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INTERNATIONAL GREENKEEPERS GAZETTE



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The international hub for greenkeepers, groundstaff, and volunteers



**INTERNATIONAL
GREENKEEPERS FOR HIRE**

EMAIL: Internationalgreenkeepers@gmail.com

THE INTERNATIONAL HUB FOR GREENKEEPERS,
GROUNDSTAFF AND VOLUNTEERS

To unite greenkeepers, promote the industry, and help share the art of greenkeeping with others. The organisation is made by greenkeepers, for greenkeepers.

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EDITOR'S WORD

Unbelievably, we're entering IFGH's seventh year in April, and we have plenty of exciting events and opportunities lined up for 2026. We're looking forward to BTME, held this year from Sunday 18 to Wednesday 22 January, which I'm sure many of you will also be attending. You'll find Brad at the event exhibiting for Groundsfest Academy, showcasing everything that we're doing on the education front. In response to the overwhelming interest we received in 2025, we're planning to host a number of free inspire and focus events this year at facilities across the UK, with the inspire events offering hands-on insights to various areas of the industry, and the focus events being seminar-lead.

IGFH has a number of exciting things in the pipeline too. As many of you will know, we're in the early stages of launching the new Turf Passport Portal, which we plan to launch in the next few months. This will enable people in our industry to easily and accessibly connect and find opportunities, aimed at both employers and jobseekers around the world. We've also lined up a number of career days and free educational events that we'll be involved

with, as part of our mission to continue to get people interested in a grounds management career.

We're looking forward to seeing more of our members in 2026 and learning more about the people who make up our industry. If you'd like to get involved in our Meet The Members podcast episodes and articles, get in touch. It was great to be able to showcase the likes of Jack Churchman and Josh Staunton, who have been featured in this issue, discussing how they entered the industry, what they're doing now, and what they plan on doing in the future. We love being able to talk to lots of different people from different backgrounds and get an understanding of what they do, and we think it's fantastic to share these stories and hopefully inspire you while we're at it!

As always, we'd like to extend a big thanks to our sponsors, Kersten UK and Regen Amenity, for their ongoing support throughout 2025. And thanks to you, our member, for continuing to be a part of IFGH as we head into another year. I hope you had a restful Christmas and wish you a Happy New Year... let's all make 2026 the best one yet!

-- BRADLEY TENNANT

MAGAZINE:
 DIRECTOR: BRADLEY TENNANT
 EDITOR: LAURA SHALLCROSS
 PHONE: +447763615875
 EMAIL: info@internationalgreenkeepers.com
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PROMOTING GLOBAL TURF CAREERS AT SCHOOL WORK-PLACE EXPERIENCE DAY

ON 9 DECEMBER 2025, IGFH AND GROUNDSFEST ACADEMY'S BRADLEY TENNANT REPRESENTED THE SPORTS TURF INDUSTRY AS A GUEST SPEAKER AT MELKSHAM OAK SCHOOL'S YEAR 8 EXPERIENCES OF THE WORKPLACE EVENT. THE FULL-DAY PROGRAMME GAVE STUDENTS A CHANCE TO EXPLORE CAREER OPTIONS THEY MAY NEVER HAVE CONSIDERED, WITH GROUNDS MANAGEMENT SITTING ALONGSIDE CONSTRUCTION, CHILDCARE AND EDUCATION, TAX AND FINANCE, AUTOMOTIVE, AND MEDIA MAKE-UP.

The year group was split into five smaller groups, rotating through five employer-led sessions across the day. Each session ran for an hour and combined open discussion with hands-on activities, giving students time to ask questions and get involved.

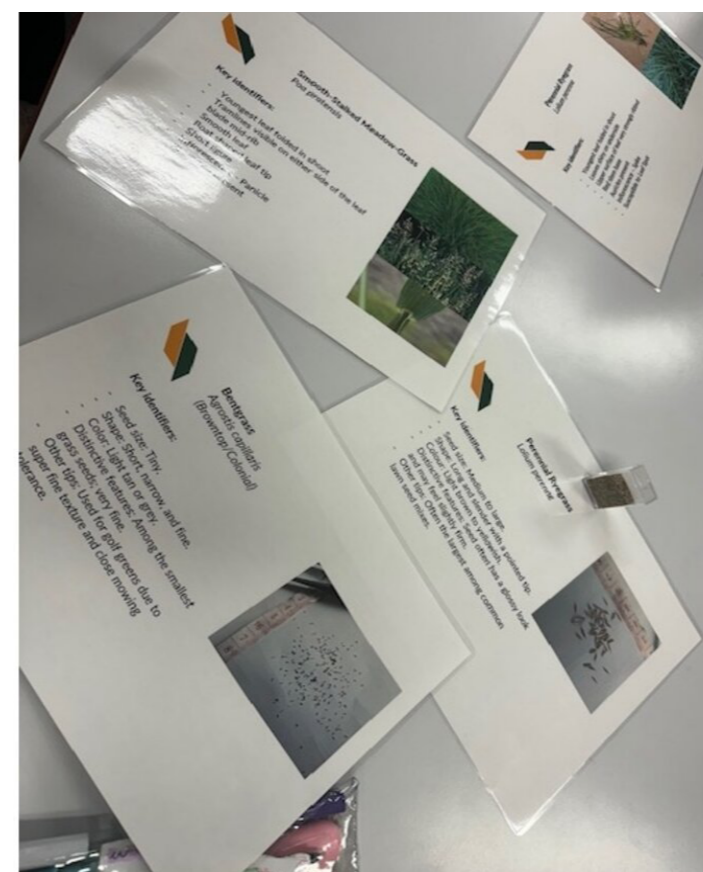
Brad used his session to talk openly about his own career path and how he reached his current role. He explained the qualifications required in sports turf, as well as the different routes into the industry and the values of an apprenticeship: earning while you're learning, with degree-level study funded by the government.

A key part of the discussion centred on working overseas. Brad spoke about his time working the Berlin Tennis Open, along with his work at the Soudal Open in Belgium earlier this year, and his experience working at Sydney University. He explained how international opportunities open up once you gain the right qualifications and experience, stressing that sports turf offers genuine career progression and the chance to travel.

Brad also highlighted the support available through initiatives such as the Groundsfest Academy (for which he is the Director of Education). He explained how free education and the opportunity to attend the Groundsfest show can help young people understand the sector before making decisions about their future.

The practical element of the session involved a seed identification exercise, where students were tasked with matching different grass seeds to their key identifying features. Brad then challenged them to link photos of plants to the correct seeds using the same visual clues.

