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Recruitment

GHYLL GOLF CLUB REQUIRES A HEAD GREEN KEEPER

Venue: Ghyll Golf Club, Barnoldswick, Lancashire BB18 6JH

Ghyll Golf Club, established 1907, a 9 hole private members' club, seeks a suitably qualified green keeper, hard-working, reliable, highly motivated and ready to step up to running his/her own course.

The ideal candidate will have NVQ levels 2 and 3 in sports turf management and chainsaw and spraying certificates, at least 5 years' green keeping experience, a good working knowledge of machinery and its maintenance, experience of drainage, irrigation and tree husbandry, an awareness of the latest health and safety regulations, the ability to manage and operate within a budget and to lead the greens staff.

Further details on www.bigga.org.uk website.

Applications with CV and covering letter including current salary, by email to: secretary@ghyllgolfclub.co.uk or by post to: The Secretary, Ghyll Golf Club, Ghyll Brow, Barnoldswick BB18 6JH

Closing date for applications: Monday, 9th November, 2009.

Start Date: Monday, 1st March, 2010.

Mid-Herts Golf Club

We have a vacancy for a

Deputy Course Manager

To join our team, to work on our James Braid designed heathland course

Minimum qualifications are:

5 years golf course experience, NVQ 2; PA 1,2,& 6

Chainsaw Certificate preferred.

Please forward your CV and covering letter with salary/package expectations to:

Mr Jody Wilson, Course Manager, Mid-Herts Golf Club, Lamer Lane, Lower Gustard Wood, Wheathampsted, Hertfordshire, AL4 8RS



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In addition to providing excellent sporting conditions for the pupils and visitors, the College is often used as a venue for international sports teams. Its hirers include England and Wales Cricket Board, The Football Association, Reading Football Club and many other international sporting visitors throughout the year.

We are looking to recruit a suitably qualified and inspirational team leader with a proven track record in Estate Management. You will need to have extensive experience in sports turf management, horticulture and arboriculture to lead Grounds, Gardens and Greens departments.

Core responsibilities will be the management of the College's outdoor sports facilities (primarily Cricket, Football, Hockey and Golf), environmental initiatives, arboriculture, waterways and gardens.

- Competitive salary
- 5 day week, which will include Saturdays
- Free meal during the working day provided when College kitchens are open.
- Free membership of the Sports Complex.
- Subsidised membership of the College Golf Club.
- Contributory Pension Scheme.

All candidates are required to complete an application form.

Full details of the position and an application form are available on www.bradfieldcollege.org.uk/jobs, or from Human Resources, Bradfield College, Reading, Berkshire, RG7 6AU Tel. 0118 964 4546. e-mail: hr@bradfieldcollege.org.uk

Closing date: Friday 23rd October 2009

Bradfield College is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Criminal Records Bureau

Set in its own village in Berkshire countryside.



Head Greenkeeper Schmallenberg Golf Club (Germany)



Do you have the vision, drive and ability to develop and manage an improving golf course, set in one of the most scenic regions in Germany? Are you an experienced Greenkeeper with a proven track record in golf course management and looking for an exciting challenge? We are offering a unique opportunity to recruit a Head Greenkeeper for an initial contract of two years (subject to extension).

Schmallenberg Golf Club had undergone a remarkable transformation in recent years. Following the retirement of the present post holder, we are seeking a new Head Greenkeeper who will relish the opportunity of taking the golf course to the next level of improvement and supporting an ambitious Management Committee, in ensuring that Schmallenberg Golf Club achieves the highest reputation for golf course excellence.

Schmallenberg Golf Club has a membership of 700, and an 18-hole golf course, lying in the picturesque rural heartland of Sauerland – "the land of a thousand hills". Situated between Cologne and Kassel, in the Lenne valley, the area has a thriving tourist industry, with the club attracting a high number of visitors each year.

You will have proven experience in maintaining golf courses and greens in peak condition possess the necessary technical qualifications and have the ability to manage, motivate and train a team of greenkeeping staff.

We will offer an attractive salary (negotiable) and assistance with accommodation will be available.

To express an interest, please submit a letter or e-mail detailing your experience and references to:

Golfclub Schmallenberg e.V.

