



THE DIRECTOR OF FOOD & BEVERAGE OPPORTUNITY AT THE CLUB AT SPRUCE PEAK & STOWE COUNTRY CLUB Stowe, VT

The Director of Food & Beverage position at The Club at Spruce Peak (CSP) and Stowe Country Club (SCC) is an exciting opportunity to join an amazing boutique private club nestled in a large scale, developer owned resort community with a wide array of amenities and member services. CSP is looking for a dynamic food and beverage manager who is passionate and energized to provide engaged operational leadership to this well organized, progressive club environment. The ideal Director of F&B is someone with a true and sincere “hospitality gene” and who recognizes the special uniqueness of “community” found at The Club at Spruce Peak. The confluence of members, staff and guests and the natural environment of the resort and its mountain landscape has formed a distinctive and captivating setting where genuine care and concern for all parties is clear. This role requires a truly engaged leader--someone who recognizes that all members deserve equal time, focus and opportunity, and who can effectively “vision” our F&B program’s future, and work with key volunteer and staff contributors to ensure consistent execution. Being the strong and active face of F&B services at SCC/CSP must be part of his/her natural style, and being a true people person with outstanding communication skills will make him/her highly successful.

A BRIEF OVERVIEW OF THE CLUB AT SPRUCE PEAK & STOWE COUNTRY CLUB

Located in the charming town of Stowe in Northern Vermont, approximately four hours north of Boston and two hours south of Montreal, in the Green Mountains, CSP portrays a breathtaking setting and reverberates a multigenerational affinity with families from the greater New England region and beyond. Officially opened in the fall of 2004, this award-winning private mountain club features exclusive alpine ski pursuits during winter, 36-holes of championship golf including the majestic Bob Cupp designed Mountain Course during summer, 5-star member amenities in two clubhouses, a world-class 21,000 square foot spa and wellness center and 5-star resort amenities adjacent to The Club. CSP is also one of 63 Signature Sanctuaries with Audubon International. CSP and Stowe, in general, are regarded as veritable playgrounds for outdoors activities with a full complement of winter sports as well as amazing hiking, mountain biking, zip lining and fishing among a plethora of summer pursuits through the club’s recreation programming.

In a dramatic juxtaposition, you will find the historic Stowe Country Club (SCC) nestled in the valley below and just minutes from the Village of Stowe. The William Mitchell designed course offers beautiful rolling terrain, impeccable conditions, the region’s premiere practice facility and a charming clubhouse converted from a turn of the century farmhouse. Kirkwood’s restaurant, named after local golf legend Joe Kirkwood, offers nostalgia with a contemporary twist. Buoyed by The Club at Spruce Peak’s award-winning culinary team we melded its classic grille faire with our own modern comfort food. Stowe

Country Club also benefits from a wonderfully convenient location offering a multitude of activities for the entire family as well as Stowe's boutique shopping scene. Needless to say, Stowe Country Club exudes an authentic Vermont experience.

Adjacent to The Club at Spruce Peak, The Lodge at Spruce Peak, the centerpiece of Spruce Peak at Stowe, is a \$500 million alpine village in development for the past 16 years. As part of this community, guests of The Lodge at Spruce Peak will enjoy world-class service, 312 guest rooms, The Club's 21,000-square-foot spa and wellness center, ski-in/ski-out access to over 100 legendary trails, our 18-hole mountain course, and a heated outdoor pool. As part of Spruce Peak Village, The Lodge at Spruce Peak offers guests high-end boutiques, restaurants and limitless on-mountain recreational options. The lodge offers farm-to-table cuisine in Solstice restaurant and Hourglass bar. In addition, 34 fractionally-owned condominium units are available for vacation home ownership in the Lodge's Penthouse Private Residence Club. Owners in these residences receive membership privileges when staying in residence. The Club and The Lodge partner on numerous projects/events.

THE CLUB AT SPRUCE PEAK & STOWE COUNTRY CLUB FACTS

- Developer owned by Spruce Peak Realty
- 290 member families with more than 400 children under the age 21
- 142 Penthouse fractional families with privileges while in residence at Spruce Peak
- There are several levels of membership available: Current Legacy initiation fee is \$150,000.
- Full dues are \$11,000 per annum
- F&B minimum is \$2,400 per membership
- Overall Club budget of approximately \$10M with \$1.2m in food and beverage. F&B is expected to exceed \$2m in the next 3 years.
- There are approximately 20,000 rounds of golf played annually (May through mid-October) at the two courses.
- There are twelve members on the Advisory Board of Governors
- The Club hosts four committees including Finance, Golf and Greens, House and Activity
- Amenities include CSP Cottage Clubhouse and Mountain Course; SCC Clubhouse and course; Alpine Clubhouse with ski-in/ski-out privileges, 180 seat restaurant, Wine Cellar Room and Wine Club, Children's Hideout and indoor golf simulator; 21,000 square foot healing spa with a full complement of pool, fitness, health and wellness programming and equipment, two tennis courts and an active summer adventure program

THE CLUB AT SPRUCE PEAK WEBSITE: www.theclubatsprucepeak.com

STOWE COUNTRY CLUB: www.stowecountryclub.com

SPRUCE PEAK WEBSITE: www.sprucepeak.com

DIRECTOR OF FOOD & BEVERAGE POSITION OVERVIEW

The Director of Food & Beverage (DFB) must be an exceptional “servant leader” and manager who recognizes and respects the contributions of staff on all levels in addition to providing information, recommendations, and leadership to the GM, Board, and Ownership Group. The DFB reports directly to the GM.