To finish, Brad introduced an irrigation task, where students took apart a sprinkler and raced to reassemble it. Thanks to KAR for providing the sprinkler; the activity gave students a real taste of hands-on work and sparked lots of excitement.



The feedback we received from both staff and students from the day was extremely positive. Students stayed engaged and asked thoughtful questions, with a couple leaving the session genuinely considering sports turf as a future option. Even a member of staff mentioned that the talk prompted them to look into the industry as a potential career change.

From Brad's perspective, inspiring even a small number of students to see sports turf as a viable path mattered just as much as addressing the whole group. Our collective goal as IGFH is to create awareness and open minds whenever we get involved in educational sessions such as these. Many young people simply don't know that our sector exists, and we hope to change that with our involvement in careers days and similar events.

We continue to support outreach opportunities like this, where real industry professionals can share honest experiences and show young people what careers in grounds management can offer. It's part of our ongoing mission to inspire the next generation of turf professionals.

If you're interested in spreading awareness of your own role within the grounds and greenkeeping industry at Melksham Oak School, you can contact Ceri Tranter, Head of Careers Education, at tranterc@melkshamoak.wilts.sch.uk. Or, see what opportunities might be available to get involved at your local school.

MEET THE MEMBER:

JACK CHURCHMAN

WE RECENTLY SAT DOWN TO CHAT WITH JACK CHURCHMAN, OWNER OF CUTCREW, WHICH OFFERS SPORTS TURF AND COMMERCIAL GROUNDS MAINTENANCE. JACK BECAME INTERESTED IN THE INDUSTRY FROM A YOUNG AGE, AS HIS DAD WAS THE CHAIRMAN OF A LOCAL GOLF COURSE. HE FOLLOWED HIS 9-YEAR STINT IN THE MILITARY WITH A JOB THAT HE DIDN'T ENJOY, BEFORE MOVING INTO GREENKEEPING ON A VOLUNTARY BASIS AS HE STARTED HIS BUSINESS ON THE SIDE. NOW, CUTCREW IS THRIVING, HAVING DOUBLED IN SIZE EVERY YEAR SINCE IT WAS ESTABLISHED. JACK SHARES ALL ABOUT HOW HE WAS ABLE TO GROW HIS COMPANY WHILE ALSO ESTABLISHING A SUCCESSFUL YOUTUBE CHANNEL IN THIS INTERVIEW.



Q:

Hi, Jack. Tell us a bit about CutCrew.

A: It's a bit of a strange

story if I'm honest. I grew up on a golf course, found myself in the wrong crowd at school and ended up joining the military for nine years. When I left, I got a job as a project manager for a European company and just wasn't happy. I ended up dipping my toe back into sports turf on a voluntary basis, helping vulnerable people and NHS workers out during Covid. I then decided to take my business seriously and remortgaged my house, bought all the kit I needed, and here we are.

Q: You have quite a presence on social media, including YouTube. How did that side of things come about?

A: That also stems from Covid. I set a couple of projects up to keep my mind busy and focused after leaving the military. It was actually my nan, she kept texting me and asking how to make her lawn look better. I thought, "You know what, I'm going to make a video on that", and it just went mental. When the business started getting better, I really wanted to document the journey, so I could look back during times of struggle and see how I got over problems before. It all grew from there, really.

Q: Can you tell us more about this growth phase for your business?

A: Year on year, we've doubled every year in growth. In my area, there was a big shortage of maintenance within schools because they were maintained by councils, and all the council workers got furloughed during Covid. It wasn't where I wanted to be; I wanted to be in sports turf, which is what I know and love. But it paid the bills, and we took things bit by bit. We're now in a position where we look after the majority of grassroots clubs in our area, and we've worked for international teams that have flown over and borrowed pitches, all the way up to League 2 teams. This year, we're trying to build on renovations with more transport to get us across the country. Hopefully, it all falls into place.

Q: That's incredible. With all this growth, what is your signature touch for CutCrew?

A: It sounds extremely cliché, but we just work harder. Everyone in our area produces really high-quality work; however, we will be there on a Saturday and a Sunday. For example, we had a game on one of our clients' pitches last Saturday and it got absolutely battered because of the weather. We did two all nighters over the weekend, then worked all Monday. I don't see any other contractors doing

that. We're a first-generation company, it's not been passed down, so we have to work harder. We have to show up and produce constantly. So, yeah, I would say it's the man-hours that we output. We're covering around 100 acres a day with a three-man team.

Q: Wow. And how do you manage that in your team of three?

A: It's really difficult. Because of what we do, you kind of need a switch in your head. You could be doing some work with a client that you deem to have a lot of money, but they simply ask you to cut the pitch. So, yes, we could spend all day there making sure everything's perfect, but we're not getting paid for that. Because of who they are, you want to put out the best quality that you can, but then you've got a grassroots company that's paying you more money because they don't have the knowledge or the support staff or volunteers to do the other things around it. It's just recognising the scope of work provided by the customer and delivering on that. Every client is different when it comes to budget and quality threshold in terms of how much money they can put into a pitch. You kind of just have to sit on that. You can be a busy fool. Everyone in our industry has immense pride, but you can constantly chase your tail if the

money's not there.

Q: With all the different jobs you take on, how do you diversify your skillset within your staff?

A: All my team members are either ex-groundsman from football clubs or ex-greenkeepers. In my interviews, I do outline that we do boring stuff as well. We go through training and try and liken it to jobs on the golf course. There are certain jobs that we don't like that do, but they have to be done either way. I'm lucky that I've not had many issues in doing that. Most of the guys just want to get on with it and produce decent work.

Q: What does a normal end of season look like for you with your pitch maintenance jobs?

A: Our renovations are our busiest time of the year. I've not seen another contractor do it how we do it. We kind of have a block renovation week, because all our football clubs locally are within the same leagues. All of our pitches are on different scopes. Last year, I don't know how many pitches we seeded, but they were all done within two and a half weeks. I was sleeping in the tractor, just getting it done. Our renovations are different at every site, but we generally do everything in stages, and it's relentless. It's a relief when all the work is done and

we know all we've got left to do is grow the seeds.

Q: Once there's a pitch in play and we're well into the season, what sort of practices do you adopt as a team to ensure the longevity of turf?

A: It's really difficult. Again, you can only give your clients advice. If they listen

groundsman when it goes wrong. Every site is different, so it's just managing with what you've got. I send weekly emails with recommendations, and it's just about that communication.

Q: How do you demonstrate your value to your clients?

A: We're not great at this, actually!

