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## Maverston Golf Resort

The Maverston Highland Estate at Urquhart, located only minutes from Elgin, offers an inclusive, friendly and welcoming environment, which provides an enjoyable golfing challenge for all levels of golfer. Boasting an 18-hole, 6284yd Par 70 parkland course and a 9-hole Par 3 course, Maverston Golf Course is set to complement Moray's fantastic array of golfing facilities.

Leading up to the opening of the Golf Course in April 2014 we are now looking to appoint the following key personnel.

### HEAD GREEN-KEEPER

We are looking to recruit a dynamic and motivated Head Green keeper to lead the Grounds team with responsibilities for the preparation and maintenance of the Golf Course, ideally someone who has the drive and passion to reach new standards of excellence in the management and presentation of our golf course.

As well having a general interest in the game of golf, you should be fully qualified in all aspects of green keeping and ideally have the following skills : NVQ level 3 or equivalent, PA1, PA2 and PAG6 spraying certificates, minimum 3 years' experience in the green keeping industry as a Head Green-keeper or deputy head green-keeper and a good working knowledge of fine turf machinery, including being certified to operate Chainsaws, together with automatic irrigation systems combined with the repair and maintenance of associated parts.

You will be responsible for the planning, presentation and maintenance of the courses to ensure there is efficient and effective delivery of golf services. You will be able to demonstrate high levels of management, communication and leadership skills and have the knowledge and ability to implement all relevant Health & Safety legislation.

### ASSISTANT GREEN-KEEPER

We are looking for an enthusiastic individual to join the Grounds team someone who will be an integral member of the green-keeping team and will be involved in the day-to-day preparation of the golf course in all aspects of grounds maintenance, health and safety and customer care, to ensure the course is maintained to the highest possible standard.

Working under the direction of the Head Green-keeper the successful candidate will be expected to contribute to the development of this exciting new venture

As well having a general interest in the game of golf, the ideal candidate should have at least 2/3 years minimum previous experience of Golf course Grounds Maintenance and hold a minimum NVQ Level 2 in Sportsturf. PA1/2 & 6a Spraying Certificates would be desirable, and be able to demonstrate a good working knowledge of turf machinery, maintenance and current Health & Safety practices, regulations and legislation.

### GOLF ASSISTANT

We are looking for an enthusiastic individual to join the support team and be an integral member of day-to-day operation of the course activities and support to its customers.

Working under the direction of the Golf Manager the successful candidate will be expected to contribute to the development of this exciting new venture and set the standard for providing a safe, warm, clean, friendly, fun environment for the local community at an affordable cost.

Honesty, integrity and a positive can-do attitude are key to helping us deliver the highest level of customer service and the successful candidate will be required to ensure all activities are delivered to a high standard with safety as the first priority. It's a challenging, high-profile role involving a high level of customer interaction to ensure fantastic service delivery.

The successful candidate will undoubtedly have a passionate interest in Golf as well as be able to demonstrate first rate IT skills and be a natural at problem solving and, through outstanding communication and customer care skills demonstrate calmness and control in pressurised situations such as emergencies.

Ideally you will also have experience and a working knowledge of Health & Safety at Work legislation and its practical application would be highly advantageous, as well as a First Aid qualification and experience in leisure or a service-led background

In return, we offer varied and challenging roles in one of the most desired locations in the UK. As befitting a company who recognises achievement and puts it people at the heart of its business strategy we can offer attractive remuneration packages for the successful candidates, in each position, including relocation assistance where appropriate.

Interested applicants should send their up to date details, stating salary expectation and availability to

**Gerald S Bessant, Group Human Resources Manager, ANM Group Ltd.,  
 Thainstone Centre, Inverurie, Aberdeenshire AB51 5XZ  
 or e-mail: [gerald.bessant@anmgroup.co.uk](mailto:gerald.bessant@anmgroup.co.uk)**

Further information on Maverston Golf course can be found at  
[www.maverstongolf.com](http://www.maverstongolf.com)



# Recruitment



Baldon Golf Club is a private members club situated in Tyne & Wear in the north east of England. The Club enjoys an established parkland course and is currently looking to fill the position of Head Greenkeeper.

We are looking to recruit a dynamic individual who has the drive and passion to reach new standards of excellence in the management and presentation of our golf course. The successful candidate will be able to demonstrate high levels of management skills, communication and leadership within the role and will hold relevant greenkeeping and/or agronomy qualifications. Previous experience as a Head Greenkeeper is desirable but not essential.

