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Baberton is an 18 hole private club set in approx 100 acres of Heathland on west side of Edinburgh. We currently have a vacancy for an experienced Greenkeeper to help us to continue to improve the standards of our course, already one of the best in Edinburgh.

Applicants will be preferably qualified to a minimum of NVQ Level 3, or equivalent, plus PA1, PA2 and PA6. Operation of chain saw qualifications is preferred.

The successful applicant will be able to

demonstrate being punctual, organised and enthusiastic. He/she will have his/her own transport. Some weekend work is required.

A competitive package is available, dependent on qualifications with further training opportunities.

Please apply in writing with full C.V to:

Bernard M Flockhart
Club Manager
Baberton Golf Club
50 Baberton Avenue
Juniper Green
Edinburgh
EH14 5DU

Closing date for applications is 29th February 2008.



BUCHANAN CASTLE GOLF CLUB has a vacancy for a HEAD GREENKEEPER

Buchanan Castle Golf Club, situated in the Loch Lomond National Park, is a historic and scenic 18-hole parkland course. The club is currently developing a Driving Range and 9-hole par 3 course.

Candidates with the following attributes are invited to apply:

- A highly motivated individual with a proven track record
- Experience in parkland course management
- NVQ Level 3 or equivalent
- Spraying and other certification an advantage
- Working knowledge of IT, Health & Safety, COSHH and other relevant legislation
- Possess the ability to lead and motivate staff
- The ability to deliver effective performance management to produce and maintain high standards of work on the Golf Course

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Apply in writing including CV by 14th February 2008 to:

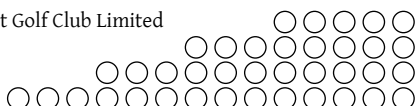
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An experienced NVQ Level 2 Greenkeeper is required to join our professional Greenkeeping team. The members of the much-respected 18 hole parkland golf course pride themselves on the quality, presentation and continuous improvement of the course.

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Please apply by sending a CV with a covering letter to the Chairman of Greens at the above address.



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An enthusiastic hard working Greenkeeper with at least 3 years experience is needed to join an already highly motivated team, applicants should be N.V.Q. Level Two or equivalent, Spraying certificates would be an advantage but not essential. This position may well ultimately lead into the First assistant's position.

This is an excellent opportunity for a highly motivated Greenkeeper to further his/her career.
Salary negotiable according to experience and qualifications.

Please e-mail or send C.V together with an application letter for the attention of Bob Williams info@chippingsodburygolfclub.co.uk

Chipping Sodbury Golf Club,
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Reporting to the management committee, the Manager will be required to plan, direct and coordinate the day to day activities of the club and ensure that all services and facilities are maintained to the highest standards.

The position involves the management of the golf course, club house and bar to ensure that all aspects of the Club are run efficiently with emphasis on quality service.

The successful candidate will be a golfer with excellent communication and leadership skills. The person will have a strong business background and will be expected to have a hands-on approach to marketing and administration of the overall facility. The ideal candidate will have all relevant agronomy skills necessary for effective links course management.

This challenging position will require a high level of initiative, commitment, energy, a flexible approach to working hours and excellent interpersonal skills.

Candidates may apply by email or by post to The Hon. Secretary, Enniscrone Golf Club, Co. Sligo. Closing date for receipt of applications is Friday, 22nd February, 2008.



1ST ASSISTANT GREENKEEPER

See our 18 hole course on our website & download an application form now. The position is to help supervise a team of up to 5 staff and deputise in the Head Greenkeeper's absence. Must have the ability to lead by example as this is a hands on position. The applicant should be qualified to at least NVQ 2 or its equivalent & have a minimum of 3 years experience. They must also possess a sound working knowledge of Health & Safety regulations. Pa1, Pa2 and Pa6 Spraying Certificates an advantage. Knowledge of golf preferred.

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Mr. J. Carter, Head Greenkeeper, The Craythorne, Craythorne Road,
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The successful candidate will have previous experience of managing a full fleet of this nature and working and contributing within a team environment.