We don't push potential customers, and we don't really make claims about what we can offer. We let our work speak for itself. We kind of just show what we do and let that do the talking.

Q: Do you have any goals as a company?

A: I don't want to be a national company. I'm happy with our region. But if we could go out in a lorry and assist grounds teams with a renovation within a company, then I would look to do that. I'm not looking to travel the country and take on work with other contractors. There's so much out there that none of us needs to do that. In terms of

growth, we'd eventually like to pull out of our parish council jobs and solely focus on sports. Only time will tell. I don't really set goals for stuff; we just try to do better.

Q: Do you think your presence on YouTube will grow with this?

A: Sometimes I wish I hadn't started a YouTube channel because we've seen the bad side of social media. Our old unit



was torn apart and we had our kit nicked because people knew what we had. But I do think it's important to carry on with it, to show people who want to make that jump from a golf course to running their own business but are scared. Even if one video helps one person fulfil what they want to do in their life and be happy, then it's worth it for me. I think YouTube will naturally progress, but it's not something that we openly want to happen.

Q: What would you say good maintenance really is?
A: It depends on what you're trying to achieve. If it's just a school field and you're trying to keep it playable for PE games, that's completely different to trying to manage a football pitch. Generally, good maintenance from a contractor should be noticing when changes need to be made. I normally try to save money where we can, since good maintenance comes from honesty and communication. If a client does have a budget issue, see how you can advise them on bringing some money in. Just communicate and give your advice. If

they don't take it, that's fine. As long as you're doing everything correctly, you can't go wrong.

Q: Can you talk me through the different practices used in sports turf versus amenity areas? Are any practices transferable?
A: What we do is biology; we're look-

“EVEN IF ONE VIDEO HELPS ONE PERSON FULFIL WHAT THEY WANT TO DO IN THEIR LIFE AND BE HAPPY, THEN IT’S WORTH IT FOR ME.”

ing at plant health and soil health. The main difference is the dressing you use and the height of cut. But the core principles for amenity grass and sports grass are the same. If you did want to take that to the next level, then yes, you would adopt a material or method that you did use in golf, for example. But essentially,

it's all the same science.

Q: What are the biggest mistakes you see clubs making when it comes to managing sports turf?
A: One of the biggest ones I've seen this year is just pumping more fertiliser on. It's not growing how it should due to maybe a lack of water or bad practices, and they just pump more fertiliser, hoping that'll sort the issue. I've also seen bad timing of things like seeding.

Q: What's your favourite part about working in sports turf?
A: Fixing when you're really up against it, when people are telling you it's not possible. Sticking to those key principles and making it happen.

Q: If you could switch roles with any other turf professional, whose role would you choose and why?
A: I'd probably pick someone from Lorde's Cricket or a county cricket facility because I know we've got lots of experience in the renovation side, but I've not

had much time around the day-to-day, so it'd be good to bolster that section of knowledge. Other than that, I'd like to be a kitman at a football club. Ironing kit sounds right up my street.

Q: How do you unwind and relax after a challenging day at work?
A: I don't! If I've had a bad day at work, I'm probably nine times out of 10 doing an all-nighter. I seek my unwind in just getting it done, and if it has been a bad day, I just find solace in getting the answers. I don't leave anything until the next day; I just get on with it, find a solution, and then I can relax. I don't really unwind, if I'm honest. Every day's a work day.

Q: Can you share a funny or unexpected moment that's happened during your career?
A: We had a couple of premiership clubs come and use one of our facilities for pre-season stuff. They were chatting to me, saying, "Bloody hell, your boss must be making a fortune from this. We'd really like to use your services, have you got his card?" I'll just be sitting there like, "Yeah, that's me."

Q: What has been the most rewarding aspect of your job?
A: I really like working with people who've got small budgets but big visions. One of the clubs we're looking out for at the minute, they've got really high aspirations, but budget isn't there. We're all working together to achieve what they want to achieve. Sometimes you get looked over, but there are times where a club really appreciates what you're doing. When you didn't think something would happen, you didn't think the game was going to go ahead, and you've relentlessly worked on it that week, just watching the game is a nice feeling.

Q: What's one piece of greenkeeping equipment that you couldn't live without?
A: My divot fork. It's irreplaceable. It was passed down to me from my Grandad. If I had a machine go down or I lost a machine, I'd just replace it, but I can't replace my divot fork.

Q: Who would you say has had the biggest impact on your career, and why?
A: This is going to sound like a really cliché answer, but probably my son,

because when I set the business up, it had to make money because he'd just been born. That was a massive driver. Apart from family and friends, there are so many people I could mention, but there's a local man in my area who's been working in the industry for years, and I can always come to him for advice. There's also Duncan Steele, the head greenkeeper at The Millbrook Golf Club (in Bedfordshire). If I'm struggling with an issue, he'll have an answer.

Q: And finally, what advice would you give to new people wanting to join the industry?
A: Create your own journey. If you do end up in the industry, constantly try to push yourself. If you're at a club that isn't interested in investing in you, move on. Constantly strive to increase your knowledge. Even head groundsman and greenkeepers are learning something every day. I they say they're not, they're lying! Keep striving and take the first step.

Big thanks to Jack for giving up his time to speak to us for this issue. You can find him at CutCrew Limited on [Instagram](#), [YouTube](#), and [Facebook](#).



WANT TO BE INTERVIEWED FOR OUR MEET THE MEMBERS FEATURE IN THE NEXT ISSUE? WE'RE LOOKING FOR MEMBERS BASED ALL AROUND THE WORLD, WORKING AT HOME AND AWAY. EMAIL EDITOR@INTERNATIONALGREENKEEPERS.COM WITH THE SUBJECT LINE "MEET THE MEMBERS".

NEW TURF

IS 2026 THE RIGHT TIME TO WORK OVERSEAS IN SPORTS TURF?

Let's say you've always had this idea, in the back of your brain, that one day, you'll travel the world. For a lot of people, this dream can be hindered by a singular but pretty significant complication: money. Or, to be more specific, a lack of money.

While many countries are fairly affordable to travel within, getting to them can be another story. Flights alone can cost thousands, eating into your budget before you've even arrived. You might end up limiting your experiences once you're overseas because there's just not that much budget to play with.

And if you want to travel long-term, you'll probably find that your options are even more limited, as you need to stretch that same budget over several weeks or even months.

The solution for many people is to work overseas. You might choose to do something a bit more generic, like becoming a camp counselor or lifeguarding. But how about continuing with what you're already qualified for, and perhaps even progressing in your career, while you're at it?