Interested applicants should apply in writing enclosing a full CV and covering letter no later than Friday 31/01/14 to: Mr. James Hibbert, Chairman, Baldon Golf Club, Dipe Lane, East Boldon, Tyne & Wear, NE36 0PQ

Interviews are expected W/C 10th February 2014 with a starting date mid/late March.



## HEAD GREEN KEEPER

Coxmoor Golf Club is looking to recruit a dynamic Head Green Keeper who has the drive and passion to reach the highest standards of excellence in the management and presentation of our championship heathland golf course. The successful candidate will be able to demonstrate a proven track record in developing, maintaining and presenting a championship standard course.

The successful applicant must have: Recognised qualifications, Leadership skills, Demonstrate planning skills and budgetary control, The ability to prepare and control concurrent programmes of work, The ability to maintain health and safety and COSHH requirements.

Previous experience on a heathland course is desirable.

Applications, together with a full C.V. should be addressed to:

The Secretary, Coxmoor Golf Club, Coxmoor Road, Sutton-in-Ashfield, Notts NG17 5LF, E-Mail: secretary@coxmoorgolfclub.co.uk

CLOSING DATE: 3rd MARCH 2014



## AVONCROP AMENITY PRODUCTS

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The successful applicants will have experience in the Turf and Amenity industry. A passion for sound management practices and the ability to maintain and enhance our extensive customer base.

This is an excellent opportunity for highly motivated individuals with great communication skills who wish to develop their careers as part of an established and respected team.

BASIS or FACTS qualifications would be an advantage but not essential, as full training will be given.

An excellent remuneration package subject to qualifications and expertise along with a company vehicle is offered.

Please apply in writing including your CV to;

Mr R E Feltham  
Managing Director  
Avoncrop Amenity Products Ltd  
2 Millside Park, Crouch Lane  
Winkfield, Berkshire SL4 4PX



## Turf & Amenity Technical Area Sales Manager – London & South East England Evertis UK & Ireland



### About you

Due to the continued growth of our business, we are looking for a high-calibre individual to join our expanding turf and amenity team in this exciting new role that covers London and the South East of England.

With exemplary technical and sales skills and a proven background within our industry, the ideal candidate will relish the opportunity to deliver first-class technical and sales support to end-users and distributors of our range of fertilisers, plant protection products and grass seeds.

You will be highly-motivated and able to hit the ground running, developing the customer base in your area and driving new initiatives. You will also be IT literate and have excellent interpersonal skills, engaging confidently and professionally with people in a range of environments.

Detailed knowledge of turf management practices and an industry-recognised qualification, such as BASIS/FACTS and/or a HND/BSc in a relevant discipline, is essential, as is a comprehensive understanding of the marketplace in your designated area.

There will be a requirement for flexible working and spending time away from home on occasion.

### About us

You will know our brands, but you might not realise the strength of the business behind them.

Evertis®, formerly known as Scotts, is an ICL Specialty Fertilizers Company, part of the ICL group that employs more than 12,000 people globally. We are world-leaders in the ornamental horticulture, turf and amenity, and specialty agricultural sectors.

Our market-leading brands – including Sierrablen®, Greenmaster®, Sierraform®GT, Sportsmaster®, Levington, Shamrock®, Humax® and Osmocote® - are used and trusted by horticultural professionals around the world.

Our team is passionate about optimising plant and turf performance. We are a customer-orientated organisation and take great pride in the integrity and precision of our world-class product portfolios, and our commitment to research and development has resulted in the development of unique technologies which have transformed the way turf is managed.

### If you're the person we're looking for:

We offer a substantial benefits package including:

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To apply, please send a résumé and covering letter to:

Maxine Wharton, HR Manager,  
Cleveland Potash Limited,  
Boulby Mine,  
Loftus, Saltburn,  
TS13 4UZ

Closing date is  
Friday 28th February 2014.



## Qualified Greenkeeper Required

Oldmeldrum is an historic golf club, the game has been played here for over 125 years. Come and join a small team of dedicated greenkeeping staff.

We are looking to appoint an enthusiastic assistant greenkeeper to work on the golf course. The person expected to fill the role should have the following attributes:-

Basic experience of golf course maintenance work, including ride-on cutting experience.

Must be a team player and be prepared to commit to the job

This position is full time working 5 days out of 7 on a rota basis.

