

## **DIRECTOR OF FOOD & BEVERAGE PROFILE: SPANISH PEAKS MOUNTAIN CLUB BIG SKY, MT**

### **DIRECTOR OF FOOD & BEVERAGE AT SPANISH PEAKS MOUNTAIN CLUB**

Nestled in one of the most breathtaking locations in the United States, the Spanish Peaks Mountain Club (SPMC) in Big Sky, Montana, is seeking a creative, hands-on leader with exceptional communication skills to be the next Director of Food & Beverage (DFB). The club is looking for a hospitality professional with strong food and beverage expertise who can elevate the service experience, lead training initiatives, and play a strategic role in the clubhouse by identifying strengths and weaknesses as well as tailoring roles and responsibilities accordingly with a focus on attention to details and is keen on building relationships.

A successful candidate will be highly engaging and have a proven background in a recognized food and beverage operation or a successful track record in private clubs. Additionally, they should thrive in an environment that appeals to outdoor enthusiasts, as Big Sky is a premier destination known for skiing, fishing, hiking, and mountain biking.

This individual will work closely with the General Manager and Clubhouse Manager to lead the F&B team in budgeting, forecasting, problem-solving, and identifying new opportunities. Experience in capital planning is essential, as the Spanish Peaks has begun work on a major expansion project, including the creation of a second clubhouse on the property.

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

### **SPANISH PEAKS MOUNTAIN CLUB**

Spanish Peaks Mountain Club, situated in stunning southwest Montana, is a premier private residential club renowned for its blend of world-class amenities and natural beauty. It offers an exceptional mountain lifestyle with access to premier skiing, golf, and other recreational activities.

The centerpiece of Spanish Peaks is its ski-in/ski-out clubhouse, which sits conveniently on the 18th hole of a meticulously designed 18-hole golf course by Tom Weiskopf. The clubhouse features a dining room, a bar, a fitness center, a golf and ski pro shop, locker rooms, and outdoor pools with hot tubs. In the winter, members can ski directly from the clubhouse to the slopes, while summer activities revolve around the golf course and its facilities. The clubhouse is complemented by various seasonal dining experiences, crafted drinks, and special events throughout the year. Adjacent to the clubhouse, Fort Peaks offers engaging programs for children, including arts and crafts, games, and educational activities about the mountains and wildlife.

The member favorite Fishcamp provides a serene retreat next to a tributary of the Gallatin River, featuring two cabins, a dining tent, and a fire pit. It is ideal for hiking, mountain biking, fly fishing, or stargazing. For skiers, the mountainside yurts at the base of the Southern Comfort lift offer a cozy spot for warming up, dining, and enjoying snowcat dinners.

The golf course designed by Tom Weiskopf is celebrated for its challenging play and stunning mountain views, with a length of 7,200 yards and a par of 72. Additionally, a 10-hole Par 3 course inspired by Weiskopf's favorite holes worldwide will open in summer 2024.

Spanish Peaks members enjoy superb access to Big Sky Resort, which offers 5,850 acres of skiable terrain, a summit elevation of 11,166 feet, and 400 inches of annual snowfall. The resort features a variety of winter activities, including Nordic skiing, snowshoeing, and fat biking.

Summer activities include fly fishing in nearby rivers, hiking, mountain biking, and horseback riding. Spanish Peaks also features tennis and pickleball courts, and access to nearby national parks for wildlife viewing and exploring. Members have preferred access to the amenities at Montage Big Sky, which include upscale dining, a spa, a bowling alley, and both indoor and outdoor pools. Montage Big Sky also offers preferred rates for its spacious accommodations, including 139 guestrooms, suites, and residences.

### **SPANISH PEAKS MOUNTAIN CLUB BY THE NUMBERS**

- Approximately 530 memberships in all categories
- Initiation fee: \$200,000
- Annual dues: \$26,500
- Gross volume: Approximately \$17M
- Annual dues volume: Approximately \$11M
- F&B volume: Approximately \$4.2M
- Annual rounds of golf: Approximately 8,600
- Number of dining venues: 4
- 80% a la carte vs. 20% catering
- FTE for Club: 165 summer, 135 winter
- Average age of membership: 61
- Club POS system: Jonas
- Club Account System: Jonas

**SPANISH PEAKS MOUNTAIN CLUB WEBSITE:** [www.spanishpeaks.com](http://www.spanishpeaks.com)

### **DIRECTOR OF FOOD & BEVERAGE – POSITION OVERVIEW**

Spanish Peaks Mountain Club desires to attract a verifiably high-performing, achievement-oriented, collaborative new Director of Food & Beverage who views SPMC as a “destination club” for many years to come.