International greenkeeping opportunities do exist (in fact, we first established IGFH because we recognised those opportunities and wanted to make sure they were found by the right people). And with local skills shortages and increasing demand for sports at all levels, the opportunities to work overseas in turf management have never been more abundant.

Brad, one of our founders, experienced firsthand the benefits of working abroad. He moved to Australia from the UK in 2019 to work as an assistant groundsman at Sydney University. He spent around eight months learning how to manage turf with different characteristics than the cool-season grasses he was used to back home, but beyond the new skills gained, the highlight of his time abroad was simply enjoying the local culture, exploring a new city, and getting to relax by the beach after work. While his working holiday was sadly cut short by COVID-19, his experience was impactful enough to inspire the very first seeds of an idea that would eventually become IGFH.

Over our years of interviewing members, we've featured many who have had similar experiences to Brad, albeit in entirely

different countries. Most recently, we spoke to Victoria Fiander, who moved from the UK to run large-scale sports turf projects in Asia, and Marco Peschiulli, who was born in Puglia, Italy, but took his career abroad to further pursue his career ambitions and love of travel. While both faced the challenges you'd expect from working abroad (like language barriers and, in Victoria's case, outdated opinions about a woman's role in leadership), they spoke about their experiences with overall fondness.

We've even helped several of our members secure their dream roles overseas, like Ikumi Murai, who grew up in Japan and moved to the UK to work at Arsenal Football Club, and Denmark's Yon Yoeun, who we helped secure an apprenticeship at Cullen Links in Scotland.

Living and working overseas is something we believe everyone should do at least once in their lifetime. We live in a beautiful, diverse world, and that diversity can be difficult to appreciate with a one- or two-week holiday. Living abroad can help you understand other ways of life, and perhaps even decide to adopt them yourself.

Plus, taking on a turf role overbroad can give you the challenge and variety that you might be craving if you've only ever lived and worked locally. You'll be able to see how different plants grow in different climates and try out new machinery and techniques that might not be necessary in your own country. Your eyes will be opened to new ways of doing things (many of which you might decide to take home!), and you'll most likely be humbled by the process of learning, say, how to tackle weeds or diseases that you've never seen firsthand before.

In short, there's no better time than now to work overseas in sports turf. Not only are there more opportunities than ever before, but we're making it easier to find them.

Later this year, we'll be launching Turf Passport, an online jobs portal that will connect professionals in our industry seeking jobs with clubs and companies offering them. You'll be able to create and upload your profile, and employers will have the option to contact you when they have a job they think you're a good match for. You can also apply for any jobs that are listed. Since Turf Passport specifically aims to facilitate overseas work, you'll find employers who are interested and willing to help you move to their country and secure work (although exactly what they'll offer varies, and you'll still need to do your due diligence).

If you're interested in learning more about Turf Passport, [follow us on Facebook](#) or [sign up to start your journey here](#).



IKUMI MURAI, ARSENAL FC

"LIVING AND WORKING OVERSEAS IS SOMETHING WE BELIEVE EVERYONE SHOULD DO AT LEAST ONCE IN THEIR LIFETIME."



MARCO PESCHIULLI, ESCBERG GOLF CLUB

MEET THE MEMBER:

JOSH STAUNTON



Our second Meet the Members interview of this issue is with Josh Staunton of Staunts on the Grass. He's a professional footballer, currently playing for Poole Town, and has recently stepped into a turf management role, bringing a unique perspective to the groundscape industry. When the time was right, he made the leap of faith and started his own turf maintenance business, and has since founded a sports turf contracting company, Southwest Turf Solutions.

Q: How did you come out of football and find grounds management?

A: I always knew I had a bit of an unhealthy obsession with grass. To generalize, footballers often have no appreciation for the grass and what gets into getting a game on every Saturday. As a player, I would always say, "don't walk on the pitch", or, "Do your footwork on the side of the pitch". To any groundsmen out there, I was always on your side! I used to take an interest in the details on pitches, such as around the sprinkler heads, as I knew how difficult they were to get right.

All through my playing career I was very conscious of building a relationship with groundsmen and learning on the job without being on the tools. I was aware that football wouldn't last forever and I needed to be ready to move into something when the time came. Being a footballer, you see the work that goes into maintaining a beautiful pitch. It was almost a very natural process. The time was always going to

come, it just came a bit sooner than I hoped for. Sometimes, these things happen for a reason and you just have to go with it. I'm happy with where I am.

Q: So, when was that first opportunity to get into the groundscape world?

A: My playing career was winding down due to a knee injury. I could see the end was in sight, so I had to be pragmatic for my family. I didn't have any connections but I was absolutely dedicated to my back garden. It was only a small patch of grass but I would use it as my experiment ground. I proved that I could do it and I had a good circle of people around me.

I've done my courses online but I don't have the luxury of a university degree. I was working really hard, dedicated, and willing to learn. I bought a van and got lucky in the sense that, in the area, my name was worth a bit of weight. There's always an ongoing joke, the boys in the dressing room would say, "where's Staunts", and the answer would be, "Staunts is on the grass". That's where my business name, Staunts on the Grass, came from.

I was always offering to help the groundsmen, but they would never take up my offer. I started with a big vision and not much else. I had a lawnmower, a van, and a few other bits of kit, and I thought, right, I'm going to make a difference, I've got to start somewhere. Luckily, a few people in the area gave me a few opportunities, as well as the local cricket club.

I'm proud of what I achieved, and it's just come from real hard work and attention to detail. I always promise I'll give people the best surface.

Q: How have you been able to take the skills you learned during your professional sports career, such as discipline, routine, and leadership, and transfer those across to pitch maintenance?

A: The beauty of football is that it gives you a lot of skills that are very transferable. There's probably not a profession in the world where you're quite so disciplined in timing. You don't go into a standard office job and get fired for being five minutes late. So, moving into grounds management, when you say you're going to show up and nine times out of 10 you do, it goes a long way in building trust. This is especially the case when you're working on a pitch spending hours on your own and a lot of what you do is unseen. That's why trust is so important.



Q: How has your venture into grounds management helped your football career?

A: To clarify, I still play part-time. It actually works quite well as I have the perspective as a player and a groundsperson, so I can give advice and instructions to other players based on experience in both areas. As a player, I've always had the view that the pitch is the most important part of a football game. A player isn't guaranteed to play every game, but that pitch will be used in every game.

Q: What would you say has been the biggest challenge that you've faced in your new career?