Qualifications preferred:- NVQ Level 3 in Greenkeeping, PA1, PA2 and PA6

Knowledge of modern machinery and maintenance

Up to date knowledge of Health and Safety Legislation

An ability to communicate effectively with staff, club management and members

Salary based on experience

Please send your CV and covering letter by post to :- Ron Falkiner, Secretary  
Oldmeldrum Golf Club, Kirk Brae, Oldmeldrum, Aberdeenshire AB51 0DJ

Or email:- admin@oldmeldrumgolf.co.uk



## Little Aston Golf Club

### Qualified Green-Keeper Advert



Little Aston Golf Club near Sutton Coldfield in Staffordshire are looking to recruit a dynamic fully qualified green-keeper with a proven track record of attention to detail, to join our established and well qualified team managing British Open Regional qualifying for the next 4 years. The successful candidate will be able to demonstrate the following criteria:

- NVQ Level 2 Sports Turf as a minimum • 5 years' experience with some Tournament time
- PA 1, 2, 6A Spraying Certificates • Chainsaw, desirable but not essential • Full UK Driving Licence • Able to work the Clubs flexible weekend rota system

### PACKAGE

- Paid Overtime • Competitive Market Salary • Staff Uniform • Yearly Individual Training Budgets • Full BIGGA Membership

If you feel you have the qualities that meet the brief, please apply by email to Mr Neil Baker, Course Manager with a covering letter and CV to:

Greenkeeper@littleastongolf.co.uk or our address is: Neil Baker, Course Manager, Little Aston Golf Club, Roman Road, Streety, Sutton Coldfield, B74 3AN

Closing Date: 15 February 2014 Start Date 1 April 2014



Sweetwoods Park are looking to recruit a highly motivated and dynamic Course Manager who can demonstrate high levels of management skill, communication and leadership within their team. The successful candidate should be fully qualified in all aspects of green keeping and ideally have the following

- NVQ Level 4 in Green keeping or equivalent
- PA1, PA2 and PA6A spraying certificates
- Minimum of 5 years experience in the green keeping industry
- NPTC Chain saw license – Preferred but not essential
- Good working knowledge of fine turf machinery and automatic irrigation systems combined with the repair and maintenance of associated parts
- Up to date knowledge of Health and Safety Legislation
- An ability to communicate effectively with staff, management and members

Previous experience as a Head Greenkeeper or Course Manager is preferred but not essential. All interested applicants should send their CV and covering letter by post to Andrew Salter General Manager, Sweetwoods Park Golf Club, Colestock Road, Cowen Edenbridge, Kent TN8 7AY

Closing date for applications: 28th February 2014



## Seasonal Greenkeeper x 3

Fulltime (April – September)



Rosslare Golf Club is a members club situated in the sunny south east of Ireland, 2 hours drive below Dublin. This is a good opportunity for ambitious greenkeepers to learn the Traditional Links Greenkeeping Style of which is well underway in returning Rosslare to a natural Links Course.

### Requirements:

Motivated and friendly – willing to work as a team member  
Must have 2 years experience in Greenkeeping  
A good understanding of operating machinery

### Package:

39hr week weekend rota basis  
A good job rota system with the experience of all on site jobs "from bunkers, to machinery maintenance, to grinding"  
Complimentary golf on both courses and clubhouse facilities  
Advice with accommodation can be given

To apply, please send full CV's to: Iain Wakeman iainrosslarelinks@gmail.com



## WORKSHOP MANAGER

The Royal Golf Club, Bahrain's premier golf and leisure destination managed by Troon Golf is currently looking to recruit an experienced, enthusiastic and dynamic, hands on Workshop Manager.

The chosen candidate will be responsible for all aspects of machinery maintenance for Golf and Landscape and may currently be working as an assistant mechanic looking to progress to the position of Workshop Manager.

Responsibilities would include;

- Maintaining a preventative maintenance program by creating a service schedule including yearly overhaul of a large machinery fleet
  - Diagnose, adjust and repair machinery including welding
  - Leading and training junior mechanics
- Controlling stock inventory and ordering of parts to keep within a pre approved budget
  - Work to current Health and Safety
  - Creating department efficiencies

To apply for the position you must have a;

- Relevant qualification and ideally a minimum of 5 years experience
- Have full working knowledge of all aspects of grinding and cutting unit set up
- Preferably have experience with a Toro fleet and or Jacobsen
  - Be a capable user of Microsoft office programs
  - Be a born leader and work under minimum supervision

In return a full ex-pat package would be offered including: Tax free salary, Yearly return flights, Accommodation allowance, Vehicle provided, Phone allowance

If you think you have what it takes to work abroad and adapt in a challenging environment and would like more information please send C.V. and two references addressed to;

Jordan Fairweather, Director of Agronomy, PO Box 39117, Riffa, Kingdom of Bahrain.