Winkhausen 75

D 57392 Schmallenberg

Homepage: www.golfclub-schmallenberg.de

Email: golfclub.schmallenberg@t-online.de



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First Aid at Work

October 1st 2009 sees the introduction of changes in the First Aid at Work Regulations.

The HSE has concluded that whilst many workplaces had people trained to provide first aid there were deficiencies in how skills were kept up to date and also that the right number of people with the right skills were present in the workplace.

The new Regulations seek to address these issues. In essence the new Regulations are

1. The four day First Aid at Work (FAW) course will be shortened to three days.
2. There will be a new qualification of Emergency First Aider (EFAW) which will be a one day course.
3. The FAW requalification course will remain unchanged at two days
4. The FAW qualification is still valid for three years
5. It is strongly recommended that annual three hour refresher training

is carried out to retain skills for both First aiders and Emergency First Aiders

6. Trainers for both qualifications must be from HSE approved providers
7. The Appointed Person for low risk environments still exists.

Existing First Aid qualifications will remain valid until the certificate expires at which time the new Regulations will apply. If you are an existing or newly qualified first aider you can continue to give the relevant degree of first aid under the new regulations. You should, however, consider annual refresher training.

The numbers and type of First Aiders required in the workplace is decided by a risk assessment which should consider,

1. The hazards and risks within the workplace and the activities carried out
2. The number of people employed
3. The travel time from emergency service help

4. The needs of those who work alone or remote from the main workplace
5. The need to cover holidays and absences of existing first aiders and Appointed Persons.

Fully trained First Aiders are appropriate for places with high perceived levels of risk or larger numbers of employees or where the site is remote from emergency help. Emergency First Aiders are for lower risk sites with few employees and where the Emergency Services can be summoned quickly. The lowest category of Appointed Person is for very low risk environments and where emergency help is easily obtained

The HSE is to issue renewed guidelines for the number of first aiders in low and high risk workplaces in October. Following the issue of these guidelines a review of your existing risk assessment should be carried out to ensure you have the right number and type of First Aiders



intheshed answers

QUICK 'NINE HOLE' QUIZ ANSWERS:

1. Peter Shilton; 2. Tom Williams
3. Renault; 4. Caster Semenya
5. Merion GC; 6. Heather Watson
7. Aberdeen FC
8. Jessica Ennis
9. Fabio Capello (England); George Burley (Scotland); John Toshack (Wales); Nigel Worthington (Northern Ireland) and Giovanni Trapattoni (Republic of Ireland).

CROSSWORD

D	E	L	T	A		H	I	N	D	U	K	U	S	H
U	A	P	A	O	P	N	O							
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L	E	S	D	A	W	S	O	N		E	G	Y	P	T

MONSTER SUDOKO

B	9	5	7	3	1	6	A	4	8	2	C
C	6	4	1	7	5	8	2	B	3	9	A
8	A	3	2	4	C	9	B	5	7	1	6
7	1	9	8	C	3	5	6	A	B	4	2
3	B	A	C	2	8	1	4	9	5	6	7
6	4	2	5	B	7	A	9	C	1	3	8
9	2	7	6	8	B	4	5	3	A	C	1
4	C	8	A	9	2	3	1	7	6	B	5
1	5	B	3	6	A	7	C	2	4	8	9
2	8	C	4	A	6	B	7	1	9	5	3
A	3	1	B	5	9	2	8	6	C	7	4
5	7	6	9	1	4	C	3	8	2	A	B

SQUIGGLY SUDOKO

6	5	2	4	8	3	1	7	9
1	7	4	9	6	5	2	3	8
3	9	8	7	1	2	4	5	6
2	6	5	8	7	4	3	9	1
7	4	3	1	2	9	6	8	5
9	8	1	5	3	6	7	2	4
4	3	7	6	5	8	9	1	2
8	2	9	3	4	1	5	6	7
5	1	6	2	9	7	8	4	3



On the Soapbox

A new vehicle for people within the industry to express their viewpoint

In helping to compile Golf Monthly's biennial list of the Top 100 courses in the UK and Ireland, I am fortunate enough to play many of our finest tracks.