A: The loneliness can be tough. I also found pricing fairly hard, especially as I'm prone to giving more than what I'm paid for. Overall, the most difficult thing was having the bravery to start. I was stepping into a world that I didn't know many people in, I didn't have any credibility. It was a bit daunting, but it's been good fun. There are also routine headaches with maintaining turf, and there's always something: machinery going wrong, birds, and so on. But the challenge is what makes it interesting.

Q: When you first started out, did anything go wrong on the job?

A: Yes, I had one day down at Poole where I was cutting before a game. It backs onto a school field with a gate in between. Someone had thrown a marble onto the pitch and it took a chunk out of the bottom blade on my mower. I was on my first set of stripes, with no time to get another machine and a game tomorrow. Luckily, by the time I'd double cut it, you couldn't really notice any flaws.

Q: You post a lot on social media. How do you feel that growing the social aspect online has helped you grow your company?

A: I had a period where I was very "on" my social media. This summer, due to work commitments, I had to reluctantly step back from my videos. I've loved it, and when I was obsessed with my own garden, I thought I was one of a very few. But I can't believe how many people genuinely love their grass and want to give and receive advice. The engagement has been incredible.

Q: Where do you see your career

heading in the next five years?

A: I've created a second company now, Southwest Turf Solutions, as I'm keen to grow as a business and start a team. We've invested in equipment and are offering contracting services. I keep my baby in my name, but I knew that if I wanted to build a business, I'd need a team on board. In the local area, we've developed a platform where there's that level of trust, where it's like, "It works, so let's buy into that". I enjoy watching that work come to life. I renovated several pitches this summer, and I've never been involved in that before. I love that side of things. If anyone needs any vertidrainage around Dorset and Yeovil, give me a shout!

Q: If you could switch roles with any greenkeeping or grounds team for the day, whose job would you choose and why?

A: I would love to be a groundsperson for a day. I would love to have a go with the lighting rigs and things like that. I'd want to experience that for a week, although I'd probably get overwhelmed!

Q: What do you like to do to unwind and relax after a challenging day on the job?

A: I'll go home and see my little daughter, and she gives me a cuddle. It just puts all your problems into perspective.

Q: Any unexpected moments that have happened in your football or gardening career?

A: One of the weirdest moments was when I was driving to cut a pitch in Frome and it felt like we'd gone down a pothole. We got to Frome and discovered that the wheel had come off our brand new trailer. I had no idea that the wheel had come off and I instantly panicked and started looking up road traffic news in the area to see if there were any reports of a vehicle being hit by a wheel. We couldn't drive around with one wheel, so it disrupted the whole day. I wasn't worried about losing the wheel, I was worried about the damage I might have caused. Luckily, we seemed to have got away with it.

Q: What would you say has been the most rewarding part of the job so far?

A: Really changing pitches. I think

you've seen on my social media, Yeovil Cricket was in a bad way and Poole Town Football was in a bad way. Any improvement would have been drastically appreciated. I managed to make them both really, really good, and I'll sometimes look back at those "before" pictures when I'm having a bad day to show how far we've come. That turnaround is the most rewarding thing for me, all by committing to decent practices, listening to advice, working hard, and trusting your instincts.

Q: What's your one piece of equipment that you couldn't live without?

A: I think leaf blowers are a really underappreciated piece of kit. But something I really couldn't live without is my van. Before I bought it, I'd wonder why people needed them, but vans are amazing. They're convenient inside and outside of work. I've taken mine on holiday to Centre Parks and everything. Even if I never worked in the industry again, I'd keep my van. I just wish people had told me that you have to drive 10 miles per hour slower!

Q: Who has had the biggest impact on your sports turf career and why?

A: Dan Hibbert (Lawn Expert) has been excellent to me. We've built a great friendship, and any question I've had, he's been there, done that on a smaller scale. My partner who I have the second company with, Stuart Antell, was a groundsperson a Yeovil when I met him. He's been brilliant and we work well together. Those two people have made massive marks on me and given me a lot of advice. I'm forever grateful for them, because they didn't have to help. I was just a footballer who was coming into their world.

Q: What advice would you have for new people wanting to join the industry, especially those who are making a career change?

A: Be brave enough to do it, but listen. There's only so much you can learn in a book. We work in one of the most old-school industries, and experience is invaluable.

Big thanks to Josh for taking the time to speak to us and share his story. You can find him at Instagram [@stauntsongrass](#).



SMARTER, MORE EFFICIENT GROUNDS MAINTENANCE WITH KERSTEN UK

IN AUGUST THIS YEAR, IGFH ATTENDED A DEMONSTRATION OF KERSTEN UK'S MOST POPULAR PEDESTRIAN-OPERATED MACHINES, LED BY INDUSTRY EXPERTS TREVOR THORP AND ED PHILLIPS.

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“DEMONSTRATIONS LIKE THESE ARE FREE TO ATTEND AND ARE A GREAT WAY FOR US TO LEARN MORE ABOUT ALL THE MACHINERY THAT'S BECOMING EVER MORE VALUABLE IN OUR INDUSTRY.”



The session gave us an in-depth look at how modern grounds maintenance equipment is evolving to make outdoor work more efficient and environmentally responsible.

The day began with an introduction to Kersten's approach to professional surface management. Kersten UK offers a range of machines designed to handle the challenges of turf care, including weed control and hard surface maintenance, across all seasons. A big selling point of this equipment is that it's designed not just to do a job, but to make that job easier and safer for the operator.

We started by taking a closer look at the UBS Series Mechanical Power Unit, a versatile workhorse capable of tackling multiple maintenance tasks throughout the year. Trevor and Ed talked us through its modular design, with swappable attachments for different applications: sweeping, moss removal, snow clearance, surface renovation, and so on. Given its adaptability, this machine is especially well-suited for councils, contractors, and sports facilities looking to maximise the value of their equipment investment.

Next up was the Ripagreen Mobility Kit, a compact, powerful thermal weed management system. This was particularly interesting for its environmentally friendly approach to weed

control that eliminates the need for chemicals. Ed and Trevor explained how it uses controlled bursts of heat to weaken the plant structure, killing the weed effectively without harming surrounding surfaces or soil health.

Ed and Trevor also demonstrated the Vehicle-Mounted Hot Water Weeder from the Eco Weedkiller Pro Series, a unit that removes unwanted vegetation using only hot water, again with no chemicals required. It maintains the water at a consistent temperature, destroying weeds down to the root level. We were able to see how efficient the system is at covering large areas quickly.

Finally, the team demonstrated Kersten's pedestrian sweeper solutions, which are built for everyday cleaning and maintenance of paths, car parks, and sports surfaces. We saw how the machines could handle debris and moss, with Trevor and Ed explaining that they're particularly useful for maintaining artificial surfaces.

