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DIRECTOR OF FOOD & BEVERAGE PROFILE: BELLE MEADE COUNTRY CLUB NASHVILLE, TN

DIRECTOR OF FOOD & BEVERAGE OPPORTUNITY AT BELLE MEADE COUNTRY CLUB

An exciting opportunity is open for candidates with a proven track record of leadership and excellence in food and beverage operations leadership within upscale hospitality or private club environments. We are currently seeking a Director of Food and Beverage (DFB) for Belle Meade Country Club, located in Nashville, Tennessee.

The Director of Food & Beverage is ultimately responsible for all food and beverage service operations across the Club's property, including day-to-day dining, private events, financial performance, and fostering strong relationships among Members, guests, and employees. The ideal candidate will bring demonstrated success in elevating member satisfaction and enhancing team engagement through hands-on leadership and an unwavering commitment to service excellence. As the "public face" of F&B operations, the DFB is expected to be highly visible and actively engaged on the floor to ensure smooth execution and a consistently exceptional member experience.

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

ABOUT BELLE MEADE COUNTRY CLUB

Nestled amidst the rolling hills of Nashville, Belle Meade Country Club is more than just a club – it's a lifestyle. At the historic clubhouse Southern charm blends seamlessly with modern amenities. Members enjoy gourmet meals in the multiple different dining venues both inside and outside, networking with fellow members, or simply unwinding with a cocktail. The club is bestowed with a championship golf course, designed by renowned architects, and offers a challenge for golf enthusiasts of all skill levels. Beyond golf Belle Meade offers a state-of-the-art wellness center.

Families will delight in our array of activities designed for all ages. From swimming to engaging in tennis matches on the courts. Belle Meade has eight state-of-the-art indoor tennis courts that utilize the Deco turf 11-layer cushion system - the same surface system required by the U.S. Open Tennis Championship and a total of ten Hydro-Grid outdoor courts. In 1916, the Dutch Colonial clubhouse made of cypress wood and painted white, opened to members. The name was officially changed to Belle Meade Country Club in 1921. The Belle Meade Country Club has had a storied history in Nashville for over a century that reflects the growth and prosperity of the community. From its inception, the Club with its superb leadership and equally magnificent staff has been renowned for its social activities and exceptional food service. Its history of parties, charitable galas, debutante balls, and wedding receptions is unsurpassed in Nashville.

BELLE MEADE COUNTRY CLUB WEBSITE: www.bellemeadecc.org

BELLE MEADE COUNTRY CLUB BY THE NUMBERS:

- 1,261 members
- 63 average member age
- 120,000 sq ft clubhouse
- \$24M annual gross volume
- \$4.5M annual food revenue
- \$2.52M annual beverage revenue
- 69.7% a la carte 30.3% events & catering
- 40% average food cost
- 31.6% Front of House Labor
- 185,000 covers per year

- 3 – Kitchens (Main, Casual, 9.5 Hole)
- POS Software: Jonas Encore
- 70 kitchen employees
- 250 employees
- 15-20 average weddings per year
- 501(c) (7) Tax Status

FOOD & BEVERAGE OPERATIONS

The **Iroquois Bar and dining room** offer membership a more formal white tablecloth dining experience at the club that aligns with the tradition of Belle Meade. **The Back Bar and 1901 Rooms** allow members to have an upscale casual setting and both spaces have recently undergone a full renovation that expanded the outdoor seating areas and have given the Membership updated spaces to enjoy. **The Deer Park Grill** is the Club's casual restaurant, and this kitchen also services the pool area. Belle Meade has several well-appointed event spaces both indoor and outdoor serviced by the **banquet and catering** teams. The Club operations are busy year-round, with the busiest 4 months being May, June, November, December-and the slowest 4 months are January, February, July, and August. The Club is closed on New Year's, and Christmas Day and closes early on Easter, Thanksgiving, Christmas Eve and Super Bowl Sunday.

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 Belle Meade Country Club, the Director of Food & 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 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 5 years of experience in a high-volume hotel, restaurant, or club operation
- Proven food and beverage management experience in a multi outlet 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 **Mr. Joe Callison, Assistant General Manager, Belle Meade Country Club search committee**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why BMCC and the Nashville, TN 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 Tuesday, July 7th, 2025. Candidate selections will occur early June, with the first interviews expected mid-June and the second interviews a short time later. The successful candidate should assume his/her role in mid-late July

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – Belle Meade”

(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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