Applications from suitably qualified and experienced candidates should be sent to Davy Cuthbertson, Course Manager, Rockliffe Hall Ltd. Stoer House, 1, Polam Road, Darlington, DL1 5NW or e-mail imdavy@aol.com

www.rockliffehall.com



Kenilworth Golf Club

Formed in 1889, Kenilworth Golf club is an 18 hole, private members club and is looking to recruit:

Deputy Head Greenkeeper

The ideal candidate must have:

- A minimum of 6 years Greenkeeping experience
- NVQ III or equivalent
- PA1, 2 and 6 Spraying certificates
- Ability to lead and motivate staff in the absence of the Head Greenkeeper
- Ability to maintain high standards

Assistant Greenkeeper

The ideal candidate must have:

- A minimum of 3 years Greenkeeping experience
- NVQ II or equivalent
- Ability to maintain high standards and work in a team
- Spraying certificates would be an advantage

Please apply in writing or by email, with CV to:
The Secretary, Kenilworth Golf Club, Crewe Lane
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- Qualified to NVQ level 3/4 or equivalent to HND Golf Course Management/Master Greenkeeper PA1, PA2, PA6 Spraying Certificates
- Be able to develop and implement a course management plan
- Understand Health & Safety and Environmental Management issues
- Have considerable experience in working on woodland courses
- Knowledge of irrigation systems
- Proven leadership and motivational skills
- Ideally a minimum of 5 years experience at Head Greenkeeping level

All applications will be treated in the strictest confidence
Please apply with a full CV and current salary to:
The General Manager, King's Lynn Golf Club,
Castle Rising, King's Lynn, Norfolk PE31 6BD

Closing date: Friday 29th February

COURSE MANAGER



Letchworth Golf Club is seeking an appropriately qualified Course Manager to join our Club Team.

Letchworth Golf Club has recently celebrated its centenary, and has hosted the county championships for both men and ladies in recent years. The course is set in a picturesque parkland environment, has a well developed mature 18 hole course that is undergoing a major 3-4 year re-design programme and so offers the successful applicant a unique opportunity to be instrumental in reshaping the course and its greenkeeping facilities.

The successful applicant will be:

- Qualified to NQV3 or higher and possess spraying qualifications, PA1, PA2 & PA6
- Have a sound working knowledge of irrigation system maintenance, repair and ideally installation
- A highly motivated and communicative individual with a proven record in man-management skills and the ability to identify and motivate the staff to deliver their full potential. The ability to lead and work with an established greenkeeping team is essential
- Must be computer literate and have the ability to manage budgets, costs suppliers and resources to maximum effect
- Project management and plant experience would be an advantage along with the essential knowledge of all relevant Health & Safety legislation
- Being a golfer is desirable

A competitive salary is available to the successful candidate.

If you are interested, please send your CV with a covering letter to

Niki Hunter, Secretary, Letchworth Golf Club, Letchworth Lane, Letchworth, Herts, SG6 3NQ or alternatively via email to Niki@Letchworthgolfclub.com

Closing date for applications 29th February



1st March/April
to 30th September/October 31st

We are looking for enthusiastic, hardworking individuals to join our team during the 2008 golfing season. Loch Lomond is a Tom Weiskopf /Jay Morrish – designed inland course, located in the North West of Scotland.

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- Drainage installation
- Construction projects
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- Operation and maintenance of an extensive fleet of turf grass equipment
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This could be a fantastic opportunity to gain valuable experience and expand your knowledge in turf grass management.

You can find further information about Loch Lomond on our web page
www.lochlomond.com

To apply for a position or find out more information please send a covering letter and C.V. to:

David Cole, Golf Course Superintendent, Loch Lomond Golf Club,
Rossdhu House, Luss (by Alexandria), Dunbartonshire, G83 8NT
Scotland.

or tel. 01436 655333

Email: david.cole@lochlomond.com



DEPUTY COURSE MANAGER

Malone Golf Club, a 27 hole championship golf course founded in 1895 and situated in 300 acres of rolling wooded parkland on the outskirts of Belfast, invites applications for the position of Deputy Course Manager.

The Club offers excellent working conditions with a large fleet of modern greenkeeping machinery.

Reporting to the Course Manager, you will possess strong supervisory skills in order to communicate and organise the day to day tasks within the greenkeeping team. You will have an eye for detail and ensure that high quality standards are maintained at all times. You will also:

- Have a minimum of 5 years greenkeeping experience
- Be qualified to NVQ3 standard or equivalent
- Hold spraying certificates PA1, 2 and 6
- Have a sound working knowledge of Health & Safety Regulations

Application forms may be obtained from:

Nick Agate, Club Manager, Malone Golf Club, 240 Upper Malone Road, Dunmurry, Belfast BT17 9LB.
Tel: 028 9061 2758
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Completed forms should be returned by 29th February 2008. Malone Golf Club is an equal opportunities employer.



