

Oakmont Country Club

Job Opening – Director of Food & Beverage

The Director of Food & Beverage is responsible for the leadership, management, and execution of all food and beverage operations throughout the Club. This highly visible leadership role ensures an exceptional member and guest experience while maintaining the highest standards of hospitality, service, financial performance, and operational excellence expected within a premier private club environment.

The Director of Food & Beverage oversees all dining outlets, banquet and catering operations, bar service, and clubhouse service teams while fostering a culture centered on professionalism, teamwork, accountability, and member satisfaction. This position works closely with the General Manager, Executive Chef, Clubhouse leadership team, and departmental managers to ensure consistency, innovation, and excellence across all F&B programs.

Essential Responsibilities

Leadership & Team Development

- Lead, mentor, and develop all front-of-house food & beverage managers and service teams
- Recruit, train, supervise, schedule, and evaluate F&B personnel
- Foster a culture of hospitality, accountability, teamwork, and service excellence
- Develop ongoing training programs to continuously elevate service standards and member experience
- Conduct regular staff meetings, pre-service meetings, and leadership development initiatives
- Coach and counsel team members to maintain performance and professionalism standards
- Promote collaboration and communication between all club departments

Member Experience & Service Excellence

- Maintain strong visibility throughout the clubhouse and dining operations
- Build relationships with members and guests to ensure exceptional experiences and maximum satisfaction

- Respond promptly and professionally to member feedback, concerns, and service recovery situations
- Ensure all dining outlets and club events consistently deliver the expected private club experience
- Oversee execution of member functions, private events, and club-sponsored activities
- Maintain exceptional standards of service, presentation, hospitality, and operational detail

Food & Beverage Operations

- Direct all daily food & beverage operations, including dining rooms, lounges, bars, banquet operations, and special events
- Work closely with the Executive Chef to ensure consistency in culinary and service execution
- Oversee dining room setup, service flow, staffing levels, and operational readiness based on business demands
- Ensure cleanliness, maintenance, organization, and safety throughout all clubhouse and F&B areas
- Monitor inventory levels and purchasing needs for service supplies and small wares
- Evaluate and improve service procedures, systems, and operational efficiencies
- Maintain expertise and oversight of POS systems and related operational technologies

Financial & Administrative Management

- Develop and manage annual operating budgets, forecasts, and financial objectives for all F&B operations
- Monitor labor costs, scheduling efficiency, and departmental productivity
- Implement and maintain effective cost control procedures
- Analyze operational performance and implement corrective action plans when necessary
- Assist in strategic planning and long-range operational improvements for clubhouse and dining facilities

- Research new products, trends, and service enhancements to improve member satisfaction and operational performance

Safety, Compliance & Facility Standards

- Ensure compliance with all club policies, safety standards, sanitation requirements, and operational procedures
 - Monitor workplace safety and ensure all employees follow established safety protocols
 - Participate in facility inspections to maintain superior cleanliness, safety, and maintenance standards
 - Assist in maintaining emergency preparedness procedures and staff training programs
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Qualifications

- Bachelor's degree in Hospitality Management, Business Administration, or related field preferred
 - Minimum 5–7 years of progressive food & beverage leadership experience, preferably in a private club, luxury hospitality, or upscale dining environment
 - Demonstrated leadership experience managing multiple dining outlets and service teams
 - Strong financial acumen including budgeting, forecasting, labor management, and cost controls
 - Exceptional interpersonal, communication, and member-relations skills
 - Strong organizational and operational management abilities
 - Knowledge of wine, beverage service, banquet operations, and fine dining standards preferred
 - Experience with POS systems and hospitality management software
 - Ability to work evenings, weekends, holidays, and club events as required
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Desired Leadership Traits

- Member-focused and hospitality-driven
- Visible, hands-on leadership style

- Professional, poised, and detail-oriented
 - Strong mentor and team builder
 - Solution-oriented and proactive
 - Passion for creating exceptional club experiences
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Compensation & Benefits

The Club offers a competitive compensation package commensurate with experience, including benefits, professional development opportunities, and the opportunity to work within a premier private club environment.

Resumes sent to:

General Manager - Bob Davis - bdavis@oakmont-countryclub.org

Assistant General Manager - Vince Daversa - vdaversa@oakmont-countryclub.org.