

# KOPPLIN KUEBLER & WALLACE

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## **DIRECTOR OF FOOD & BEVERAGE PROFILE: SAILFISH POINT CLUB STUART, FL**

### **THE DIRECTOR OF FOOD & BEVERAGE OPPORTUNITY AT SAILFISH POINT CLUB**

An exciting opportunity awaits candidates with a proven track record of leadership and excellence in food and beverage operations management within upscale hospitality or private club establishments. We are currently seeking a Director of Food and Beverage (DFB) for Sailfish Point Club, located in Stuart, FL. The Director of Food & Beverage (DFB) is ultimately responsible for all club property food & beverage service operations daily, including its activities, dining options, financial success, and relationships between club members, guests, and employees. The Director of Food and Beverage should have experience in improving member satisfaction and enhancing employee engagement. Being the “public face” of these operations with a hands-on approach and an understanding that full “on-the-floor” member and staff engagement is critical to success in this position. The Club is currently in the planning stages of multiple updates, renovations, and additions to the club which have the potential to touch all Food and Beverage outlets. If you are a dynamic leader with a passion for food and beverage and a commitment to delivering unparalleled service, we invite you to explore this exciting opportunity to join Sailfish Point Club.

[Click here to view a brief video about this opportunity.](#)

### **ABOUT SAILFISH POINT CLUB**

Sailfish Point was founded in 1980. This Member-owned Club provides natural beauty and an unparalleled lifestyle in a community like no other, surrounded by the Atlantic Ocean, the Indian River, and the St. Lucie Inlet, located at the southern tip of Hutchinson Island across the Inlet from famed Jupiter Island. Sailfish Point is one of the most prestigious residential communities in the country and its resident Members benefit from the splendid setting, resort-like amenities, and private security.

A yachting paradise with a deep-water, 141-slip Marina and unsurpassed access to coastal and ocean waters, Sailfish Point features a wide array of amenities in a bundled community environment that includes a Jack Nicklaus Signature golf course, that recently underwent a meticulous \$7M renovation last year. Oceanside Bocce courts and a Croquet lawn allow Members and guests to relax while golfers finish playing on the seaside 18<sup>th</sup> green adjacent to the Clubhouse.

A welcoming Clubhouse on the ocean serves as the hub of the community and hosts a broad array of special events and activities as well as a full array of first-class dining options. It sits adjacent to a spectacular Atlantic Ocean beach and pool, where members enjoy daily Club-provided services. The Club is home to a full complex of fitness activities, a full-service Spa and Salon, and a popular Tennis center with seven Hydro Grid courts and four newly constructed paddle ball courts.

### **SAILFISH POINT CLUB BY THE NUMBERS:**

- POA Member households – 522; Full Golf Members -- 285
- \$30M - Approximate Gross Revenue, combined with both POA and Golf Club operations
- \$5M - Approximate Food and Beverage
- 70% a la Carte, 30% Banquets
- 200,000 covers per year
- 100 employees reporting directly and indirectly to the F&B Director
- 4 Kitchens

- 160 FTE Employees year-round; In season +120
- 64 – Average age of members
- Jonas Point of Sale
- 501 (c)(7) Non-Profit Tax Status
- \$4000 per year F&B minimum
- \$12,500 per year capital dues

**SAILFISH CLUB WEBSITE:** [www.sailfishpoint.com](http://www.sailfishpoint.com)

**SAILFISH POINT CLUB FOOD & BEVERAGE PROGRAM:**

**The Beach Club**

Surrounded by expansive windows, this coastal setting provides majestic views of the ocean as well as a seamless transition from sand to seating. The Beach Club is Sailfish Point’s premiere seafood eatery and raw bar.

**The Ocean Room**

As the centerpiece of dining at Sailfish Point, the Ocean Room’s white tablecloth atmosphere, always complimented with live music, is the largest dining space onsite with wall-to-wall windows highlighting the pristine views. Entrées exceptionally captures world cuisine with the finest cuts of meat and an ever-changing international menu.

**The Terrace Grill**

Considered the “19th Hole,” this is the ideal meeting point after a round of golf, a tennis match, or a quick drink with friends! The covered patio offers a shaded retreat with cool ocean breezes.

**The Crossroads Café**

The Crossroads Café sits in a prime position between the 9th and 10th hole of the community’s Nicklaus Signature golf course. Open 8 AM to 11 AM daily, the café provides all the essentials with loaded nourishment for a day on the links, or an early morning start al fresco.

The Club will be launching a food truck this season along with plans for extensive renovations across all F&B outlets in the next 3-5 years as part of a larger strategic plan.

The club is open 365 days per year and all major holidays with limited hours during the summer season and limited F&B to one outlet each Monday.

**DIRECTOR OF FOOD & BEVERAGE POSITION OVERVIEW**

The F&B leadership team consists of the Assistant Director of F&B, sales and catering manager, banquet manager, beverage manager, Assistant banquet manager, Assistant catering manager, sommelier, and lead bartender. This position reports to the AGM and works closely with the Executive Chef. The relationship with the executive leadership team is particularly important to this position, ensuring collaborative and harmonious relationships between front and back-of-house operations. The DFB will interact with the Membership Experience Committee.

