



Introduction to the Two Apprentice Greenkeepers positions



Saltburn Golf Club is a successful, well run, friendly club in North Yorkshire with approximately 600 members. Its course has some of the most impressive views of the local coastline and North Yorks Moors.

It is a club run by the members and is a strong, well managed club. As well as a stunning golf course the Club has a welcoming clubhouse with modern facilities which provides space for functions for members and outside bookings which are run by the Catering team.



The golf course is one of the best in the area and is kept in excellent condition by a very experienced team of Greenkeepers. We need two apprentice greenkeepers to join this team. We are totally committed to giving both apprentices full support so they achieve all their greenkeeping qualifications. Our aim is for the two apprentices to become a long term investment for the club.

Saltburn Golf Club recognise that the personal development of the staff is a key to success and will support wherever appropriate. As an apprentice greenkeeper you will receive 'on the job' training with the Greens Team and over the initial two years you will cover all the necessary skills and tasks. You will also get 'off the job' training by attending Askham Bryan College in 3 to 5 day block sessions at their campus in York. You will be supported throughout by a mentor who will help you progress throughout the two years.

We want you to show a commitment and enthusiasm plus a real desire to improve and become an effective member of the Greens team to help keep producing a superb golf course. The Job Description for the post is on the next pages. There is a wide range of tasks needed to keep a golf course in tip-top condition. What you will do will depend on the time of the



year, for example in the summer there is a lot of grass cutting and course trimming, but in the winter is when the course improvements are carried, machine maintenance and getting ready for the next year. You have the potential to become a skilled and valuable member of the Club's team of staff.

If you have any questions to help clarify the requirements please do not hesitate to contact us at applications@saltburngolf.co.uk





Job Description – Greens Apprentice

Hours: 39 hours per week, 5 days per week
Pay Rate: From National Minimum Wage for Apprenticeships dependent on age
Holiday Entitlement: 28 days per annum including public holidays

Reporting to the Head Greenkeeper you will be part of a small team ensuring that Saltburn Golf Course is maintained and presented to all members in the best possible condition at all times throughout the year.

You are required to carry out routine golf course maintenance tasks as directed by the Head Greenkeeper, in accordance with the Club's Course Management Policy, its Health and Safety Policy and the Greenkeepers' Code of Conduct.

The below lists covers a wide range of tasks due to the flexibility required for the post. Responsibilities may change with time and further developments within the Golf Club but, in the first instance, they will include:

Principle Objectives

Act at all times in accordance with Saltburn Golf Club's conditions of employment.

Act at all times in accordance with Saltburn Golf Club's Health & Safety procedures and risk assessments. This included wearing of personal protective equipment at all times.

Identify and report hazards and potential hazards to the Head Greenkeeper and/or Assistant Head Greenkeeper.

Communicate effectively with Head Greenkeeper, Assistant Head Greenkeeper Deputy and colleagues.

Participate in tutorial reviews and any off-the-job education and training. Ensure all necessary papers, courses and practical assessments are completed within the specified time frame in order to gain the recognized qualification studied at college.

Duties to be carried out whilst training

- Mowing of all golf course areas
- Undertake bunker maintenance weeding, mowing and raking
- Assist in maintaining and mowing landscape areas
- Renovations to play areas including vertidrainage, brushing, coring, scarifying and top dressing
- Repairing divots
- Identifying common pests, diseases and weeds in turf areas at an entrance level
- Competently operating all turf equipment, including checking equipment prior to use

- Undertakes routine machinery maintenance
- Carries out basic hand tool maintenance
- Identify basic common golf course grasses and plants
- Prepare ground to establish turf and new golf course features
- Maintain the Practice Facilities.
- Actively involved in creating and shaping new golf course features
- Actively involved in bunker reconstruction.
- Unblocking and maintenance of drains and drainage systems.
- Tree enclosures and hedges felling, pruning, removal and disposal of unwanted growth.
- Maintain planted / garden areas on course.
- Maintain the external clubhouse and car park environment.
- Basic course setup including setting of tee markers, cutting holes and tidying bunkers
- Maintain path areas, shoe cleaner and ball washers. Empty litter bins.

This job description sets out the main responsibilities for the postholder, but is not intended to be an exhaustive list. Specific duties may change from time to time without changing the general nature of the post and the postholder is expected to be flexible in the range of responsibilities they undertake commensurate with the responsibility and salary.

Signed..... Dated



Person Specification – Greens Apprentice

		Essential	Desirable
Qualifications	At least 2 GCSEs at A – C or equivalent Level 2 qualification inc. English and Mathematics		✓
Experience	Experience in greenkeeping, landscaping or gardening with the necessary transferrable skills Knowledge of the playing of Golf		✓ ✓
Skills	Be physically fit, hardworking and be able to work outdoors in all weather conditions. Good understanding of health and safety and following safe working practices A good understanding of the operation of machinery and possess a mechanical aptitude. An eye for detail and identifying work being carried out to high standards.	✓	✓ ✓ ✓
Personality/ Attitude	A flexible approach to work and working hours, with the capacity to carry out weekend work. Good timekeeping skills and reliability A hands on approach to work and enthusiasm to get involved A good team worker and ability to relate to a wide cross section of people, including co-workers and members of the golf club. Able to work accurately and complete tasks on time and ensure deadlines are met Good interpersonal and communication skills Able to work on your own initiative, with limited supervision, but know when to seek & take advice Enthusiasm and 'can do' attitude	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	