

## CANDIDATE PROFILE

Food and Beverage Director  
The Grove  
College Grove, Tennessee  
[www.groveliving.com](http://www.groveliving.com)

Video Profile Feature



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## Organization

Nestled in the heart of College Grove, TN, The Grove is an epitome of luxury, leisure, and community. With a myriad of amenities and a spectacular setting, The Grove presents itself as a captivating place to live and work. Boasting an 18-hole, par-72 golf course that has earned a reputation as one of the premier private golf courses in Tennessee, The Grove offers a golfing experience unlike any other. Meticulously maintained to tournament standards, the fairways are at tour heights, the greens roll at US Open speeds, and the bunkers mirror those at the Tour Championship, creating an unparalleled golfing haven right in the heart of Nashville.

The heart of The Grove Living experience resides in The Manor House, an exquisite private clubhouse overlooking the Greg Norman Signature golf course. This opulent venue serves as a social hub, where members and their guests come together for exceptional dining experiences, gatherings, and revitalizing visits to The Rosemary Spa and the state-of-the-art fitness center. Whether indulging in fine dining with a rotating menu of seasonally inspired cuisine, enjoying a casual meal at The Bridge Bar in Magnolia Park, or savoring alfresco dining at Trellis Dining near the main pools and tennis courts, The Grove leaves no culinary desire unfulfilled.

Beyond golf and dining, The Grove Living boasts an array of amenities that encompass all aspects of a rich and vibrant lifestyle. The Rosemary Spa offers rejuvenating therapies and nail services, while the resort-style pools provide a luxurious aquatic escape. The fitness center, staffed by certified fitness trainers, caters to members of all ages and fitness levels, ensuring a personalized approach to health and well-being. For racquet sports enthusiasts, The Grove presents an array of opportunities, from tennis to pickleball, with professional instruction and a range of playing options. Furthermore, the community's extensive parks, trails, and equestrian services, in partnership with The Jaeckle Centre, offer a unique opportunity to connect with nature and experience the timeless tradition of horseback riding.

## Organization (cont.)

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In the embrace of The Grove Living's lush surroundings and unmatched amenities, residents and visitors alike find themselves immersed in a world of relaxation, recreation, and connection. Whether teeing off on the pristine golf course, indulging in sumptuous dining experiences, or engaging in an array of wellness and leisure activities, The Grove Living country club presents a distinctive and extraordinary place to work and thrive.

### THE GROVE BY THE NUMBERS:

- Annual Revenue: \$10.5M
- Food and Beverage Revenue: \$2.1M
- Number of Employees: 225
- Golf Rounds Annually: 27,000
- Number of Golf Holes: 18
- Number of Dining Restaurants and Seats: 4 venues / 301 seats
- Number of Lots Sold or Homes Built in the Community to Date: 749 lots sold / 474 homes built
- Number of Members: 673 member accounts = approximately 2,500 members
- Annual Dues: \$3,528 (sports) / \$10,272 (golf)
- Initiation Fee: \$50,000 (sports) / \$100,000 (golf)

[Please control click here for a short video.](#)

## Position Overview

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The Food and Beverage Director embraces the reality that “times and conditions change so rapidly that we must keep our aim constantly focused on the future.” The Food and Beverage Director will report to the Club Manager and will work with the Executive Team to create a strategic and operational plan that will elevate the overall membership experience and mentor employees to achieve their best. The Director of Food and Beverage has full responsibility for all daily F&B Services throughout all dining, kitchen, catering, banquets, tournaments, and member events. Direct reports include Executive Chef, F&B Manager, and Event Director with responsibility over the entire F&B Department including Assistant Managers, Bar Manager, Sous Chef, and front- and back-of-the-house service team. This job is not available for remote employment.

## Responsibilities and Essential Functions

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- Oversees all business functions of Food and Beverage.
- Responsible for the selection, training, development, retention, and management of both year-round and seasonal team members.

