

## Candidate Profile

Director of Food and Beverage  
Silo Ridge Field Club  
Amenia, NY 12501  
[www.siloridge.com](http://www.siloridge.com)



### Organization

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The Silo Ridge Field Club is a Discovery Land Company located near the quaint Upstate New York towns of Millbrook and Amenia. This scenic members-only, private gated community radiates charm and intense natural beauty. Silo Ridge is home to less than 300 residences and is two hours by automobile or train from NYC. Silo Ridge offers a variety of residential opportunities, from spacious townhouses and condominiums to artfully crafted single-family homes tailored to fit the distinctive character and sense of place of Silo Ridge. With five distinctive neighborhoods, the Club offers a lifestyle to fit each member's taste.

Silo Ridge Field Club offers members a world-class, Tom Fazio-designed golf course, extensive and varied outdoor recreation, and the five-star amenities and unparalleled service that only the Discovery Land Company offers. Here in the heart of Dutchess County, you're surrounded by farmers' markets, apple orchards, and growers who produce fresh, local, and seasonal ingredients for the Club's dining venues. Silo Ridge is a close-knit, environmentally conscious community that promotes an elevated family-forward lifestyle.

There are two main dining and entertainment venues at the Club:

The 11,000-square-foot Family Barn is the central hub for family activity and dining. Open year-round, the Family Barn features the Game Room complete with automatic bowling lanes, arcade games, a movie theater, and the first of its kind full-time Family Comfort Station and summertime Taco Shack. With dramatic views from the indoor/outdoor dining room, ever-changing menus offer locally-sourced farm to fork Hudson Valley highlights, specialty sushi, and wood-fired pizzas paired with hand-crafted cocktails and unique accouterments from around the world.

There is hardly a better place anywhere in the world to begin each summer day than the Ridge House. As soon as the golf course is activated, the Ridge House welcomes all members for their morning coffee and a special treat from the pastry chef. Modern country style a la carte breakfast and lunch service is available throughout the golf season. Fireside cocktails, craft beers, local ciders, and carefully curated wine selections are served as the sun sets over the Valley. On select evenings, the chef fires up the outdoor pizza kitchen with sourdough-starter gourmet pizzas and as the occasion suits, the Ridge House becomes a special dining experience for adult couples to enjoy more upscale dining in an intimate setting. In addition, the Ridge House can be set up for private parties – becoming truly one of the best locations for a family celebration, company get-together, or glorious gourmet feast.

The Club has an astonishing amount of amenities for its members to enjoy:

- A Tom Fazio-designed private golf course with two signature comfort stations, a state-of-the-art practice facility, a fun and challenging putting course, a golf simulator, a golf house with dining venues, an event lawn, and a member boutique.
- The Stables, a 700-acre world-class equestrian center, featuring 24 stalls, a riding ring, and a pony ring. In

partnership with Higher Ground Farm, members of all ability levels can take lessons and enjoy scenic trail rides. Built as a state-of-the-art show jumping facility, Higher Ground Farm offers top training for show jumpers and hunters and those looking to become a top competitor nationwide.

- Farm to table dining and special events present one-of-a-kind opportunities for families to create memories and experiences.
- The Ice Rink: Olympic size ice-skating and hockey rink with warming hut.
- “Field of Dreams” wiffle ball field.
- Hunting lodge featuring sporting clays and skeet shooting.
- Racquet Club: Outdoor and indoor tennis, paddle tennis, and pickleball courts.
- Organic garden and greenhouse complex with an orchard, rabbits, chickens, goats, beehives, and private member gardens.
- Bait shop with fishing dock, cliff jump and stand-up paddleboards, kayaks, canoes, rods, and reels.
- Expansive 11,000-square-foot family barn that includes a kids’ activity center, vintage arcade, bowling alley, movie theater, restaurant, and bar.
- Pool complex including a water slide, splash pool, kiddie pool, cabanas, and chaise lounges.

There are simply too many to list.

Annual gross revenue for the Club exceeds \$9m. The membership deposit is \$200,000 and the annual dues are set at \$35,000. There are currently 110 full members and with the active construction of homesites that will grow to 300. The Club's Food and Beverage revenues exceed \$2m and are projected to grow. Direct reports to the Director of Food and Beverage include multiple Food and Beverage and outlet managers and the entire management team all work closely together and communicate often.

Please control-click below for a short video.

<https://www.youtube.com/watch?v=mXXIRwXbq8A>

## Position Overview

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The Director of Food and Beverage will be a dynamic, visible, and accessible leader for staff and members alike.

He or she will be responsible for the leadership and coordination of the F&B Operation, primarily taking responsibility for all outlets which encompass casual dining to fine dining experiences within the Club. He or she will work to maintain and improve operational standards for both the front-of-the-house and back-of-the-house to ensure all guests receive exceptional and genuine service at all times, reflective of international luxury service standards.

