



Gecko
Hospitality®

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Essex County Club
Director of F&B Search
Provided by Gecko Hospitality

OUR CLUB



Located in a seaside community on Boston's North Shore, Essex County Club was founded in 1893 and is one of the oldest private clubs in the United States. With approximately 550 members, the club offers a wide range of amenities. In addition to its renowned golf course, Essex features a highly active year-round racquets program, a swimming pool with a snack bar, formal and casual dining with 90 seats, a veranda banquet space that can seat 200 and eight overnight sleeping rooms. The club boasts 11 grass tennis courts, 10 Har-Tru courts, three paddle courts, and three pickleball courts. The course is typically open from mid-April to late November, with around 20,000 rounds played annually. Essex is a family-oriented club with an active golf & racquets membership that caters to players of all skill levels.

Essex is consistently ranked among the top five courses in Massachusetts and was recently ranked #65 in Golf Magazine's 2024 list of America's Top 100 Courses. Over the years, the club has built a rich history of hosting regional and national tournaments. Most notably, Essex hosted the 2010 Curtis Cup, the biennial women's amateur competition between the United States and Great Britain & Ireland. The club also hosted the 2023 Massachusetts State Amateur Championship and the 2020 Women's Amateur Championship.

Looking ahead, Essex is preparing a master plan that includes significant campus-wide upgrades to further enhance the club's facilities including our kitchen, casual dining and back of house spaces.

DIRECTOR OF FOOD & BEVERAGE

We are seeking a dynamic and visionary Director of Food & Beverage (DF&B) to lead and oversee all aspects of our food and beverage operations at a year-round, high-end private club. The ideal candidate will bring a blend of leadership, financial acumen, creativity, and passion for delivering exceptional service in all dining venues, and event spaces. This individual will manage an annual food and beverage revenue of \$2.4M, including \$500K from banquets and events, while driving innovation, maintaining the highest standards of service, and enhancing member satisfaction.

Key Responsibilities:

- **Leadership & Team Culture:** Lead the food and beverage team with a focus on operational excellence, staff development, and fostering a positive, respectful, and collaborative work environment. Ensure all team members are aligned with the club's service culture and standards.
- **Operational Management:** Oversee all food and beverage operations, including casual and fine dining, event catering, and clubhouse services. Drive continuous improvement in service quality, sanitation, and menu planning with the Executive Chef.
- **Event Planning & Coordination:** Serve as the primary liaison for special events, handling EO production, coordination of club functions, member activities, and private events. Work closely with departments such as Golf, Racquets, and Pool to maximize collaboration and communication for events.
- **Budget & Financial Oversight:** Manage the annual budget for food and beverage operations, ensuring effective cost control, labor management, and inventory oversight. Regularly analyze financial reports, sales trends, and member satisfaction metrics to identify areas for improvement and growth.
- **Member Experience:** Focus on exceeding member expectations through personalized service, creative menus, and high-quality food and beverage offerings. Respond proactively to member needs and resolve complaints with a high degree of professionalism and integrity.
- **Training & Development:** Formalize and implement training programs for new hires and current staff, ensuring that all employees are well-versed in service standards, food hygiene, safety regulations, and point-of-sale systems.



- **Collaboration:** Work closely with the club's culinary team to ensure consistency in food quality and service standards. Partner with other departments to develop and promote new club events, programs, and special promotions.
- **Performance Monitoring:** Monitor labor costs, scheduling, and sales data to ensure that operational goals are met. Regularly assess the performance of the food and beverage team and make necessary adjustments to optimize efficiency and service quality.
- **Compliance & Standards:** Ensure adherence to all legal, health, safety, and food hygiene regulations. Conduct regular facility inspections to maintain cleanliness, safety, and service standards.



Candidate Qualifications:

- **Experience:** 5+ years of leadership experience in food and beverage management, preferably within a private club or high-end hospitality setting.
- **Leadership Skills:** Proven ability to lead, inspire, and develop a team of diverse individuals. Strong focus on creating a positive and high-performance culture.
- **Communication:** Excellent verbal and written communication skills, with the ability to engage with staff, members, and guests at all levels.
- **Financial Acumen:** Strong understanding of budgeting, financial reporting, cost control, and revenue generation in a food and beverage environment.
- **Service Orientation:** A service-oriented mindset with a track record of exceeding guest and member expectations. Ability to foster a culture of continuous improvement in service delivery.
- **Technical Proficiency:** Familiarity with Jonas point-of-sale systems and proficiency in Microsoft Office (Word, Excel, PowerPoint).
- **Education:** High School Diploma required; bachelor's degree in hospitality management, business, or a related field preferred.
- **Personal Traits:** Energetic, hands-on, and approachable with a strong sense of integrity and professionalism. Ability to adapt to a dynamic, fast-paced environment while maintaining a calm and effective demeanor.
- **Creative & Strategic Thinking:** Able to envision the future of the club's food and beverage offerings and take the initiative to drive innovation and continuous improvement.

Additional Qualities:

- A polished, outgoing, and friendly personality that aligns with the club's culture.
- Ability to build strong relationships with members, guests, and staff.

OUR TEAM

APPLICATION INSTRUCTIONS

Interested candidates should submit their resume along with a list of 4-5 professional references. Please send these documents in Word or PDF to ericj@geckohospitality.com. **Do not contact the club directly.**

EXECUTIVE RECRUITERS:



Eric Johnson, CCM

ericj@geckohospitality.com | 585-358-0053

Eric Johnson, CCM, is a seasoned Executive Hospitality Recruiter at Gecko Hospitality, dedicated to linking skilled professionals with exciting opportunities in the New England and Upstate New York regions. With over 20 years of experience in hospitality management, including positions as General Manager and COO, Eric is passionate about empowering hospitality professionals to achieve their career aspirations.

A proud graduate of Purdue University's School of Hospitality and a Certified Club Manager, he began his career in food and beverage operations has since cultivated extensive expertise in recruitment.



Evan Kaplan, CPC

evan@geckohospitality.com | 617-356-8177

Evan is an award-winning Hospitality Headhunter specializing in full-service, permanent placement recruiting for hotels, resorts, private clubs, event management companies, and private estates in the New England, New York, and New Jersey Metro markets.

Evan's award-winning Northeast Recruiting Team creates a strategic partnership with clients and a personalized relationship with candidates throughout the search process; resulting in the "right" fit for both parties. We apply a grounded and balanced approach to recruiting, paired with an analytical method specific to our client's needs.

From the vibrant casinos of Las Vegas to the luxurious hotels of New York to the beautiful Cafés of London. Gecko Hospitality is your go-to hiring partner across all 50 states, Canada, the United Kingdom of Great Britain and Northern Ireland and the Republic of Ireland. With the widest array of management roles spanning restaurants, hotels, resorts, and private clubs, Gecko ensures you find the perfect fit for your career advancement. With Gecko Hospitality experience better prospects tailored to your preferences and accompanied by the competitive compensation you truly deserve.

Benefit from the expertise of over 120 dedicated hospitality hiring experts at Gecko, committed to matching you with your ideal position or your concept with the perfect candidate. Through our extensive network of more than 80 offices, Gecko guarantees placement in prestigious, professional management roles highly coveted in the industry. Count on Gecko's exceptional international, national, regional, and local affiliations that have solidified our reputation as a trusted entity dedicated to elevating careers in hospitality. Gecko Hospitality is a Six Time Forbes Winner of "America's Best Executive Recruiting Firms"





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