



EXECUTIVE SEARCH

EXECUTIVE SEARCH SERVICES FOR THE PRIVATE CLUB AND HOSPITALITY INDUSTRY

Candidate Profile

Director of Food and Beverage
Nassau Club of Princeton
Princeton, NJ 08540
www.nassauclub.org



Organization

The Nassau Club of Princeton, New Jersey has been in existence for 133 years and was founded in 1889. The Club features excellent dining facilities and menus, lectures and social events, conducted trips, and 18 comfortably furnished guest rooms, 6 of which are suites for overnight or long-term stays. The Nassau Club is steeped in history and culture, and over the years the club has grown into a place where friends, families, and business associates meet for social encounters, family meals, business meetings, or simply to get away in town for a few fun hours. It is a well-established institution in the community.

The establishment of The Nassau Club evolved from a meeting convened by 16 men on April 21, 1889, at the University Hall of the College of New Jersey, as Princeton University was then known. The original group, equally divided between townsmen and members of the faculty of the College, was supplemented by others, all of whom agreed that a men's club in Princeton would provide desirable dining and social facilities for resident and non-resident members. By November of that year, plans were formalized and officers were elected at the first official meeting of the membership, held on November 23, 1889. Here, at the corner of Nassau Street and University Place, the Club remained until 1903 when it moved to its present site at Six Mercer Street.

The Nassau Club today has a total membership of more than 1200, including both resident and non-resident members. Although not limited to college graduates, its membership includes representatives of several hundred collegiate institutions, in addition to a large number of graduates of Princeton University. Two of its most famous members have been presidents of the United States: Grover Cleveland and Woodrow Wilson, whose portraits grace the walls of the comfortable and inviting lounge.

At the Nassau Club, members expect a level of service coupled with evolving menus and creative thinking. Club members and their guests enjoy a variety of dining options at the Club and there are seven distinct dining areas:

- The recently renovated 1889 Room pays homage to the year of its founding. The menu reflects fine dining at its best while carefully balancing the art of innovative modern-era culinary arts.
- Club 6 is the Club's casual restaurant that features a bistro-like menu. The restaurant is enhanced with a full-service bar that is complimented by beer on tap and a cadre of talented bartenders in the Princeton area.
- The Wilson Room, named after the founder of the Club, is versatile in its layout possibilities and lends itself to various accommodations. Most suitable for private dining, meetings, and smaller cocktail parties.
- The Cleveland Room pays homage to former United States President Grover Cleveland who was also a president of the Nassau Club. Similar to the Wilson Room, it is most suitable for private dining, meetings, and smaller cocktail parties.
- The Mercer Room recognizes not only the Club's street address but also General Hugh Mercer, a close ally of George Washington. The Mercer Room is primarily utilized for banquets, large meetings, Club-sponsored events,

and as expansion space for our popular 1889 Room.

- The After 6 Room is steeped in the history of the Club. The After 6 Room was once known as the Gunroom and serves as an overflow for Club 6 restaurant and doubles as a private space for meetings, private dining, and monthly kids chess lessons.
- The Hobler Garden is the Club's newest dining space. Located at the front entrance to the clubhouse, the Garden is the most sought-after outdoor dining space in Princeton. The space is meticulously landscaped and well-lit. It is also where you will experience outdoor entertainment while enjoying fine dining at its finest.

The annual average gross revenue for the Club exceeds \$4m. There are approximately 1200 members, with an average age among the active membership of 55 years old and trending younger and more family-oriented. The Club's Food and Beverage revenues exceed \$2m and are projected to grow. There is a 19-member Board of Trustees. Direct reports to the Director of Food and Beverage Manager include the Executive Chef and the Banquet Manager, however the entire management team all work and communicates daily. There are nine Standing Committees: House, Admissions, Art, Finance, Princeton University Liaison, Nominating, Membership, Member outreach, Program, and Audit. Additionally, there are several special interest "Clubs in the Club" groups which include Bridge, Short Story, Chess Players, and the Cigar Group.

Please control-click below for a short video.

<https://www.youtube.com/watch?v=8zdwBWrN1TO>

Position Overview

The successful Director of Food and Beverage (DFB) will need to be a visible, hands-on, and accessible leader to both the members and staff alike. The DFB will guide all front-of-the-house operations with a focus on delivering exceptional member services in support of the priorities established by the General Manager. This position requires a high degree of grace, visibility, and a strong eye for personalized service, which is critical for all team members to emulate. The Clubhouse Manager should sincerely engage with all members and their guests.