Operational responsibility and emphasis on staff training and development. The candidate must have the ability to strengthen the “Silo Ridge service culture” where member dining consistently exceeds expectations. The DFB will “set the pace of service” as an example to all employees. He or she will be proactive (not reactive) to member needs and have a high degree of integrity.

Potential candidates will possess all the requisite skills, leadership qualities, and personal traits suited for a high level private club environment. A friendly, polished, outgoing personality is a must as is a strong working knowledge of first-class, high-end food and beverage service and management. He or she will be an excellent communicator who drives the service culture of the team while delivering excellent service as a standard.

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

- Optimizes seating capacity by constantly monitoring reservation status and professionally allocating tables.
- Works with Executive Chef in analyzing menus, prices, and overall product offering to ensure maximum profitability.
- Prepares an annual capital and operational budget and achieves these goals throughout the year through proper

forecasting, cost controls, labor management, and revenue-generating programs.

- Conducts/attends daily briefings to communicate necessary information and to provide objective and constructive feedback to employees. Takes time to listen to employee concerns and deals with any challenges promptly.
- Ensures cost-effectiveness of resources (material & staff) to achieve optimum profitability.
- Assists in successfully recruiting top talent for the F&B team, reducing overstaffing, staffing deficiencies, and payroll overhead costs.
- Develops and implements quality assurance programs of the highest level.
- Establishes and assures implementation of cleaning and sanitation procedures for kitchens, restaurants, and storage areas.
- Assists with all member or guest issues/concerns in a professional, courteous, and prompt manner.
- Assists in effectively managing the restaurant through observance and teamwork, ensuring floor presence and communication with colleagues.
- Ensures F&B outlets are staffed adequately along with monitoring punctuality and monitoring the department labor budget.
- Ensures all cleaning schedules, temperature records, and opening/closing checklists are completed and recorded daily.
- Continuously creates and implements new ideas for training & development, department objectives, and goals.
- Organizes the restaurant and makes preparations efficiently to cope with the daily restaurant covers and events.
- Monitors inventory levels through regular inventory checks.
- Maintains all equipment and be sure it is properly handled and maintained by all F&B staff.
- All government, safety, health, and security standards comply with the department at all times.
- Any other duties as assigned.

## Attributes and Responsibilities

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- An outgoing and friendly personality with a high potential to identify with and embrace the Club's unique culture.
- Have a passion and aptitude for teaching and training and the ability to develop and enhance training programs and checklists for all food service personnel and multiple outlets throughout the facility.
- Ability to envision the Club's future and support the drive for membership growth.
- 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.
- The active promotion of the Club to all members and their families. The DFB is expected to interact with members daily; actively soliciting members' opinions and input as to the Club's facilities and service.
- Coaching and mentoring – Be an effective coach and mentor to own team members, understanding the different situational leadership styles – directing, coaching, collaborating, delegating; as well as modeling coaching behavior.
- Collaboration – Regularly works with other departments or projects
- Decision Making – Resolves common problems and challenges regularly with high judgment. Looks at problems from many angles.
- Innovation – Thinks creatively and implements solutions for everyday problems; suggests improvements to current approaches; demonstrates curiosity, digging for information below the surface.
- Achieving Goals – Determines the best method to achieve goals and maintains the flexibility to ensure effective delivery of work. Continuously delivers high-quality results and is resilient in the face of obstacles.
- Teamwork – Fosters a collaborative team spirit. Actively helps and supports others. Deals with conflict in a positive manner.
- Strategic Thinking – Understands all the key departments and functions and how they work collectively to achieve larger goals. Provides advice, information, and direction to others to support the achievement of team and/or department goals. Recommends optimal approaches to address critical issues in the immediate and medium-term.

## Requirements

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- Bachelor's degree in Hotel/Restaurant Management, business, or a related field and experience that provides the required skills and knowledge.
- Five-year minimum experience as Director of Food and Beverage, Clubhouse Manager, or Assistant General Manager in a similar position at a club or within a hospitality environment.
- A Certified Club Manager (CCM) designation or working towards is 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.
- Proficiency in Club Management Software is preferred but not required.
- The professional will be a lifelong learner continuing to research and understand 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, 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

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- Competitive compensation/salary and an excellent performance bonus and benefits package commensurate with qualifications and experience.
- Medical insurance, Dental, Vision, Life Insurance
- Short- and Long-Term Disability and Paid Vacation.
- Participation in the Club's 401(k) plan.
- 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 the Michael Ryan, CCM, General Manager outlining their qualifications, experience, interests, and why the Silo Ridge Field Club 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](mailto:mannyg@gsiexecutivesearch.com)  
732-618-8665

This position is available immediately.