**KEY RESPONSIBILITIES:**

- Offer effective leadership and direction for managers and staff in the F&B department.
- Establish and maintain respectful rapport with F&B managers and all department heads at Sailfish Point Club.
- Work harmoniously with the Executive Chef and kitchen management.
- Oversee the Catering and Member Events departments and oversee all event bookings and execution.
- Be a positive and enthusiastic motivator for all F&B personnel.
- Coach and mentor F&B leadership and line-level team.
- Be a collaborative team player who is willing to be “hands-on” when necessary but understands when to step back and lead the team.
- Ensure the team clearly understands performance expectations and that assigned tasks are reasonable, well-conceived, and appropriately conveyed. Provide resources necessary to allow employees to perform their jobs effectively and be fair and firm in adherence to club policy and procedure.
- Recommend, monitor, and manage policies, operating procedures, and staffing for all F&B areas; recognize the needs and consistently perform high levels of service in each of these operating areas.

- Maintain and advance the overall beverage program with a focus on utilizing the Club wine cellar more effectively and enhancing cocktail, beverage, and beer programming by training the food and beverage team to be confident and knowledgeable in their approach to selling, serving, and speaking to members and their guests.

#### OPERATIONS AND MEMBERSHIP:

- Take personal ownership of his or her area of responsibility and understand the need to be consistently “member ready” in both appearance and service.
- Establish, where needed, standard operating procedures and processes for all dining areas.
- Clearly understand the logistics of banquet operations amidst other food and beverage offerings and develop and utilize systems for consistency and quality in all banquet events.
- Working in coordination with other leaders to ensure consistent standards result in member satisfaction.
- Have a strong highly visible and respectful presence with the membership, be an exceptional communicator, have adroit interpersonal skills, and have the maturity to instinctively know how to treat members and guests with a high level of service.
- Oversee all dining areas to ensure smooth and consistent experience commonality in all operations, high levels of member and guest satisfaction, quality food products, and exemplary service.
- Oversee all banquets and social functions, including member and member-sponsored events.
- Hold weekly staff meetings with direct reports to keep them informed of necessary and relevant activities and expectations at the Club. Assist in planning and be responsible for ensuring special club events are well-conceived and executed.
- Ensure adherence to, and compliance with, all health, safety, liquor consumption, and all other food and beverage regulations. Keep current on all matters of the food and beverage industry.

#### HUMAN RESOURCE MANAGEMENT:

- Have a passion and aptitude for teaching and training all food service personnel, working, as necessary, with the staff directly responsible for operations.
- Be a focused and consistent evaluator of personnel, ensuring that standards of conduct and delivery are met; this includes oversight of high standards of appearance, hospitality, service, and cleanliness of the clubhouse facilities.
- Establish and consistently enhance operating standards for personnel in areas of responsibility and consistently evaluate knowledge, understanding, and execution to these high standards.
- Conduct and/or oversee training programs for food service personnel on various issues including service techniques, knowledge of menu items and daily specials, sanitation, team building, and conflict resolution; regularly test and evaluate knowledge and understanding of these expectations.

#### FINANCIAL:

- Coordinates Purchasing to keep appropriate par levels, keep an organized system for inventory, and maintain varied offerings of wine, beers, spirits, and other appropriate beverages.
- Plans and implements the front-of-house food and beverage budget.
- Clearly understand the metrics for the successful attainment of financial goals and objectives in F&B operations.
- Consistently monitor payroll and labor resource allocations to ensure they are in line with financial forecasting and goals.
- Oversee data management including dining reservations, covers and average check, menu mix, menu engineering, P&L, and Membership satisfaction.
- Be responsible for the management of all alcoholic beverage inventories and purchases.
- Establish Key Performance Indicators (KPI's) and benchmark progress against these regularly.

#### **CANDIDATE QUALIFICATIONS**

- Proven food and beverage management experience in a multi-outlet luxury restaurant/hospitality venue
- Beverage/Sommelier certifications preferred or an individual with deep beverage experience/knowledge
- Ability to manage and inspire personnel with a passion for training team members
- Proven ability to work within budgeted targets and goals
- Flexible and adaptable management style
- Excellent communication and leadership skills

## **EDUCATIONAL AND CERTIFICATION QUALIFICATIONS**

- Bachelor's degree (B.A.) in Hospitality Management or related field
- Minimum of 5 years of experience in a high-volume hotel, restaurant, or club operation

## **EMPLOYMENT ELIGIBILITY VERIFICATION**

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

## **SALARY AND BENEFITS**

Salary is open and commensurate with qualifications and experience. The Club offers an excellent bonus and benefits package.

## **INSTRUCTIONS ON HOW TO APPLY**

Please upload your resume and cover letter in that order using the link below. You should have your documents fully prepared to be attached when prompted for them during the online application process. Please be sure your image is not present on your resume or cover letter; that should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to the **Sailfish Point Club search committee/Marco Arconte, AGM**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why Sailfish Point and the Stuart area will benefit you, your family, your career, and the Club if selected.

**You must apply for this role as soon as possible but no later than December 20<sup>th</sup>, 2024. Candidate selections will occur late December, with the first Interviews expected in early January 2025 and, second interviews a short time later. The new candidate should assume his/her role in late February 2025**

**IMPORTANT:** Save your resume and letter in the following manner:

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter – Sailfish Point"

(These documents should be in Word or PDF format)

Note: Once you complete the application process for this search, you are not able to go back in and add additional documents.

[Click here](#) to upload your resume and cover letter.

If you have any questions, please email Bethany Taylor: [bethany@kkandw.com](mailto:bethany@kkandw.com)

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