As a travel writer and course reviewer for the magazine, I am also lucky enough to play many wonderful courses further afield.

And as a keen but extremely wayward club golfer who enjoys visiting new places with his mates, I occasionally get to play some genuinely below-par farmers' fields as well as some criminally unheralded gems.

Happily, no matter which golfing cap I am wearing, I still get nothing but enjoyment from just about every hole on every course.

However, it strikes me that virtually every whinge and whine that I hear from a golfer is aimed at the poor, beleaguered greenkeeper.

Having said that, I would also hazard a guess that in most places, the feeling is mutual!

The cliché that the course is the club's greatest asset has become so for one simple reason; it is true. Most golfers will agree that what distinguishes a great course from a good one is the condition in which it is presented.

However, I would add three very important provisos. One is that the condition of the course should only really be judged against the resources and capabilities of its club; we cannot expect those with more modest means to be constantly in pristine nick.

The second is that the vast majority of wailing and gnashing of teeth is carried out by golfers who would not really recognise good condition if it hit them in the face with a 4-iron, and who would certainly not know where to begin to achieve it.

Finally, and most importantly, it is the playing conditions that should count, far more than the appearance of the course.

The Augusta Syndrome is a dangerous thing and accounts for ridiculous amounts of wasted effort, time and money.

The late, great, cantankerous Jim Arthur, spiritual Godfather of traditional greenkeeping, had it right when he said that it should be how the green putts rather than how it looks - that it should be how the ball rolls and how the club impacts with the turf rather than how creatively stripy and manicured the fairway looks from the tee.

That's not to say that the weeds around the steps up to the tees should be neglected, but work should be prioritised.

The key to this is communication. Those clubs that regularly broadcast what they are doing and why, are those which will create an atmosphere of trust and mutual understanding. A regular dialogue between members and greenkeepers will give each an insight into the needs and demands of the other. This should not be confined to an annual talk by the Course Manager which so often attracts the older (and more reactionary) member, or those who come with a particular axe to grind. In many cases, the greenkeeping expert will not be a specialist in communication and will need help. Members need to be educated on budgets, the disproportionate cost of different kinds of maintenance work, the need to do certain things at certain times, and on why a long-term gain so often requires a short-term loss. Each club is different, but whether it is via newsletters, email, notice board, presentation or just informal dialogue, the staff and members need to communicate as openly and fully as possible.

your golfers and committee, but also bear in mind that this is still a service industry and your customers will usually think they are right... even when they are not.

Committees/Secretaries - trust the professionals - by all means give guidance as to the kind of course you are after, but please don't over-interfere or keep such a close and watchful eye that it stifles or undermines your greenkeeping staff who are the trained experts.

Golfers - judge the courses you play primarily by how they play, not so much by the more superficial details.

And everyone - please talk... and listen.

In these credit-crunchy times of ever-increasing competition for business, most clubs need to do everything possible to give them an edge.

While it is the playing characteristics of the course and not its appearance that are paramount, communication of this as well as getting the simple things right are more important than ever.

The relationship between golfer and greenkeeper needs to be one of give and take, or better still, give and give

Besides this, there is another simple way in which green staff can help their cause. I was playing at a course in Surrey in August where the approach to one short par-4 demands an accurate shot across water. A greenkeeper was working alone on the drainage at the front of the green but kept my group waiting several minutes before even acknowledging that we existed. He then gave us a single wave of his arm but didn't bother moving out of the way, thus making an intimidating shot even more imposing. You will not have to work hard to guess what happened to my ball!

Earlier in the round, we had been followed by the same grass-cutter for several holes. He didn't seem to realise that cutting the holes in the opposite sequence to play would mean that golfers would receive minimum interruption from both noise and the need to wait!

The relationship between golfer and greenkeeper needs to be one of give and take, or better still, give and give. Strangely enough, we all want the same thing which is for the course to be enjoyable as possible.

The point I am trying to make is this...

Greenkeepers - stick to your guns, educate



Rob Smith is the Course Rankings Moderator for Golf Monthly and also writes reviews and travel articles for the magazine.

He can be contacted at r.smith896@btinternet.com.

Rob Smith

The views expressed within On The Soapbox are not necessarily those of Greenkeeper International

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