MIKLAGARD GOLF

Miklagard Golf Course is situated approx 18 miles North of Oslo and is only a 10 minute drive from Oslo international airport. The principle function of the course is to be the premier facility of its kind in Scandinavia. The course has USGA spec greens and was designed and constructed by the Robert Trent Jones II Corporation.

We are currently seeking:

GREENKEEPER

We are seeking an ambitious individual to take on this challenging role in developing the Course Maintenance Team. Working alongside the Courses Superintendent to promote a professional attitude to golf course management, this position will entail maintaining our golf course to the highest possible standards. Spraying certificates & Chainsaw certificates are preferred however not essential as training can be provided. Salary negotiable.

HEAD MECHANIC

We are seeking a mature qualified person to take on this prominent role in developing the Course Maintenance Team. Working alongside the Course Superintendent to promote a professional attitude to machinery management, this position will entail maintaining our large fleet of maintenance machinery to the highest standards. The position is a key one within a large team. No accommodation is provided, although help shall be given to find suitable accommodation. A competitive package shall be offered to the successful candidate.

Applications in writing enclosing a current CV and Marking your application 'Confidential' to ianross@c2i.net or to the address Below
Ian Ross, Miklagard Golf AS, Postboks 87, 2041 Klofta

RECRUITMENT



NORTH HANTS GOLF CLUB

REQUIRES A

DEPUTY COURSE MANAGER

North Hants Golf Club is located in Fleet on the western edge of the sand belt, which cuts through Surrey, Berkshire and Hampshire. A delightful heathland course set amongst pines, oaks and silver birch. Founded in 1904, North Hants Golf Club is an 18 hole private members' club and is home to the Hampshire Hog and Hampshire Rose, premier amateur competitions. Originally designed by James Braid, it has also seen the influence of Harry Colt and more latterly Donald Steel.

We are looking for an ambitious, reliable, hard working and highly motivated Deputy Course Manager.

The successful candidate will be a key member of the team, assisting in the future development of the course and will desirably have the following qualifications and skills:

- Qualified to NVQ 3 or equivalent
- PA1,2 and 6a Spraying Certificates
- Chainsaw Certificate
- Ability to lead and motivate staff with, and in the absence of, the Course Manager
- Good communication skills
- Conversant with up to date Health and Safety Regulations
- Knowledge of irrigation systems
- Ability to produce and maintain high standards of work

An excellent salary is offered for the successful candidate. Accommodation is not available.

To apply please send your CV and covering letter to:-

The Course Manager
North Hants Golf Club, Minley Road, Fleet, Hampshire, GU51 1RF

Email: coursemanager@north-hants-fleetgc.co.uk

PLEASINGTON GOLF CLUB OPEN REGIONAL QUALIFYING COURSE

REQUIRES AN 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 NVQ level 2 or equivalent and spraying certificates would be an advantage.

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

Written applications, including full CV should be sent to:

Course Manager, Pleasington Golf Club, Pleasington, Blackburn, BB2 5JF

CLOSING DATE FOR APPLICATIONS:
FRIDAY 29TH FEBRUARY



SUTTON GREEN GOLF CLUB

Require an ASSISTANT GREENKEEPER



We are looking for an enthusiastic hard working and reliable Greenkeeper to join our existing team.

Applicants should have a minimum of 3 years experience in modern Greenkeeping.

Qualifications preferred / No accommodation

Applications with full CV to:
Nathan Kim-Sing, Head Greenkeeper, Sutton Green Golf Club,
New Lane, Guildford, Surrey, GU4 7QF



The Royal Malta Golf Club (RMGC) invites applications for the position of:

MECHANIC

The RMGC is one of only sixty or so 'Royal Clubs' in the world. Established in 1888, the Private Members Club is the only course on the sunny islands of Malta.

We are currently seeking an enthusiastic and ambitious person to take on this prominent role within our team. Working closely with the Head Greenkeeper to promote a professional attitude to machinery maintenance, this position will entail maintaining our fleet of machinery to the highest standards.

Requirements:

- Relevant mechanical and Greenkeeping qualifications
- Up to date knowledge of health and safety regulations
- Sound knowledge of golf course equipment including servicing, cylinder grinding, record keeping and stock control
- Ability to work under own initiative
- A good knowledge of golf would be an advantage

Salary (package) negotiable according to experience and qualifications.

If interested, please send C.V and covering letter to:

Email: chairman@royalmaltagolfclub.com

Post: Attn Chairman, Royal Malta Golf Club, Aldo Moro Street, Marsa, MRS 9064, Malta GC

Applications to be received by not later than 15th March 2008

Lawncare Technicians

One based in East Herts/West Essex and other in Warwickshire.

