

Building environmental expertise in the golfing industry



Become a
Certified e-par
EMS Professional

www.e-par.com.au

Enhance your professional profile



Where has e-par EMS Professional Certification come from?



The certification program is an initiative of e-par to formally recognise golf course staff committed to environmental excellence.

The reasons for the certification initiative can clearly be stated as:

- To advance ethical and competent environmental practice in the golfing industry.
- To recognise those with environmental management expertise.

What is Certification



Certification is the formal way by which the education, training and experience of e-par EMS practitioners is recognised through assessment and the granting of a certificate.

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Why did it happen?



- Need for the profession to set its own standards of environmental behaviour.
- Community demanding improved environmental performance.
- Industry seeking qualified and trustworthy professionals.
- Increasing maturity of the golf course management profession.

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What is an e-par EMS Certified Professional



- ❖ An e-par® Certified Professional is a person who has demonstrated proficiency with the e-par® Environmental Management System.
- ❖ They set themselves apart from other turf management professionals by consistently demonstrating expertise with systems based environmental management and they add value to colleagues, managers, their facility, their own career and the industry.
- ❖ They have the skills to plan, design, build, implement and maintain effective systems based environmental management solutions.

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Why become Certified?



- ❖ There is little question that the growing reliance of all golfing organisations on effective environmental management will increase.
- ❖ Management will expect exceptional competence in both environmental management skills and knowledge from their Superintendents and staff.
- ❖ Superintendents and staff must be competent in the e-par® EMS if they are to participate in, and further golf course environmental management.

Benefits for the Superintendent



Certification demonstrates a skill set capable of developing and implementing systems based environmental management.

Certification confirms an ability to assure members, management and the community that the Superintendent is committed to managing environmental quality.

Certification also provides the Superintendent:-

- ❖ Global recognition of environmental competence
- ❖ Easier access to interesting and challenging career opportunities.
- ❖ Improved ability to relocate.
- ❖ Encourage ongoing skills upgrading.
- ❖ Career opportunities which may lead to promotions and higher wages.
- ❖ Credibility and accountability.

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Benefits – Employers



- ❖ Provide an easier means of evaluating the competency of employees.
- ❖ Decrease costs associated with the employee selection process.
- ❖ Provide greater assurance that competent employees are hired.
- ❖ Greater security that environmental tasks are being undertaken professionally.
- ❖ Demonstrate a commitment to responsible environmental management.
- ❖ Reduce incidents that result in environmental liability.
- ❖ Assist in demonstrating due diligence.



Benefits – Golf Industry



- Increase integrity and trust.
- Assist in ensuring that golf facilities maintain a skilled and ethical environmental work force.
- Assist in the transfer of skills and the harmonisation of standards throughout the industry.
- Assist in improving environmental outcomes.

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Certification – Gaining Global Momentum!



- Certification recognising e-par EMS practitioners has occurred in Australia, USA and Canada.
- Jobs ads are asking for e-par knowledge and experience as a requirement.
- 31 more candidates have commenced their certification pathway since June 2010

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Application Process I



- Applications are available online.
- Submit completed application to the e-par EMS Administration office.
- Application then sent to Assessment Panel.
- Panel assesses application.
- Applicant undertakes EMS examination

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Application Process 2



- Applicants EMS Audited for conformance.
- Applications EMS examination marked. Must achieve 80% pass.
- Final assessment of Application
- Applicant signs Environmental Code of Ethics.
- If successful, Certificate and other items in the Certification Kit will be sent to the applicant.

