

DIRECTOR OF FOOD & BEVERAGE PROFILE: THE COUNTRY CLUB OF BIRMINGHAM BIRMINGHAM, AL

DIRECTOR OF FOOD & BEVERAGE OPPORTUNITY AT THE COUNTRY CLUB OF BIRMINGHAM

An exciting opportunity is open for 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 The Country Club of Birmingham, located in Birmingham, Alabama.

The Director of Food & Beverage is ultimately responsible for all food and beverage service operations across the club's property, including daily activities, dining options, financial success, and fostering strong relationships between members, guests, and employees. The ideal candidate will have a demonstrated ability to improve member satisfaction and enhance employee engagement through hands-on leadership and dynamic team management. As the "public face" of food and beverage operations, the DFB is expected to maintain full "on-the-floor" engagement with both members and staff to ensure seamless service delivery and operational excellence.

If you are a dynamic leader with a passion for food and beverage and a commitment to delivering exceptional service, we invite you to explore this exciting opportunity to join The Country Club of Birmingham.

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

ABOUT THE COUNTRY CLUB OF BIRMINGHAM

The Country Club of Birmingham was founded on October 1, 1898, in North Birmingham as an exclusive driving club "with means and facilities for various forms of innocent indoor and outdoor sports, amusements, exercise, and recreation." In 1904, the Country Club moved to the Lakeview resort area at the end of Highland Avenue. In 1926, it moved onto farmland in Shades Valley, where 36 holes of golf, designed by the famous architect Donald Ross, and a swimming pool were built. The original English Tudor-style Clubhouse, designed by Warren, Knight, & Davis, was completed in 1927. A major part of the history of The Country Club of Birmingham centers around golf. The West Course, a result of the blended talents of three World Golf Hall of Fame architects, Donald Ross, Robert Trent Jones, Sr., and Pete Dye, provides historic, inspiring holes. It has hosted many state, regional, and national events. The East Course, designed by the legendary Donald Ross, has remained true to its roots. CCB undertook a significant update of the East Course led by John LaFoy, architect, of Greenville, South Carolina. Plans included an entirely new irrigation system, a massive lake off the 11th Tee, an expanded and enhanced Practice area, and a digital, state-of-the-art Teaching Facility. Greens were reinvigorated with deep aerification, and bunkers were completely rebuilt improving playability and saving on maintenance time and costs. Additions to the West Lounge resulted in additional dining spaces, including Twenty Twelve and terrace seating.

The Club has continued to grow and has established aquatic, fitness, family, and racquet facilities while maintaining a focus on unparalleled dining and recreational experiences for all. CCB is pleased to offer personal and virtual training to provide guidance to the members in all aspects of health and wellness. These areas include but are not limited to cardiovascular, strength, weight loss, weight gain, flexibility, and sport-specific training. All facilities are state of the art, and CCB has invested significant capital into renovations, most recently including a redesign of the aquatics complex and fitness center as well as a newly constructed stadium tennis court and pickleball courts.

The Country Club of Birmingham offers a variety of different dining options, from relaxed settings to a more formal dining experience. The main clubhouse at The West Lounge offers a formal dining setting in the Grand Dining room.

While the Twenty Twelve and Veranda provide members and guests with a casual environment to enjoy impeccable food offerings. The East Room is the grand ballroom with amazing views of the golf course, while the Private Dining Room located in the West Lounge area is perfect for a formal dinner or small gathering. Most recently, the Club added an expanded Terrace for outdoor scenic dining as well as Milner's, the popular casual family dining experience.

The Mountain Brook community in which CCB is located, as well as the greater Birmingham area, is a highly desirable community in which to live, noted for its top schools, great climate, and lots of recreational, entertainment, and intellectual opportunities.

COUNTRY CLUB OF BIRMINGHAM BY THE NUMBERS:

- Approximately 1,600 memberships
- Initiation fee: \$75,000
- Gross Revenues of approximately \$26 M
- F&B Volume – approximately \$6.4 M
- 48% à la Carte/ 52% Catering
- 6 Direct/Indirect Managers + supervisors and line staff
- Employees: Full-time Annual – 151, Seasonal - 264
- 2 Main Kitchens + additional small & satellite kitchens
- 164,000 Covers per year
- 25-30 Weddings yearly
- POS System - Jonas

THE COUNTRY CLUB OF BIRMINGHAM WEB SITE: www.ccbham.org

THE COUNTRY CLUB OF BIRMINGHAM FOOD & BEVERAGE PROGRAM

Twenty Twelve & Veranda - Classic dining, family-friendly member dining outlet with an attached veranda. The veranda is a classic porch setting, perfect for the summer season with beautiful views of the golf course and manicured grounds. This dining area is ideal for perfect-weather dining and gathering.

The West Lounge – A more elegant dining space with a horseshoe-shaped bar and an attached Formal Dining Room and outdoor seating.

Milners - Fast casual dining outlet that is open year-round, as its attached wraparound patio, but sees much of its business in the summer season.

Catering at the Country Club of Birmingham:

Main Ballroom –Adjacent to the main lobby of the clubhouse is the grand Ballroom with a perfect view of the club grounds and golf course. This area can accommodate 200-300 depending on the style of entertainment. This hosts several member event experiences as well as weddings.

Board Room & Private Meeting Space – Used as an extension for the banquet facilities often. The club has extensive outdoor and indoor catering space.

DIRECTOR OF FOOD & BEVERAGE POSITION OVERVIEW

All front-of-the-house Food & Beverage Managers and Supervisors will report to the Director of Food & Beverage. Aligned with the service mission of The Country Club of Birmingham, the Director of Food and Beverage will lead a team that includes a mix of seasoned professionals and those newer to the industry, all dedicated to consistently creating memorable and unique member experiences that reflect the club's engaged social and recreational atmosphere.

This position works closely with the Executive Chef and reports to the Assistant General Manager. The Executive Chef does not report to the Director of Food and Beverage. All culinary decisions are made in partnership with the 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 House Committee.

KEY RESPONSIBILITIES

LEADERSHIP:

- 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.
- Work harmoniously with the Executive Chef and kitchen management.
- Be a positive and enthusiastic motivator for all F&B personnel, coaching and mentoring F&B Leadership and 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.

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.
- Helps develop wine lists and wine sales promotion programs.
- Establishes, updates, and maintains all written standards and procedures for the department as needed.
- 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 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.
- Ensure that an effective orientation and onboarding program exists in all areas of responsibility, along with consistent professional development and training.

FINANCIAL:

- Coordinates with the Accounting Office, and other food and beverage managers to keep appropriate par levels, keep an organized system for inventory.
- 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.
- Have a strong sense of urgency and responsiveness, while maintaining the quality and integrity of the department's business plan.

CANDIDATE QUALIFICATIONS

- Minimum of 3 years of experience in a high-volume hotel, restaurant, or club operation
- Proven food and beverage management experience in a restaurant/hospitality venue with strong standards and systems.
- Ability to manage and inspire personnel with a passion for training team members
- Flexible, patient, and adaptable management style
- Excellent communication and leadership skills
- Substantial private club or hospitality industry experience with management and supervisory experience and progressive professional advancement.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Bachelor's degree (B.A.) in Hospitality Management or related field

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

The 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 Country Club of Birmingham, Assistant General Manager - Andrew Hollers** Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why CCB and the Birmingham 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, February 17th. Candidate selections will occur in late February, with the first interviews expected in mid-March and the second interviews a short time later. The new candidate should assume his/her role in Mid-April.

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

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter – CC of Birmingham"

(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

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