Demonstrations like these are free to attend, and we've found them to be a great way to learn more about the machinery that is becoming ever more valuable in our industry. If you're in a role that would benefit from a more efficient approach to grounds maintenance and you're looking to deliver high standards of turf and surface care, it's worth attending a Kersten demo to learn how to operate and maintain this type of equipment.

We'd like to thank Kersten UK for hosting the session and for providing these opportunities free of charge. For anyone looking to expand their skill set or explore new tools, you can view Kersten's upcoming events and exhibitions [here](#).

GROUNDSFEST ACADEMY SHINES A LIGHT ON IRRIGATION MAINTENANCE

THE LATEST FREE GROUNDSFEST ACADEMY EVENT ONCE AGAIN PROVED A HUGE SUCCESS, THIS TIME FOCUSING ON IRRIGATION MAINTENANCE.



Held at the impressive Throws Farm Research and Technology Centre in Great Dunmow, Essex in partnership with Origin Amenity Solutions (OAS), attendees were treated to a day packed with hands-on learning, expert demonstrations, and practical advice. The facility, which boasts trial areas, greenhouses, and advanced turf analysis equipment, provided the perfect backdrop for a day dedicated to improving irrigation knowledge and techniques across the turf and amenity sectors.

The CPD-accredited event guided participants through the fundamentals of irrigation systems, installation best practices, troubleshooting, and the latest innovations in irrigation technology. Sessions were designed to be practical and interactive, allowing attendees to get hands-on experience and take away knowledge that could be directly applied at their own sites.

Peter Robin from Origin Amenity Solutions, who led several sessions, said:

"My purpose today was to help people understand how to make their irrigation systems better. A lot of sites have old systems that aren't performing as they should, leading to issues like dry patch and poor turf uniformity. With a better understanding of hydraulics, people can make small tweaks that make a big difference."

The event attracted a wide range of attendees from across

the UK — from schools and sports clubs to golf courses and local authorities — all eager to build their knowledge and share experiences.

Christian Bath, Grounds and Gardens Supervisor at Haileybury School, attended to build confidence in maintaining both new and ageing irrigation systems:

"We've recently had a new system put in alongside an old one that's not working so well. Today really helped me understand the troubleshooting side — how to identify problems at the source and resolve them without unnecessary disruption. These events are so valuable because they encourage networking and show that others are facing the same challenges."

For Joshua Weir, Greenkeeper at Llantrisant & Pontyclun Golf Club, the accessibility of the GroundsFest Academy stood out:

"Being free opens it up to a much wider audience because not every club or individual can afford to travel or pay for events. I've got a book full of notes and once I explain how well the day went, I'm sure my boss will send me to more Academy events."

The sentiment was echoed by Esteve Sanchez, Groundsperson at Fulham Football Club:

"Right now, at Fulham FC we have are having a massive extension of irrigation, and so it is good to enhance our irrigation knowledge. I think this is a brilliant initiative from GroundsFest — these Academy events help bring the industry together and build knowledge on several different topics."

John Hall from Hertfordshire Bowls agreed:

"Today was a fantastic learning curve. We've gained a much better understanding of the systems we use and how to eliminate problems. Networking with others has been educational in itself — it can even help you save money by understanding how to do things better."



Reflecting on another successful event, Bradley Tennant, Director of Education at the GroundsFest Academy, said:

"We've had a really good mix of people attend today, from football and golf clubs to bowls clubs and landscaping companies. It's fantastic to see the diversity in the industry and the enthusiasm to keep learning. It's been another brilliant day for the GroundsFest Academy — and we've got an exciting 12 months ahead, so watch this space!"

With each event continuing to attract strong numbers and positive feedback, the GroundsFest Academy is firmly establishing itself as one of the most valuable free learning resources in the grounds care and landscaping sectors — giving professionals and volunteers at every level the chance to expand their skills, share knowledge, and strengthen the future of the industry. Find out more about the GroundsFest Academy's upcoming events [here](#).

TWO DAYS ON THE FLOOR AT SALTEX 2025

SALTEX 2025 DREW A LARGE CROWD TO THE NEC, AND IGFH USED THE EVENT TO RECONNECT WITH PEOPLE ACROSS THE SECTOR.

The spent time with Kersten UK (an IGFH sponsor), talking through plans for the upcoming Integrated Weed Management educational day with the GroundsFest Academy in February. We were also able to catch up with familiar faces, including Harvey Milne, Brad's former apprentice from Crosfields School. He's now working at Vincent's Tractors in Devon, and it was good to see him settled into a role that suits him.

We also ran into Alex McDermott from Quadrop, and later caught up with Frank Eckert from Eckert Golf Sales in Orlando. Brad last crossed paths with Frank at the GCSAA conference in San Diego in 2022, so it was nice to finally reconnect!

This year's show introduced a few new features. The Workshop Zone, led by Tom Stidder of TCS Turfcare Equipment Consultant Services, walked through tractor set-ups and machinery adjustments. There was also a new Arcade Zone, with leaf blower challenges and small robots racing around an obstacle course.

The free-to-attend education programme of seminars returned from last year, with talks from big names in the industry, including Adam Kaliniecki, the Premier League's Senior Football Operations Manager, Craig Knight, Head of Grounds & Playing Surfaces at Everton F.C., and Dr Denise Ludlam, Environmental Sustainability Strategic Lead at Sport England. The Live Demonstration Area stayed active as well.

Later in the afternoon, the Clubhouse filled up as DJ James Haskell (who previously played professional rugby) took over with a playlist of Ibiza chill tunes.

SALTEX 2025 left us with plenty to follow up on and reminded us why the event still holds value for the sector. One of the reasons why we return to this event every year is that every pound generated is reinvested into the sector, helping us to collectively build a future for grounds professionals.

You'll need to register in advance to attend SALTEX, and entry is free. You can learn more about SALTEX and register for the 2026 event [here](#).



9 PLACES YOU CAN FIND GROUNDSCARE JOBS

ONE OF THE MOST COMMON QUESTIONS PEOPLE ASK US IS, “WHERE CAN I FIND JOBS IN THE INDUSTRY?”

If you’re wondering the same thing, we’re more than happy to have a chat about what you’re looking for and point you in the right direction. But there’s no shortage of places to find work, so if you want to go away and do your own research, this guide is for you. We’re sharing where to look for jobs in greenkeeping and grounds management, and how to find the best employers.

