



RCS Hospitality Group  
a new generation of hospitality management  
6412 Brandon Ave. #339 Springfield, VA 22150  
[www.consultingRCS.com](http://www.consultingRCS.com)

**Position Available:**  
**FOOD AND BEVERAGE DIRECTOR**  
**QUARRY OAKS GOLF CLUB**  
**Ashland, NE**

Quarry Oaks Golf Club, a public golf course conveniently located between Omaha and Lincoln in Ashland, Nebraska, is searching for a dynamic Food and Beverage Director to join the team. With the clubhouse and golf course currently undergoing extensive renovations, this is a thrilling time to be a part of their reopening later this year.

#### **POSITION OVERVIEW**

The Food and Beverage Director is ultimately responsible for all daily food and beverage service operations, including parties, meetings, events, and weddings. Being the director of these operations requires an understanding that a hands-on approach and appropriate delegation are critical to success in this position.

The F&B Director consistently provides the highest customer service and high-end menu items. This managerial position involves working closely with and reporting to the General Manager. The relationship with the Events Coordinator, Golf Staff, and Events Team is significant to this position, ensuring collaborative and harmonious relationships between front and back-of-house operations.

#### **JOB DUTIES**

##### **Personality Traits / Skill Set**

- Be a collaborative team player willing to be “hands-on” when necessary but understand delegating tasks to empower the team and provide excellent service to all our guests.
- Take personal ownership of his or her area of responsibility, understanding the need to be “on stage at all times” in appearance and service.
- Have a strong and highly visible presence with our guests, be an exceptional communicator, have expert interpersonal skills, and have the maturity to instinctively know how to treat guests and coworkers with dignity, respect, and a high level of service.
- Be responsive to guests' requests for menu selections, event planning, etc., and strive to find creative ways to accommodate reasonable requests; have a belief in a service philosophy of “the answer is ‘yes,’ we can accommodate that?” or “here is what we can do to help fulfill your needs.”
- Be an active and dynamic recruiter of team members and enjoy developing and building a team, leading them to positive customer satisfaction outcomes.

##### **Training and Development**

- Ensure that an effective job-specific orientation and onboarding program exists in all areas.
- 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.
- 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, decorum, 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.



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- Hold daily and weekly staff meetings with direct reports to inform them of necessary and relevant activities and expectations. Assist in planning and ensuring that special events are well-conceived and executed.

### **Budgets/Inventory/Legal**

- Be the primary coordinator of food and beverage, budgeting, hiring, orientation, coaching, training, menu development, and inventory control to ensure all is done following approved policies and compliance with NEBCO corporate accounting/legal/support teams.
- Be responsible for managing all food and beverage inventories and purchases.
- Clearly understand the metrics for successfully attaining financial goals and objectives in F&B operation.
- Ensure effective and efficient staffing and scheduling for all facilities and functions while balancing financial objectives with guest satisfaction goals.
- Consistently monitor payroll and labor resource allocations to ensure they align with financial forecasting and goals.
- Adhere to and comply with all health, safety, liquor consumption, and other food and beverage regulations. Stay current on matters pertaining to the food and beverage industry.

### **Daily Specific Key Tasks**

- In conjunction with dining room staff and the kitchen team, oversee dining areas to ensure a smooth and consistent experience, high levels of guest satisfaction, quality food products, and exemplary service.
- Establish standard operating procedures and processes for executing all food and beverages on the club property.
- Work closely with the Kitchen Team to facilitate a strong relationship between the kitchen and front-of-the-house staff.
- Work with the management team to develop and implement marketing programs to increase revenues in all F&B-related activities.

### **JOB KNOWLEDGE, CORE COMPETENCIES, AND EXPECTATIONS**

- Four-year undergraduate degree preferred.
- Minimum three years of previous management experience in club food and beverage operations or related experience.
- Excellent communication skills, both verbal and written.
- Possess a reputation for quality and attention to detail.
- Ability and willingness to work appropriate hours and weekends as business cycles demand.
- Previous experience in a public or private club or resort-oriented operation is preferable.
- Knowledge of and experience using Microsoft Office and/or exposure to industry-related software is preferred.

### **CANDIDATE QUALIFICATIONS**

- A verifiable record of leading or an assistant at an active F&B operation with 3-5 years of experience is preferred.
- Ability to sustain a culture of quality service.
- Knowledgeable of best practices in top-performing and high-customer/member satisfaction operations.
- Verifiable ability to attract, hire, develop, and lead a high-performing team of professionals while setting and maintaining standards of performance appropriate to perpetuating the mission and values of Quarry Oaks.
- Solid communication skills with guests and staff, creating an open exchange environment to move the food and beverage operations forward in a consistently positive, passionate manner.



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## REPORTS TO

- General Manager

## MANAGES AND SUPERVISES

- Executive Chef
- Lead Bartender
- Catering/Banquet Manager
- Dining Room Manager
- Golf Course Snack Bar Attendants

## THE CLUB OFFERS

- Base Salary is offered at \$85,000 - \$95,000 annually, commensurate with experience.
- Performance Bonus
- Eligible for Benefits programs (Health, Dental, Vision, Life, and Disability insurance).
- Eligible for 401k upon satisfaction of plan eligibility requirements.
- Paid Time Off and Paid Holidays after 90 days of employment.
- Eligible to participate in the Wellness Program for insurance premium differentials and to earn up to five additional days off each year.
- Allowances for:
  - Continuing Education
  - CMAA or Association Dues

## CLUB OVERVIEW

The Quarry Oaks Golf Club was established in 1996 and is one of the finest public golf facilities in the Midwest. Quarry Oaks is currently undergoing a complete renovation of the golf course and the clubhouse. Upon completion, Quarry Oaks will quickly become Nebraska's premiere facility for corporate and charitable golf events, business meetings, parties, events, and weddings.

The clubhouse renovation is a collaboration between Clark & Enersen of Lincoln and PHX Architecture from Scottsdale, Arizona. The all-new Dynamite Bar & Grill will serve as the prime gathering spot for the golfers; this space will open to a spacious multi-tiered patio featuring plentiful shaded seating areas and three fire pit locations. The indoor event space will have three separate meeting rooms with the latest technology integrations for business meetings and conferences. In addition, an all-new wing will be added featuring more restrooms and a fully appointed bridal suite. These first-class amenities will rival the region's finest meeting and event spaces.

The golf course renovation, started in Fall 2022 and completed in phases ending in Spring 2024, includes all new green complexes, bunkers, tees, and fairways. A state-of-the-art irrigation system and selective tree clearing have transformed the course into a truly amazing landscape.

With the clubhouse renovation scheduled to be completed in November 2024, the new F&B Director will have an exciting opportunity to assist in implementing Quarry Oaks' new vision and developing its operating structure.



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#### CLUB DETAILS

- \$2.5M annual revenue with a goal of \$4.5M after renovations
- \$775K annual F&B revenue with substantial growth potential after renovations
- 50+/- Golf tournaments and outings per year
- Dynamite Bar & Grill, banquet space, meeting facilities, and Golf Snack Bar
- ForeUp POS System
- Website: <https://quarryoaks.com/>

[CLICK HERE TO APPLY](#)