Or email: j.fairweather@theroyalgolfclub.com



## The Knebworth Golf Club

Is seeking to recruit a

### Executive Course Manager

#### The Role

The forward thinking Board of Directors at Knebworth Golf Club are seeking to recruit a high calibre individual, to oversee the greens keeping team and reach new standards of quality, customer service and the continuous development and improvement of our facility.

#### The Person

A track record of success, a reputation for high achievement and the technical knowledge gained through leading a greens keeping team are a prerequisite.

An exceptional individual, with all round general management skills. Able to communicate at all levels.

You will have an ingrained desire to improve every area of your responsibility, through investment in training and development of your team. The pleasure of seeing your team grow, to achieve the ambitions of the Board and yourself.

Part of the Clubs succession planning, you can look forward to a big future at Knebworth Golf Club.

Please forward your CV to  
Mrs Caroline Watts  
Club Secretary

Or by email to caroline@knebworthgolfclub.com



# The Back Nine

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

The second part of Ian Tomlinson's article on snow sees him offer his conclusions on dealing with the white stuff after describing his winters in Scandinavia

**Last winter we left the snow on the greens and as warm air was forecast we started to remove the snow by February. If you have a large volume of snow on the greens and the temperatures are rising removal of the snow is a good thing.**

The greens came out clean. I was very pleased - but 24 hours later I had lost five greens to snow mould. I had never experienced this situation before. It seems that the fungal spores were just sitting on the green surface. As the temperature rose the top 1cm of the green thawed and water was in evidence - it seemed the fungal spores were carried right throughout the green and a green which was blemish free 24 hours earlier had 60% of the turf removed. Frightening.

The winter of 2010/2011 was another tough one for us. Rain fell mid November and the next day 30cm of the white stuff came down. The greens were not frozen. This situation is dangerous. I have seen snow mould fungus up to 30cm in diameter covered in mycelium form in less than 24 hours under this condition. The temperature fell to -12 yet the snow insulated the green and the turf surface was still not frozen. We removed the snow as more was forecast.

The greens were clean but as the temperature was hovering around -10 the greens now froze - perfect scenario. The snow returned but we were a lot more relaxed. As a team we decided we would remove the snow on the greens in shaded environments when necessary and leave the good greens out in the open covered. The snow was down for ten weeks, and the result was no damage by snow mould. In contrast the remainder of the course was seriously attacked. Fairways on the seven holes which grow on peat and have high smooth stalk meadowgrass content really suffered due to these soils holding more



moisture and a grass species more susceptible to disease. The other fairways with higher, finer grass content and a better clay soil had a lot less damage. We had only five days when the temperature rose above freezing from the middle of November to March.

In my experience fescue greens will get attacked by snow mould but it is not an issue. They play as normal, firm and true, and the discoloured blemishes disappear very fast in spring. It seems that young fescue turf is attacked quite easily by snow mould in the first few years but then seems to build up a resistance.

Some colleagues state that removing snow off the greens midwinter can cause just as much damage to the grass by desiccation. I have personally not experienced this. One winter I had greens with no snow cover but it was -25 and there was no damage. Again, the outcome is dependent on the grass types you have. Poa annua is top of the list of grasses susceptible to death by desiccation and fescue the least.

## about the author



### Ian Tomlinson

Ian began his greenkeeping career at Scarcroft Golf Club in 1976 before spending 14 years at Lausanne Golf Club in Switzerland. He returned briefly to the UK before taking up his current position as Course Manager at Rungsted Golf Club in Denmark. Ian's wife and children live with him in Denmark. He loves the lifestyle and scenery, but loathes the Danish taxman who ensures that the cost of living is incredibly high with two thirds of his salary disappearing in taxes!

To sum up:

- Harden off the turf with Iron Sulphate, Potassium Sulphate and Seaweed.

- Aerate as much as possible and try and leave the holes open before the snow comes.

- Promote good cultural practices to keep disease at bay by removing dew and good woodland management around your green sites to allow air and sunlight in.

- Direct your greens management programme towards favouring the finer grasses over poa annua. The day fungicides are removed you will be glad that you did.

- If there is a risk of snow mould damage due to weather and environment remove the snow.

- If a layer of ice has formed on your greens try to crack it.

I hope that some of this information will help you decide the best course of action to take in the future as global warming becomes more of an issue and fungicides are removed by the EU!

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

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