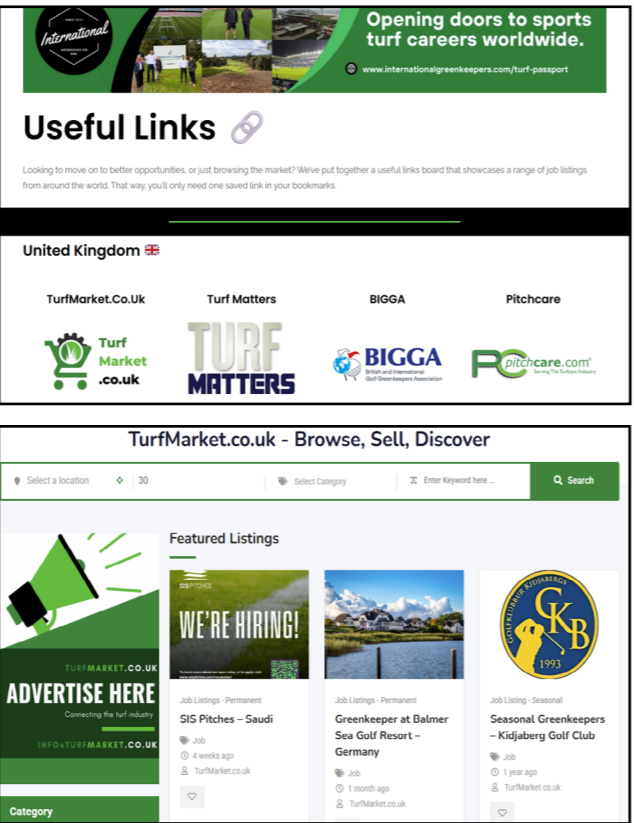
1. Our Top Recommendation: The IGFH Useful Links Board
Before you start searching for jobs, we recommend saving yourself an hour and heading straight to the IGFH Useful Links board. It pulls together the main job sources from around the world into a single page.

The idea is that rather than keeping an eye on all these resources separately, you can simply save this page to your bookmarks. You can jump from UK school roles to Australian golf clubs to US stadium jobs in a few clicks. If you like keeping an eye on things, or you’re thinking about working abroad, you should find it helpful.

2. Sector Specific Job Boards
The obvious starting point (aside from our Useful Links board), industry job boards usually have the roles you actually want to see. Clubs, schools, councils, estates, and contractors post here regularly because they know the people browsing are experts looking to expand their careers, or, at the very least, passionate about the industry.

Some industry job boards to look out for include Turf Market (our own site), BIGGA, and Turf Matters. We’ve shared a much bigger list, country-by-country, on our Useful Links page.

3. General Recruitment Websites
You’ll have to wade through a lot of unsuitable jobs on general recruitment sites. That said, you’ll still find loads of groundscare roles here, especially from councils, facilities companies, private estates, and contractors who like big platforms. Indeed, Reed, and CV Library are among the key sites to check out.

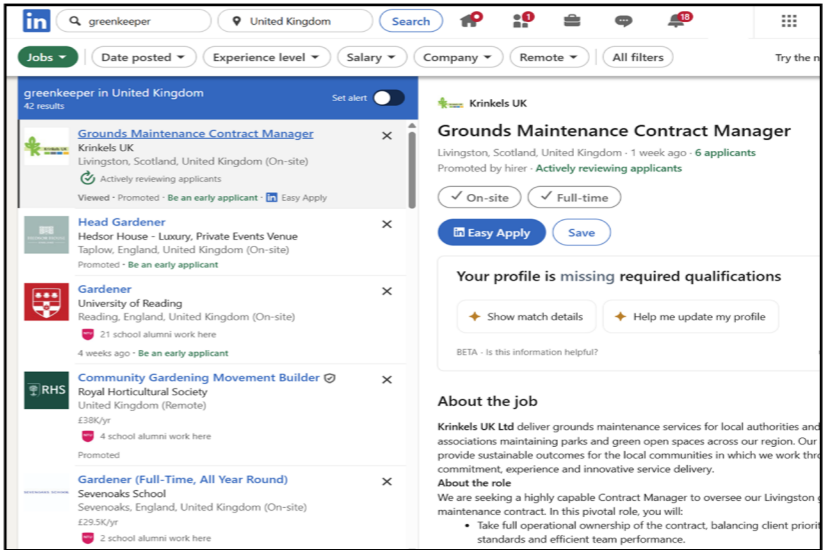
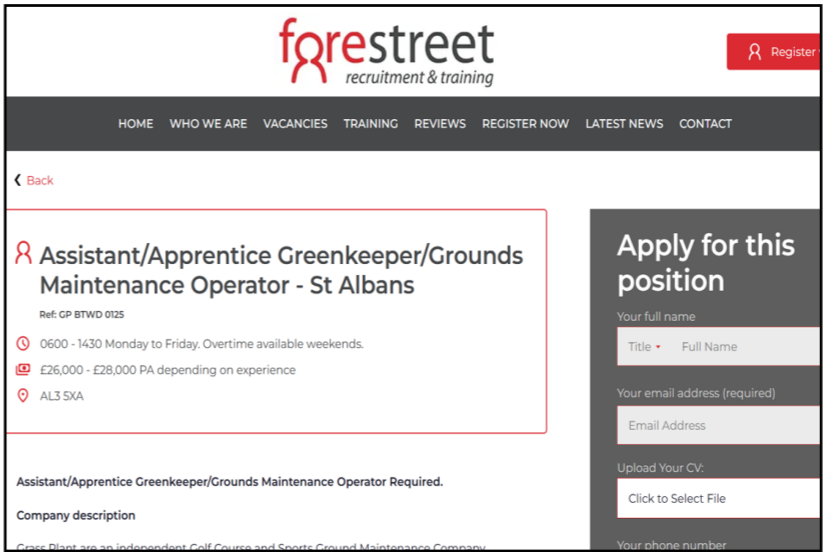
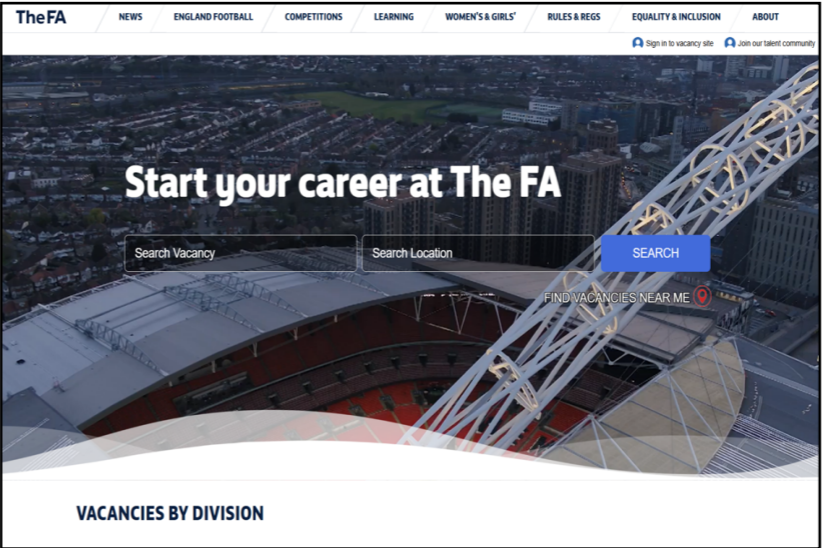