The DFB position has shared responsibility for all day-to-day Club operations and the Club continues to evolve to a stronger focus on the model of organizational leadership. Key to the new DFB’s success is the intuitive sense to be “present” and to sincerely engage with every generation of members and their guests.

The DFB is responsible for the creation, implementation, and consistent execution of all service standards and processes while providing vibrant, innovative, relevant, and respectful leadership to key managers and staff. A primary objective is for the DFB to be highly visible and interactive.

Being a natural mentor to the team also is critically important, as is being a strong advocate for the team’s success. The DFB must be a proactive and assertive leader in the process of strategic planning, talent acquisition and retention, and membership activities/services programming, ensuring that each of these areas of focus considers current and future membership input and demographics. Additionally, he/she must expect to work to exceed members' expectations and recognize trends, evolving demographics, and what will help support the Club in the future. The new DFB should have a history of success and of recognizing, respecting, and supporting the contributions of key managers and staff.

### **INITIAL PRIORITIES OF THE NEW DIRECTOR OF FOOD & BEVERAGE**

- Observe, listen, ask questions, and learn about the culture and heritage of the Spanish Peaks Mountain Club. The Club is very open to changes and improvements, but you must first understand the culture, overall history, expectations, etc.

- Meet and sincerely interact with and engage as many members as possible. Build trust, schedule interactive times, and follow up on details. Being “front-facing” and involved in all operations, especially in member high usage areas/times is important.
- Work closely with the F&B team to ensure that an appropriate foundation of success is in place in this department. F&B operations are of utmost importance to the membership and meeting a majority of members’ expectations in this area is a critical success factor. Service standards and consistent delivery thereof are important focuses.
- Spend time with the team (staff in all areas of operations) getting to know them, their abilities, and aspirations, and further their already strong mutual respect and collaborative approach to supporting one another and the Club’s overall mission.
- Examine and elevate the overall performance management systems in place at SPMC, recognizing a continued desire to ensure that goals, objectives, accountabilities, and responsibilities are evaluated with a focus on relevancy.
- The Club has a history of exceptional member experiences; consider how to ensure they continue at a high level and where they may be even further enhanced.

## **CANDIDATE QUALIFICATIONS**

A key requirement is to be able to work proactively with the General Manager and Clubhouse Manager who in turn will keep the DFB focused on key goals and objectives that benefit the long-term well-being of Spanish Peaks Mountain Club.

Outstanding communication skills, both written and verbal, are necessary. Additionally, a keen ability to listen, engage, build trust, and be highly approachable is also of critical importance.

Other key attributes, characteristics, and styles of the successful new leader include the following:

- Detail-oriented to “see” things needing attention, and operations, systems, and facilities expertise.
- An exceptional communicator with the ability to listen to members and staff.
- Has an energetic and outgoing personality and can demonstrate excellent problem-solving skills.
- Must be organized and has the ability to create standard operating procedures for his/her team to follow.
- Has the ability to provide support for the current Clubhouse Manager
- Visionary and mission-oriented on behalf of Spanish Peaks Mountain Club; anticipate how the Club will evolve and be at the forefront of trends in clubs.
- Knowledgeable and innovative as it relates to technology; having the ability to leverage high tech to improve ‘high touch’ with members as well as efficiency of the operation and enhanced data capture is critical.
- Outgoing, conversant, respectful, and diplomatic, but able to give alternative options/suggestions when appropriate without alienating members or staff while doing so.
- Attract, retain, and develop staff at every level.
- Understands the importance of onboarding, especially with a seasonal staff of HB2 and J1 visa employees
- Innately understanding, empathetic, reliable, and relatable to members and staff at all levels.

## **EDUCATIONAL AND CERTIFICATION QUALIFICATIONS**

- A bachelor’s degree is preferred with a focus on Hospitality Management.
- In lieu of the degree, substantial private club or hospitality experience will be considered.
- Industry certifications such as CCM are encouraged but not required.

## **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, including association membership.

## **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 **Mr. Cary Massey, General Manager**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why SPMC and the Big Sky, MT 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 Friday, September 27, 2024. Candidate selections will occur early October, with the first Interviews expected in late October. Second interviews will occur a short time later. The new candidate should assume his/her role by December 2024.**

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – Spanish Peaks”

(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 Alice Stevens: [alice@kkandw.com](mailto:alice@kkandw.com)

### **Search Executive:**

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