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Application for Certification as an e-par® EMS Professional

Applicants Name: _____

Date of Birth: ____/____/____

Preferred Mailing Address: Home () Business () (tick or ☑,☐)

Provide Address: _____

City: _____ State/Country: _____ Zip/Postal Code: _____

Contact Telephone _____ Email _____

Present Employer: _____

Your Job Title: (Superintendent, Assistant Superintendent, Greenkeeper, Administration etc)

Business Address: _____

City: _____ State/Country: _____ Zip/Postal Code: _____

Business Telephone _____ FAX _____

Email _____ Club web address _____

Month and Year of Commencement of e-par® (☑,☐)

e-par® username _____ e-par® password _____

I have read and agree to the conditions set forth in the certification process in effect at the time of my application, covering the Certification process.

I agree to denial of Certification and to forfeiture and redelivery of any certificate or other credential granted me by e-par® in the event that any of the statements or answers made by me in this application are false or in the event that I violate any of the rules or regulations governing such examination.

I understand that this application and any information or material received or generated by e-par® in connection with my Certification will be kept confidential and will not be released unless I have authorized such release or such release is required by law.

I hereby agree to hold e-par®, its officers, directors, examiners, employees, and agents, harmless from any complaint, claim, or damage arising out of any action or omission by any of them in connection with this application; the application process; the failure to issue me any certificate; or any demand for forfeiture or redelivery of such certificate.

I understand that the decision as to whether I qualify for certification rests solely and exclusively with e-par® and that the decision of e-par® is final.

Name _____

Signature _____ Date _____



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Registration Certificate

e-par® Certifies

Superintendent Joe Bloggs

has fulfilled all the requirements of the e-par® Certification Standard and has achieved Certification as an e-par® EMS Professional.



This Certification recognizes significant knowledge of, and advanced level skills in, the e-par® Environmental Management System. It affirms competence in the development, implementation and management of the e-par® EMS and an in-depth knowledge of the principles of systems based environmental management.

J. J. Muir

27 October 2008



Certified e-par EMS Professional
Engraved Gold Pen

Standard of Practice and Code of Conduct for

Certified e-par® EMS Professionals

e-par® and its members are dedicated to the advancement of golf course environmental management through involved and innovative environmental practice. The objective of the e-par® Certification Program is to assure that those assigned the responsibility of performing environmental management tasks utilising the e-par EMS framework are knowledgeable and competent and will conduct themselves in a professional and ethical manner.

Certified e-par® EMS Professionals are expected to exhibit the highest standards of honesty and integrity. They will apply their e-par® EMS systems based environmental knowledge and skills to advance their profession and promote and develop policies, plans, activities and projects that achieve environmental best practice outcomes.

Certified e-par® Professionals must perform under a standard of professional behaviour and they have a duty to interest themselves in golf's welfare, and to be equipped to apply their environmental knowledge for the benefit of both the industry and the environment.

As a Certified e-par® EMS Professional I will observe the Code of Conduct and confirm that:

- I will be skilled in the fundamental principles of the e-par® EMS platform.
- I will be proficient in the implementation of systems based environmental management solutions.
- I will operate within a team environment committed to the sustainability of golf.
- I will interact effectively with other environmental professionals.
- I will be prepared to continue professional development and continually seek to maintain and improve professional knowledge and skills to best perform in a conscientious, diligent, and efficient manner.
- I will support the implementation of, and encourage compliance with, appropriate standards, procedures and controls for environmental management.
- I will perform duties with objectivity, due diligence and professional care, in accordance with professional standards and environmental best practices.
- I will serve in the interest of the golfing industry in a lawful and honest manner, while maintaining high standards of conduct and character, and not engage in acts discreditable to e-par®.

Certification Costs



Application and 3 years Certification Fee

\$395.00* (plus GST Aust only)

Renewal Fee every 3 years

\$395.00* (plus GST Aust only)

**** Certification is free for e-par Platinum Members***

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Certification Register



A directory of Certified e-par EMS Professionals is maintained.

It provides assurance that anyone who states that they are a Certified e-par EMS Professional is one.

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Further Information



Further information can be obtained by referring to

www.epar.com.au or email admin@epar.com.au

telephone [0249614060](tel:0249614060) or fax [0249614021](tel:0249614021)

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