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Recruitment



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Minimum 5 years in the industry and 3 years in a supervisory role
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Good working knowledge of automatic irrigation systems
A good understanding of short season golf
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For full details please contact or to apply please send a CV to:
Inge Ullestad, Head Greenkeeper, Stavanger Golfklubb
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Loch Lomond Golf Club, located just North of Glasgow, boasts some of the most breathtaking scenery in the world of golf, with the Scottish Highlands, majestic mature trees, the loch and the old Mansion House providing a perfect backdrop to an exceptional 7,100 yard parkland golf course designed by Tom Weiskopf.

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

To apply for a position or find out more information please email or post a covering letter and C.V along with a minimum of 2 references to:

Mary Danielsen, Golf Course and Estate Administration Manager,
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West Surrey Golf Club COURSE MANAGER

After 38 years, our current Course Manager is retiring at the end of June 2014. West Surrey is set within enviably tranquil Surrey Hills countryside. The 6477 yard Par 71 parkland course designed by Herbert Fowler in 1910, features tree lined fairways leading to top quality USGA greens of this private members club.

The new Course Manager will take personal responsibility for ensuring that member and guest expectations are consistently met or exceeded. The successful candidate should be fully qualified and ideally have the following attributes:

- Manage and supervise the greenkeeping team, demonstrating high levels of management skills, communication and leadership.
 - Manage budgets, finance and resources.
 - Manage the golf course and environmental policies.
- Appraise, train and assess the greenkeeping team and review the current structure.
 - NVQ Level 4 or equivalent; with PA1, PA2 and PA6 spraying certificates.
- Previous experience as a Course Manager and working with USGA greens is desirable.

Closing date for Applications is 20th December 2013.

Interviews are expected W/C 20th January 2014.

Please forward your CV to: Richard Hall, Secretary Manager,
West Surrey Golf Club, Enton Green, Godalming, Surrey GU8 5AF. Email:
richardhall@wsge.co.uk

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If you meet these criteria and are seriously interested in this position, please send your CV to:

**Carol Mellelieu, Human Resources Director
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The Back Nine

A column for writers and members to air and share their views on golf greenkeeping topics

Master Greenkeeper Norbert Lischka explores golfing etiquette by writing an open letter to the world's golfers

Dear golfer,

Greenkeepers live up to their name and used to be called Keepers of the Green. They want you to enjoy golf and the course. The Course Superintendent has to have a huge amount of technical knowledge, but when they start work at daybreak to prepare the course they have simpler jobs to do. First they remove dew from the greens, then mow and relocate the holes, at times they will have to spike and topdress for the long-term health, performance, and presentation of the course.

But – look at all the things that can interfere from that moment on. Pitch marks which are inadequately (or not at all) repaired, badly raked bunkers, divots not replaced, damage to the hole by careless replacement of the flag, balls lying around on pitch or putting greens, cigarette ends, the list goes on! Etiquette as in The Rules of Golf is important and is your responsibility, not the greenkeeper's. Having to repair the damage done by careless or thoughtless golfers wastes the time of highly qualified green staff, and means they have less time for the more important work of course maintenance. This etiquette is for your benefit, as there is nothing more annoying than finding a ball sitting in a badly raked bunker or having to repair someone else's pitchmarks before you can putt.

Most important is the green and its surrounding. You want a hole with an undamaged edge, because the ball could lip out otherwise. The hole remains undamaged without any difficulty if the ball is fetched out of the cup by hand – and not by using the club head! The flagstick should be handled carefully when removing it, and replaced with caution. You should repair your own pitch mark before putting, and in an ideal world should repair other marks spotted at the same time! Pitch marks should be repaired by drawing or pushing back the turf, not by lifting or digging. A good instruction can be found at www.PitchPin.de

High roughs are supposed to please the eye, affect the strategy of the course and benefit the environment. I feel it's best not to take trolleys or electric carts through the rough. The turf needs to be treated with care in all situations. Thus, it is a good habit to keep a minimum distance: 3m to the edge of greens and 2m to the edge of bunkers, and trolleys should definitely not be pulled between bunkers and greens. To avoid compactions on the putting greens it should be a general rule not to practice for more than five minutes on the same spot. The following players will be grateful for it!

Cigarette ends should be put in the ashtrays on trolleys, not dropped on fairways, bunkers, or greens. Range balls should be collected from all



about the author

Norbert Lischka MG has been Course Manager at Hamburg-Falkenstein Golf Club in Germany since 1994. After studying agriculture he travelled the world before landing his first greenkeeping job at Unna Frondenberg Golf Club. He has been a member of BIGGA since 1995 and is a member of the German Group of Sustainable Greenkeepers.

playing surfaces in the baskets provided. After a tee shot tees should be picked up. Tees should be wooden not plastic as they are more environmentally friendly and are less likely to damage mower blades.

When it comes to divots they must not be put back on tees. However, on the fairway divots are grateful for particular attention – taken back to their original place and treaded down carefully. On the range, care should be taken to ensure some turf remains between two divots in order to allow the seed to germinate faster.

To ensure a carefully raked bunker, the rake should be held with both hands and the sand carefully distributed. The edge of the bunker should be free of sand, leaving none on the grass to ensure the bunker does not lose its definition. By the way: the least bold border is the best one to enter or leave the bunker.

If the flagstick is not visible on the green, it could mean that a greenkeeper is currently working there. It is good etiquette for you to warn the greenkeepers you are playing the hole by calling "Fore" and waiting for the greenkeeper's hand signal before you start playing. A "Thank you" is always acceptable.

This is all for your benefit! More understanding from golfers will help greenkeepers immeasurably.

Yours faithfully, Norbert Lischka MG

The views expressed within this column are not necessarily those of Greenkeeper International

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