## Responsibilities and Essential Functions (cont.)

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- Responsible for maximizing the F&B revenues by providing an exceptional, consistent dining experience, recommending marketing initiatives to increase revenue, and managing food costs, expenses, and labor.
- Review and approve short-term strategies for the F&B operations and plans to implement such strategies.
- Responsible for developing operating budgets for the F&B department.
- Responsible for managing the F&B Department according to the approved operating budget. Complete F&B business plan quarterly reviews, in conjunction with the GM/COO, toward annual business plan goals.
- Ensure that a consistent set of superior standards of food service/quality meets or exceeds the expectations of guests at all F&B facilities.
- Provide strategic intelligence to all F&B initiatives including but not limited to vision, branding, menu development/restaurant operation.
- Establish and maximize corporate alliances/partnerships within the F&B industry.
- Make key decisions regarding quality, revenue, and margin performance for each of the F&B operating units.
- Function as a coach or mentor in encouraging team members to be successful.
- Monitor the performance of the F&B operations to determine whether these strategies and plans require adjustment to positively impact revenues and cost controls.
- The Director of Food and Beverage must be a “hands-on” interactive leader who directly monitors the operation and mentors the staff throughout each day; someone who recognizes and embodies the intimate details necessary for consistency and high levels of satisfaction in all operations and amenities. Sets clearly defined goals and objectives and holds people accountable for results in a performance management system without being viewed as a micromanager.
- Performs human capital management responsibilities including employee selection, performance management, training, coaching, and development. Manages priorities and workload distribution and removes barriers that impede progress. Completes all personnel, salary administration, and reporting duties.
- Performs operational responsibilities that drive team performance including planning, execution, process improvement, and best practice sharing. Coordinates smooth functioning of various departments, helping to resolve disputes that may arise.
- Develops and implements new department standards, policies, and guidelines as established by the governing Board and the operational procedures of the General Manager, including policies regarding employer-employee relations.
- Ensures completion of all compliance and reporting requirements.
- Coordinates development and management of annual operating budgets and Food and Beverage capital expenditures in tandem with the Director of Finance and General Manager/COO. Responsible for the development, management, and implementation of plans for Food and Beverage. Ensures the successful implementation of capital expenditure projects based on time and budget.

## Responsibilities and Essential Functions (cont.)

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- Responsible for F&B budgets and forecasting to ensure that revenues, cost of goods sold, and labor remain on track with Club projections.
- Ensures and facilitates improvements in the levels of food service quality and service standards to enhance the overall ambiance of member dining experiences.
- Works with the Executive Chef and culinary team to ensure each menu item is prepared and delivered with the highest quality standards in mind.
- Helps plan and approve internal marketing promotion activities for the Food and Beverage department. Ensures departmental compliance with safety, health, security, and environmental standards.
- Inspects to ensure that all safety, sanitation, energy management, preventive maintenance, and other standards are consistently met.
- Develops and implements policies and procedures for Food and Beverage departments.
- Assists in planning and implementing procedures for special Club events and banquet functions. Greets guests and oversees actual service on a daily and nightly basis.
- Helps develop wine lists and bottle/glass wine sales promotion programs.
- Addresses member and guest complaints and advises the General Manager/COO about appropriate corrective actions taken.
- Develops new and innovative ways in which to stimulate member activities and participation in Club events.
- Maintains appearance, upkeep, and cleanliness of all facilities and equipment. Approves all product invoices before submitting to the accounting department.
- Maintains records of special events, house counts, food covers, and daily business volumes. Works with other department heads on special projects assigned by the General Manager/COO. Other duties and jobs may be assigned as needed by the General Manager/COO.

## Responsibilities and Essential Functions (cont.)

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- Bachelor's Degree or equivalent; at least 10 years of related experience and/or training; or equivalent combination of education and experience including both front- and back-of-the-house management. Proven record of managing revenue of at least \$3 million per year in a venue with multiple outlets (banquet, restaurant, grill) and at least 5,000 square feet of event space.
- Excellent analytical, organizational, interpersonal, and communication skills, attention to detail, accuracy, and deadlines.
- Able to work well under pressure and balance multiple priorities and assignments.
- Proven capabilities to lead and manage people and processes in a dynamic and changing environment. Be able to provide direction and drive key initiatives.
- Strong team-building skills including the ability to lead, cooperate, motivate, and contribute as part of a team with representatives from multiple disciplines.
- A person of exceptional character; motivated, energetic, friendly, and dedicated to the profession. Has a proven track record of showing empathy with members' needs and communicating policy in a positive manner.
- Excellent verbal and written communication skills. Must provide valid document(s) to work in the US.

## Preferred Skills

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- Minimum of five years of experience operating at a senior level in a private yacht, golf, social, athletic club, or other similar organization.
- Demonstrated progressive professional advancement.
- Experience working with volunteer committees.
- A career path marked with stability and professional achievement.
- The successful candidate will be a lifelong learner continually researching and understanding industry trends.
- Demonstrated long- and short-term planning programs, a club professional visionary. Proficient in Microsoft Suite and Internet applications.

## Competitive Compensation and Benefits

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The Club offers an attractive and competitive compensation and benefits package to include:

- Annual salary commensurate with qualifications and experience.
- Annual incentive bonus program.
- Family Health Insurance coverage.
- 401K with up to 4% matching once eligible.
- Continuation Education Allowance.
- Association Dues.

**Professionals who meet or exceed the established criteria are encouraged to contact:**




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*GSI Executive Search has been serving the private club industry for over twenty-five years, providing a wide range of executive search and placement services. In addition to GM searches that have been performed recently, GSI consultants have done over 70 GM searches around the US in the last two years.*