TopGrass is made up of two successful independent, rapidly growing, lawn care companies. We seek individuals who want to develop their careers in line with the growth of the business. Initial salary £18-20K plus bonus.



Skills and experience we are looking for: an ability to work on your own and unsupervised, a turf or lawn care background, an ability to converse with clients, willing to learn more about lawns, practical strong work ethic.

PA1 & PA6a desirable, full driving license essential.

Please send CV's to:
TopGrass (UK) Ltd,
4 Birdingbury Road,
Marton, Rugby, CV23 9RY

or see www.TopGrass.net



GREENKEEPER

Stockley Park is an 18-hole golf course, which is currently undergoing some exciting new developments. We currently have a vacancy for an experienced greenkeeper to become part of our team and assist with our expansion programme.

Applicants must be qualified to a minimum of NVQ Level 2, or equivalent, plus PA1, PA2 and PA6. Operation of chain saw qualification preferred but not essential. The successful applicant must be reliable, hardworking and highly motivated in return a competitive salary will be offered.

To apply for this position please forward your CV for the attention of:
Neil Gibson, Head Greenkeeper, Stockley Park Golf Course, The Clubhouse,
Stockley Park, Uxbridge, Middlesex, UB11 1AQ



Course Manager

Royal Porthcawl Golf Club located between Cardiff and Swansea on the South Wales coast has an excellent 18 hole Championship Links course, host to many prestigious championships including the Walker Cup and the Amateur.

We wish to appoint a highly capable Course Manager in this important role. The successful applicant will be responsible for all aspects of course maintenance and management and will join our existing management team to further develop the potential of this famous course.

Royal Porthcawl has a world wide reputation as a premier club delivering the highest standards and the warmest hospitality. In 2008 we will host the Welsh Amateur and in 2009 & 2010 the Ryder Cup Wales Seniors Open.

Highly motivated and experienced individuals with the following attributes are invited to apply for this outstanding opportunity.

- Minimum of 3 years experience as a Course Manager or Deputy gained at a high profile course to include tournament experience.
- Proven leadership and man management skills with the ability to optimise the performance of the Greenkeeping team.
- Have appropriate agronomic experience and the ability to develop effective course management strategies
- Be financially aware with the ability to create and operate budgets and be computer literate.
- Good knowledge of and the ability to implement Health and Safety legislation.

You will be joining an employer committed to excellence and the continuing personal development of its employees, the remuneration package offered will reflect the importance of this position and is negotiable depending on experience and qualifications.

Please send your CV with covering letter detailing your experience to: Martin Bond, Secretary by email at: martin.bond@royalporthcawl.com or by post to Royal Porthcawl Golf Club, Rest Bay, Porthcawl, CF36 3UW.

Closing date for applications is Monday 3rd March 2008

The Bigga Training & Development Manual, sponsored by John Deere, is an invaluable tool for everyone working within the greenkeeping industry.



The BIGGA Training & Development Manual

FREE USE FOR MEMBERS

This online manual provides users with the information they need on recruitment, induction, training and career progression using video clips, written information, downloadable documents and useful web links.

A valuable membership benefit the manual can be accessed via the BIGGA website on the Education, Jobs' and Members' areas. Simply log in using your surname and BIGGA membership number on the Home page.

Designed around a theme of 18 holes users can gain access to training records, job specifications, job descriptions, sample contracts of employment, appraisal forms and details of continuing development.

How to access the BIGGA Training & Development Manual

1. Go to the BIGGA website www.bigga.org.uk
2. Click on the Members area, the Jobs page or the Education page and click on the BIGGA Training Manual link.
3. Enter your login details and select the BIGGA Training & Development Manual from the left hand menu.
4. The Training Manual will load and the user can click on Enter the Site to view a welcome video or can select 1-9 or 10-18 on the top menu bar.
5. You can progress through the manual hole by hole or go straight to the hole you wish to view. You can also skip to holes 10-18.
6. When you select a hole you will be presented with a window that explains what that hole is about. You can then select from the bottom tabs, video or sub-text (downloadable documents and links).
7. When clicking on a downloadable document it will automatically open in your default word processor. This can then be amended, updated and saved to your computer's hard disk or printed and filed in your personnel files.