Most of these sites have filters that you can use to sort the good listings from the irrelevant ones. You can also set alerts, so the new listings land in your inbox before they’re discovered by too many other people. You’ll need a bit more patience if you’re job-hunting with this approach, but you’ll also find some solid opportunities if you keep at it.

4. Local Authorities And Councils
Council jobs are generally pretty common and easy to land in our industry. Your role will usually cover a bit of everything, including mowing, line marking, hedge work, machinery use, odd jobs, and maintenance work. The pay scales are predictable and the hours are stable (something that can’t be said for, say, tournament work).

Most councils post vacancies on their own websites first, so keep an eye there. If you want long-term progression, council work can be a decent route to go down, if not the most exciting.

5. Sports Organisations And Governing Bodies
If you like the idea of working on some of the most famous sports pitches, this is the route for you. Governing bodies and sports organisations usually post roles on their own sites, often for academies, stadiums, training centres, and national facilities.



You’ll also find seasonal jobs linked to tournaments and tours.

These jobs are brilliant for experience, especially if you want to specialise or build a CV with some of the best-known names on it. You might find links to club vacancies too, which means you can uncover roles that barely hit mainstream job boards.

6. Employer Websites
Some employers don’t bother with job boards at all and simply stick their job vacancies on their own websites. Private schools, golf courses, racecourses, universities, and estates do this a lot.

If you have a dream workplace in mind, it’s worth checking their careers page often. You can even send speculative CVs, since managers like planning ahead for seasonal peaks. Yes, you’ll need to put in more effort, but it’s an approach that can work surprisingly well.

7. Recruitment Agencies
Numerous organisations choose to hire through a recruitment agency to save their own teams the hassle of listing jobs and narrowing down applicants. Clubs, councils, estates, and contractors who want quick placements are most likely to go down this route.

Working with a recruitment agency can be ideal if you’re after a low-effort way to land yourself a new role. You can just register once, and you’ll get calls whenever something matches your skills. The only setback is that the agency will only send you jobs from the companies they work with, so your options will be limited somewhat.

8. Social Media And Industry Groups
It’s becoming much more normal for jobs in all industries to be shared on social media, especially Facebook and LinkedIn. In fact, many businesses exclusively use LinkedIn Jobs to share their positions rather than any other source, so we definitely recommend creating your own LinkedIn profile if you haven’t already.

9. Trade Shows, Events, And Training Days
We’re a big fan of events like GroundsFest and SALTEX, as well as regional training days, as we’ve seen firsthand just how valuable they can be for making connections in our industry. They’re prime networking spots, giving you the opportunity to chat to people who know exactly which clubs are hiring soon. Some employers even post roles at their stands.

We recommend putting yourself out there and attending two or three events per year, especially if you’re continuously looking for new opportunities. It’s worth bringing a copy of your CV on your phone so you can share it quickly at any moment.

Given how easy the internet has made it to upload and share job listings, we now have more ways than ever to find decent groundscare jobs. Our advice is to start with the IGFH Useful Links board, then check out some of the other resources we’ve shared here.

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REGEN AMENITY ANNOUNCES EXCLUSIVE PARTNERSHIP WITH SIGMA AGRISCIENCE



One of the industry leaders in organic fertiliser.

With advanced manufacturing capacity **Sigma AgriScience** continually delivers cutting-edge quality and industry-leading results.

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for Organic Production



Sigma 4-4-4 BIO
Fine Grade
With Value-Added
Biologicals



Sigma 5-3-2 BIO
Fine Grade
Performance
Fertiliser for Turf



Regen Amenity has confirmed a new partnership with Sigma AgriScience to supply a series of

organic OMRI-listed fertilisers to the UK amenity market. This gives Regen Amenity exclusive access to the products, which have been developed to support turf performance through organic nutrition.

The fertilisers, including the Sigma 4-4-4 BIO Fine Grade and the Sigma 5-3-2 BIO Fine Grade, have an SGN of 110, which allows the granules to move into the turf canopy and disperse efficiently. The 4-4-4 formulation includes added calcium, humic acid, and a microorganism package designed to support nutrient uptake and introduce elements associated with improved plant resilience.

The products are aimed at turf managers seeking an organic option that still fits into existing maintenance programmes, and Regen Amenity expects interest from users looking to increase the organic component of their nutrient plans while keeping

ReGen Amenity
the way nature intended

application practical and predictable.

Rhys Norville, Director of Regen Amenity, said: "ReGen Amenity is pleased to add Sigma AgriScience to its portfolio as its dedicated organic fertiliser option for its customers. Turf professionals keep asking for organic inputs that apply cleanly and perform consistently, and the Sigma products give them that option. The added biological components in the 4-4-4 offer something different for anyone looking to broaden their toolkit."

Sigma AgriScience produces a range of organic fertilisers used across the turf sector in international markets. This partnership strengthens the company's position within UK amenity turf.

Regen Amenity will provide further technical guidance and availability details as the product rollout continues. Contact Rhys at sales@regenamenity.co.uk for more information or [visit the Regen Amenity website here.](#)

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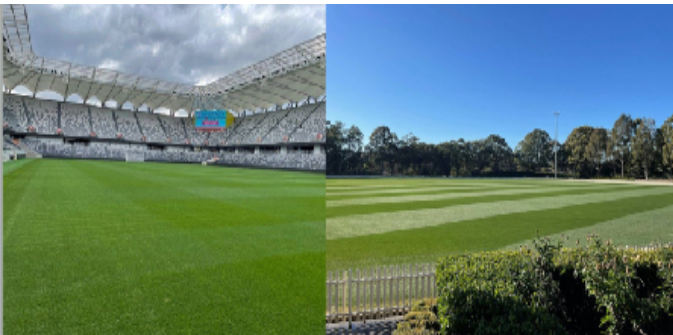
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