



# Careers in Golf Bursary

# SINGAPORE



# Overview.

The R&A is pleased to launch The R&A Foundation Careers in Golf Bursary in Singapore. Working with the Singapore Golf Association (SGA) and the golf clubs of Singapore, this is a new programme funded by The R&A Foundation designed to support aspiring golf industry professionals interested in a career in greenkeeping or club management.

**Together, we are committed to enhancing golf's role in Singapore and building a brighter future for the game.**



# About The R&A.

The R&A is the leading body within the world of golf and engages and supports activities to ensure it is a thriving sport for all on a global scale.

Together The R&A and the United States Golf Association (USGA) govern the sport of golf worldwide, operating in separate jurisdictions with a commitment to a single code for the Rules of Golf, Rules of Amateur Status, Equipment Standards and the World Handicap System.

The R&A governs the sport worldwide, outside of the United States and Mexico, on behalf of over 66 million golfers in 148 countries and with the consent of 168 organisations from amateur and professional golf.



# Why golf matters.

The R&A Foundation exists because golf matters.

For over twenty years, The R&A Foundation has provided funding from the proceeds of The Open to support golf projects worldwide.

We use our unique connections in the golfing world to break down barriers to golf, fostering talent and nurturing sustainability.

R&A Foundation programmes demonstrate the remarkable change golf can inspire, delivering good for golf and through golf.



**As custodians of  
the sport, we do all  
that we can to ensure  
that golf continues to  
thrive in 50 years time**

JEROME NG  
DIRECTOR GOLF DEVELOPMENT,  
ASIA PACIFIC



# Our partners.

At The R&A Foundation, we use our unrivalled relationships to create meaningful impact for and through golf through the power of partnership.

Working with the Singapore Golf Association (SGA), the national custodian of the sport and affiliate of The R&A, we are creating pathways for Singaporeans to join the golf profession, expanding diversity and local talent across the industry.

With The R&A regional office in Singapore as our hub for golf in Asia, we are proud to closely collaborate with the SGA and the golf clubs of Singapore to deliver the Careers in Golf Bursary programme.



# About the bursary.

The R&A Foundation Careers in Golf Bursary initiative offers a comprehensive learning and development opportunity. Its aim is to nurture local talent within the golf industry in Singapore and provide work experience placements at golf clubs, including designated mentorship and further education opportunities.

This award provides three elements of support:

## 1 An education bursary, directly funding the cost of industry recognised foundational courses and certifications.

Greenkeeping applicants will undertake the Certificate in Greenkeeping, a 12 month, modular based programme which will develop skills to maintain world class golf courses whilst promoting sustainable practices. From protecting turf to enhancing productivity, the programme will produce skilled greenkeepers based on recognised standards across Asia.

Club Management applicants will undertake the Apprenticeship in Club Management, a 12 month modular based programme to build their knowledge base across administrative, marketing and facility operations skill sets, forming the foundation needed to excel in the management of facilities, people and events.

## 2 A year-long paid training placement at a Singapore golf club.

Successful applicants will be placed at selected golf clubs, with roles in Greenkeeping and Club Management respectively for over a year.

The placement comes with a minimum of SGD\$2,500 salary per month before CPF.

The bursars will be able to put their education and training into practice in a supported working environment further developing skills on ground.

This programme is designed to strengthen and expand the local golf industry infrastructure, creating a more skilled, diverse and inclusive workforce and expand the talent pipeline in Singapore.

## 3 Mentorship and peer support facilitated through The R&A's local and global networks.

Throughout the bursary programme, bursars will be supported and guided by industry experts and professionals.

The support network will ensure we provide the bursars the best possible experience in their placement and direction in their future career development within or outside the industry.

# Certificate in Greenkeeping.

The R&A partners with New Zealand Sports Turf Institute to deliver entry level education for those working in turf management in the golf industry.

The Certificate in Greenkeeping (CIG) is a key component of The R&A's in developing and nurturing greenkeeping talent and raising the profile and appeal of this profession.

The R&A CIG is a five module programme consisting of:

- 1 Golf course ecology**
- 2 Managing greenkeeping staff**
- 3 Surface management on a golf course**
- 4 Rootzone and soil water management on a golf course**
- 5 Identifying and controlling common golf course pests, weeds, diseases and disorders**

The CIG is a 12 month learning programme and a key feature is the blended workplace learning, where learners apply the technical skills and processes learnt to a variety of golf course turf management situations under the supervision of a qualified workplace mentor.

The programme commences with a five day residential titled the 'Introduction' course, a further five day residential 'Progression' course is scheduled generally three to four months later, and culminates with a three day 'Confirmation' course approximately six to eight months after the Progression course.



# Apprenticeship in club management.

The R&A partners with the Club Managers Association of America (CMAA) to deliver entry level education for those embarking on a career in club management. The Apprenticeship in Club Management (AICM) is a key component of The R&A's support in developing and nurturing club managers of the future within the golf industry.

The AICM is an 11 module programme, mapped to the core competency framework of the renowned and industry recognised CMAA education pathway for Club Management. This Apprenticeship will provide scholars with the foundation knowledge to progress to the next level and work towards their Diploma in Club Management.



**CLUB  
MANAGEMENT  
ASSOCIATION  
OF AMERICA**

Club Managers have a wide range of responsibilities and the expectations of members and visitors are growing and changing constantly. The CMAA education pathway defines the components of a successful club manager by the following core competencies:

- **Club governance**
- **Accounting, finance & data analytics**
- **External & governmental influences**
- **Food & beverage management**
- **Facilities management**
- **Information technology**
- **Interpersonal skills**
- **Leadership**
- **Human & professional resources**
- **Golf, sports, recreation & wellness**
- **Membership & marketing**

The AICM is a 12 month learning programme and education content will be delivered as a hybrid model of in-person, group learning and online workshops. Similar to the CIG, a key feature is the blended workplace learning, where learners apply the education content to the club environment under the supervision of a qualified workplace mentor.

# Applications.

## Who should apply

This programme is focused on creating pathways for Singaporeans to join the golf industry, introducing those who may not have previously encountered the sport or considered a career in golf. You do not need to play the sport or have experience within the industry to apply.

All applications are welcome, however applicants should be:

- Interested in working in the sport and/or golfing industry
- Interested and passionate in developing a career in Greenkeeping/Turf or Facility management
- 18 years old and above as of 1 January 2025
- Singapore citizen or Permanent Resident (PR)

## How to apply

If you would like to apply and fit the selection criteria please follow Step 1 as outlined below.

### Step 1 by 13 June 2025

Complete the online application via the [link](#) and submit the necessary supporting documents by email to [Education@randa.org](mailto:Education@randa.org)

- An up-to-date CV (please include your email)
- A letter of application covering:
  - Why you want to participate in this programme.
  - What you hope to achieve from a personal development perspective from the programme.

### Step 2 between 23 - 27 June 2025

Progressed applicants will be invited to a virtual interview.

### Step 3 by 4 July 2025

Those who are successful will be invited and awarded as bursars to formally join the programme. More information and specific details on placement start dates will be discussed upon confirmation. Feedback will be provided if requested for those who are not successful.

**The R&A Foundation**

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