Chairman's Column

Hello and best wishes to all BIGGA members. My name is Kenny Mackay, Director of Golf Courses and Grounds at the Belfry. I'm honoured to be your new Chairman this year. When I received the call from Billy McMillan it didn't take me long to accept as after talking to Billy I knew how important a role it would be to help develop the Association and move it forward. I think this role was made easier for me to accept while working at The Belfry as I have a large team with experienced Head Greenkeeper's and Manager's, able to conduct day-to-day business and keep the place running as normal, even though we are holding a European Tour Event in September. Obviously my schedule will change through that period in preparation. Apart from that I am looking forward to the year ahead and getting heavily involved in my BIGGA duties.



between 14000-16000 greenkeepers employed in the UK, and we currently have a membership of 6500, that's just 43%. By looking at new categories of membership and finding out why some greenkeepers are not members we hope to attract them into the Association. I believe we can make major strides in membership numbers over the coming years.

I'd like to thank Billy McMillan following his year as Chairman and his extra effort with the IOG merger talks. It shows the support from his club and its staff and how important that is in allowing him to commit a lot of extra diary time he probably did not allow for. He conducts himself in a professional manner and even though there were a lot of frustrations through the negotiations the work will not be lost, we will use information from the meetings to take the association forward. I didn't carry out many duties as Vice Chairman as Billy was able to commit to most of them. I don't think I will be in that situation for 2008 as my position will be slightly different, although I will be making every effort to attend most things. I am looking forward to working with Billy as past chairman and any tips I might need in this year will be very welcome.

I'd like to introduce the new Vice Chairman, Peter Todd, Golf Course Manager at The London Golf Club. I've known Peter since we worked together in the early 90's. I think he will contribute his management skills to the boardroom as he works at a high end golf club with members and a committee focusing on the business side. This should prove a big asset to the board and Association.

One of my ambitions this year is to continue to work on the membership sub committee to potentially increase our membership through open communication and trying to target non BIGGA members, focusing on large groups of Greenkeeping departments. I estimate there is

I would like to see the Association continue to expand and develop, moving forward through what will be a very tight financial year of trading, but with the right application and attention we will go into 2009 favourably.

Another outstanding Harrogate Week show was put together this year with lots of education and exhibitions to suit all areas of the Greenkeeping and golf associated industry. Here are some of the highlights:

Monday night - Have we got views for you? A question and answer session with Jack MacMillan, Walter Woods, Ken Siems, Andy Campbell and Stan Zonek. They gave us great insight into some of the things they have been through. We had some fantastic debate on all issues. Over 100 people attended.

Tuesday - Ribbon Cutting with Billy McMillan, Sir Michael Bonallack, John Pemberton and myself.

The show opened up to the public today. We then proceeded to the opening session where the presentation of BIGGA Awards took place followed by the keynote speakers. We recognised two new Master Greenkeepers; some CPD awards, the Environmental Awards 2007, and the lifetime achievement award to Jack MacMillan and Walter Woods - a very special moment in their careers.

We were then entertained by Spike Jefferson, Squadron Leader of the Red-Arrows. He gave us

some insight into their world and their search for perfection, team work and self criticism. A truly remarkable session, thought provoking.

Tuesday evening - Bernhard's Delegate Reception, with 10 Superintendents visiting from America and the Canadian President. It was a very pleasant evening with the awards for 10 greenkeepers, who are all off to America, sponsored by Bernhard.

Wednesday - I managed to get round some of the stands and chatted to the exhibitors, with positive feedback about the attendance numbers and the shows continued popularity. I then made my way to EGU Lunch who sponsored the day for Golf Club Secretaries with a day of education and workshops.

The AGM followed into the evening. It was well very attended with the highlight for me being Cecil George who put to the floor a vote for BIGGA to start a savings fund within the Association to contribute towards development and buying our own golf club and HQ in the future.

Wednesday evening - We attended the Past Chairman's Dinner where we recognised Billy for his contribution in 2007, and his golf club official for their joint effort in allowing him the time to commit to the role, in view of such a heavy schedule with the IOG merger meetings.

Thursday - Today was my first official duty as BIGGA Chairman to open the R&A Conference. Very well attended. 'Moving towards greater sustainability' was the subject of the day. I then moved onto the press conference for my new role as BIGGA Chairman.

Thursday evening - The banquet was very well attended. It was great to see exhibitors, greenkeepers and all roles that contribute to the golf industry mixing together. Wonderful food, atmosphere, and entertainment provided by Martin Bayfield, who gave an excellent after dinner speech on his experiences in the rugby and sporting world.

The Blues Brothers tribute band and disco wrapped up a great week of effort for everyone involved.

Kenny Mackay

**Your next issue of GI will be with you by March 7th
Visit our website for a full archive of BIGGA magazine issues at www.bigga.co.uk**