who play only a few times each year.

It may surprise some to know that member's subscriptions make up only about 25% of our income. This means that 75% of our income comes almost entirely from business with the trade, such as BTME and magazine/directory advertising. In other words, if for any reason we were to reduce our reliance on these external forms of income then subscriptions would have to increase fourfold for us to maintain our current services.

While we cannot envisage a situation in which all of our external income would suddenly evaporate, we are aware that such heavy reliance on external revenues is not the healthiest of situations, hence the need to increase steadily subscription rates over and above inflation. It must be borne in mind that our relationship with the trade is mutually beneficial and they prosper from a well organised, ready made customer base. Our steady progress is, I am sure, just as vital to them as it is to us.

Subscription rates for Course Manager/Head Greenkeepers and Deputies have traditionally been based on cost. Direct benefits to these members have been costed out and the rate set to equal that cost. Rates for Assistants and First Assistants are below cost and therefore subsidised by other members. This is because research has shown that they tend to use the services less, they tend to have less disposable income to afford membership and we wish to encourage new, young members into the Association.

So far I have concentrated on the facts about membership and subscription rates and I hope it has given you a clearer picture of why things are as they are but, as I stated earlier, it is really all about what you get for your money. Well, I could list all the direct member benefits such as subsidised education, expert assistance through the magazine and the website, insurance, legal helpline and discount card to name but a few.

For me personally, however, these are not solely what membership is all about. What it is about is camaraderie, fellowship and mutual support. It affords us all the opportunity and great privilege of being able to try to assist young greenkeepers in the way that we were so warmly and ably assisted by more experienced BIGGA members in the past.

Without BIGGA I know I would not have visited so many golf courses and talked to so many greenkeepers willing to share their problems and their expertise. I would not have met so many friendly and genuinely supportive people and I would not have so readily taken on board the values of others that

served to round my education beyond the point of me thinking the world owed me a living.

If you want to know what BIGGA is about, then ask those on the website who have just received invaluable help and support from their fellow members. Ask those young men who have just attended their first Regional seminar or Section golf match and discovered the great bond of camaraderie within our industry. Ask the young greenkeeper who is about to complete a day out raking bunkers at St Andrews in the Open Championship and will be sipping beer with experienced and friendly Course Managers willing to share both their experience and their sense of humour.

Ask the Section Committee members up and down the land what they get out of it? Why do they spend so much of their valuable time and effort late into the night organising events for other people? I guarantee their answers will not centre on money and materialistic values.

I would like to think that we pay our subs, not so much for what we can get out of it but for what we can put into the respectable profession we have chosen to follow. It, rather selfishly, gives me great comfort to know, that some of my subscription is used to support those who need support the most. BIGGA supported me when I needed it and I see the subscription as a small price to pay for the strengthening of our Association whose stated aims are to aid the disenfranchised, reward the diligent and advance the prospects of us all.

When buying a car we make value judgements on whether it is a good deal or not and whether we will end up winners or losers, but what price lasting friendships, mutual respect and the shared bond of our profession?

'For when the One Great Scorer comes
To write against your name
He marks not that you won or lost
But how you played the game'
(Grantland Rice 1880 - 1954)

Kerran Daly
Chairman

Recruitment



Enmore Park Golf Club

Assistant Greenkeeper

Enmore Park Golf Club, founded in 1906, is a private members club with a course situated in the pleasant countryside parkland of Enmore Castle.

The successful applicant will be a qualified Greenkeeper to NVQ level 2, with a minimum of three years practical experience in a golf course environment.

Spraying certificates, PA1, PA2 and PA6 preferred.

Salary will be negotiable dependent on experience. Some relocation costs may be paid also.

Please apply in writing, with your C.V. and details of salary expectations by Monday 27th June 2005 to:

Gary Cook, Course Manager,
Enmore Park Golf Club, Enmore, Bridgwater TA5 2AN

WILDWOOD COUNTRY CLUB

Requires an

ASSISTANT GREENKEEPER

N.V.Q Level 2 Preferred.

A knowledge of modern machinery and automatic irrigation systems would be an advantage.

Single accommodation, can be provided at a favourable rate, within walking distance of the club.

Please apply in writing, with full C.V. to:

Philip Harrison, Director of Golf, Wildwood Country Club,
Horsham Road, Alford, Surrey GU6 8JE Tel: 01403 753255



Kenilworth Golf Club Warwickshire

Applications are invited for the post of

Head Greenkeeper

To manage the continuing programme and day-to-day maintenance of the course.

The successful applicant should have the following attributes:

- A minimum of 5 years experience as Assistant Head or Head Greenkeeper.
- In depth knowledge of turf management, irrigation, drainage and equipment maintenance.
- Conversant with Health and Safety regulations and practice.
- Self-motivation, Man management and Team leadership skills.
- Relevant qualifications.

Attractive remuneration package available for suitable candidate.

Please apply in writing with accompanying CV to:

Mr J H McTavish, The Secretary,
Kenilworth Golf Club, Crewe Lane, Kenilworth, CV8 2EA
Closing date 17th June, 2005.

DE VERE HOTELS

Hotels of character, run with pride

Would you like to be a part of our Winning Team?



De Vere have hosted many prestigious tournaments such as The Ryder Cup matches, the Benson & Hedges International Open & the Compaq European Open.

HEAD GREENKEEPER/COURSE MANAGER

The Head Greenkeeper/Course Manager, reporting to the Golf Manager, will possess the following key attributes;

A minimum of 10 years greenkeeping experience, NVQ level III or equivalent, PA1, PA2 and PA6 spray qualifications, A1 assessor award or equivalent, Up to date knowledge of health and safety legislation, strong supervisory and management skills and a good awareness of budgetary and financial procedures.

This position requires an individual with the drive, ability and enthusiasm to oversee the improvement in standards expected by the group.

GREENKEEPERS

We are looking for individuals who are working towards or have achieved NVQ level II and III and who possess spraying certificates. A number of positions are available from trainee through to qualified greenkeeper. All candidates must show an ability to work as part of a team and have a flexible approach to hours of work.

MECHANIC

A minimum of 5 years experience in machinery maintenance would be preferred. The ability to maintain service records and a flexible approach with an ability to multi-task is required. A key aspect of this role will be the setting up of a new workshop facility.

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

Lizzie Bullen, HR Manager De Vere Oulton Hall,
Rothwell Lane, Oulton LEEDS LS13 1HP
Or email - lizzie.bullen@devere-hotels.com