The Director of Food and Beverage duties include but are not limited to:

- A passion to deliver superior services and events to the membership.
- A full understanding of front- and back-of-the-house operations with a proven reputation for Food and Beverage excellence.
- Thorough knowledge of food, beverage, and labor costs on how they relate to P&I, budget, forecasting, etc.
- The ability to recruit and develop a stable seasonal team.
- Executing the established vision adopted by the General Manager and Board and improving the member experience on an ongoing basis.
- Providing proactive, high-quality leadership, and a positive image for the Nassau Club.
- The ability to lead with empathy, to be a "creator" rather than a "reactor."
- The development and execution of all standards and operating policies, which will be the foundation of a true service culture. The Club believes that great service is in paying attention to the small details.
- The ability to establish and maintain effective working relationships with all staff.
- Recruiting and hiring staff to support the ongoing operations of the Club. In-depth knowledge of leadership, coaching, and support techniques.
- Overseeing the clubhouse staffing and scheduling. Enforcing service standards, housekeeping standards, dress codes, and evaluating personnel.
- Providing hands-on, visible presence, and operational leadership throughout all Club departments.
- Assists members and clients to arrange private events.
- Initiating directly and through department managers the emphasis on a member-first service culture that ensures, tradition, and member patronage and maximizes the use of the Club's facilities.

Attributes and Responsibilities

- An outgoing and friendly personality with a high potential to identify with and embrace the Club's culture and traditions.
- Leadership skills with the ability to motivate staff with a commitment to quality and excellence.
- Highly energetic; a self-starter with a hands-on approach to management.
- Excellent communication skills at all levels.
- A strong sense of service with proven staff development and training skills.
- An ability to function in a committee-oriented environment; to respond to the ideas and energies of the Club's Standing Committees. The ability to deal with a variety of personalities.
- An ability to remain calm under pressure, execute events smoothly, and resolve conflicts or complaints.
- Possesses a good sense of humor and an ability to have fun.
- Has strong organizational and time management skills; identifying the details necessary to consistently achieve high levels of quality, satisfaction, and outstanding member experiences.
- Has a professional appearance and demeanor and expects the same from his or her staff.
- A hands-on leader who will get things done quietly while engaging with all constituencies, including children.
- Highly motivated professional who is passionate and who enjoys full member engagement.

Requirements

- Bachelor's Degree in Hotel/Restaurant Management, business, or a related field and experience that provides the required skills and knowledge.
- Three- to five-year minimum experience as a Director of Food and Beverage, Assistant General Manager, or Clubhouse Manager in a similar position at a private club or within a hospitality environment.
- A Certified Club Manager (CCM) designation or working towards would be considered a plus.
- A career path marked by stability and professional achievement.
- A person of exceptional character; motivated, energetic, friendly, and dedicated to the profession.
- A friendly and outgoing personality with strong communication skills and high visibility.
- The professional will be a lifelong learner continuing research and understanding industry trends.
- Excellent verbal and written skills.
- The ability to operate a computer to enter, retrieve or modify data utilizing Microsoft Word, Excel, Outlook, PowerPoint, email, Zoom, internet, and other software programs at a high level of proficiency.
- Impeccable and verifiable references. All candidates will be subject to a thorough background check.

Competitive Compensation & Benefits

- Competitive compensation/salary and an excellent performance bonus and benefits package commensurate with qualifications and experience.
- Medical insurance, Dental, Long Term Disability, Life Insurance
- Paid Vacation
- Participation in the Club's 401(k) plan (with a 4% match)
- Professional dues, educational allowance expenses, and other standard perks
- Relocation assistance if required

To be considered for this outstanding opportunity all cover letters and resumes should be received as quickly as possible but no later than July 16, 2022. All information received will be kept in the strictest confidence.

Professionals who meet or exceed the established criteria are encouraged to send a compelling cover letter addressed to Stephen Pieretti, General Manager outlining their qualifications, experience, interests, and why the Nassau Club and Princeton area will be beneficial for you, your family, and your career along with their resume to:

GSI Executive Search
Manny Gugliuzza, CCM, CCE
Principal and Search Consultant
mannyg@gsiexecutivesearch.com
732-618-8665

This position is available immediately.