The selected individual shall have a strong acumen for service etiquette, be a strategic and highly creative thinker, have outstanding wine knowledge with sommelier certification strongly preferred and an outgoing personality. He or she must also have an astute understanding of an extremely affluent membership component to drive world-class experiences at The Club at Spruce Peak. Generally, he or she will directly manage the front of house teams at both facilities as well as work closely and collaboratively with the culinary team to provide exceptional dining services in all facets.

During the spring and summer, approximately April 1 through October 15, he/she will lead and manage the F&B Department to ensure a superb dining experience for all members and guests through attractive, well-maintained restaurants, bars, outdoor spaces and operational support areas, and is responsible for all day-to-day functions and activities/programming of the food and beverage operations. This position, though overseeing operations at both facilities, will be based at The Club at Spruce Peak. CSP is the hub of membership and is a year-round membership club. SCC is a dedicated golf club during summer and realizes approx. 16,000 of the 20,000 annual combined golf rounds during the golf season. It is the hub of golf play and lesson programming. Summer F&B operations include The Cottage, Alpine Clubhouse, SCC Clubhouse and numerous outdoor spaces.

During winter months, approximately October 15 through March 31, the DFB will lead the front of house team in a world-class, but casual Alpine Restaurant, Cottage and our newly integrated Igloo Village on the Mountain Course. He/she must ensure a superb dining experience in varied environments to an avid ski and winter sports membership as well as manage impeccably well-maintained restaurant amenities at the 5-star Alpine Clubhouse.

The DFB should foster a culture of continuing education for himself/herself and for the development of future F&B managers and staff, recognizing the need to be a great mentor and trainer of the team, and for setting the necessary “tone at the top” of the F&B department. The DFB must consistently demonstrate sincere and engaged visibility with members and staff, a genuine love of his/her craft, the member experience and the relentless pursuit of excellence.

In general, the position will promote an exceptional member and guest experience and provide consistently creative services and programs in a rapidly growing club and department. **The DFB is expected to be a strategic leader of the membership experience at The Club at Spruce Peak and therefore a person who recognizes the importance of his/her leadership and “face” role, and possessive of exceptional personal interactive skills, integrity, strong communication abilities and overall F&B acumen.**

Additionally, this individual will work closely with the GM and other key senior staff leaders at The Club to ensure a highly collaborative and cooperative culture, and one that consistently promotes a strong training and continued developmental approach. The executive team is highly regarded and every member, outside of this role, has enjoyed tenures of between 3 and 17 years at The Club. This is a highly collaborative team that cares greatly for the club, its membership and each other. The perfect candidate will assimilate seamlessly into this dynamic group of leaders.

The DFB's direct reports at present include: Assistant F&B manager, multiple F&B supervisors, all service and bartender staff.

Critical success factors and Qualifications for the new Director of F&B include:

- The ideal candidate will possess a minimum of five years of progressive F&B management experience at clubs known for an outstanding dining experience
- Exceptional wine knowledge and experience successfully managing a wine club/merchandising program. Sommelier certification strongly preferred
- An individual with strong financial acumen, experienced in budget management and forecasting, as well as driving top line revenue growth
- An individual with impeccable character and a high "F&B IQ"
- A natural and intuitive leader with a verifiable record of holding his/her team accountable to a high standard as well as driving that team and programming to an exceptionally high degree of member engagement
- A resourceful and high-energy leader, who recognizes the value of building innovative, creative programming including the integration/promotion of winter activities
- Experienced in holding his/her team accountable to a high standard
- A strong relationship builder with a history of collaboration with their culinary team
- An active listener with excellent communication skills
- Ability to create a strong identity for The Club at Spruce Peak and Stowe Country Club restaurant staffs and develop an effective plan to attract and retain talent
- Ability to effectively communicate with all staff, not just in the F&B operation, recognizing the **"one club, one team"** philosophy
- Ensuring that all members within the Club look at him or her as "our" DFB; not viewed as being partial or showing favoritism to any one group
- Someone with previous experience in a mountain club environment preferred

To perform this job successfully, an individual must be able to perform each essential duty. The requirements listed above are representative of the knowledge, skills, and abilities required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

INITIAL FOCUS

While all typical competencies are important, our need is for a DFB who will immediately focus on and address:

- Evaluate all aspects of the dining experience and create and implement an enhancement plan
- Evaluate direct reports and create a development plan, in addition to ensuring that a robust talent acquisition and retention program is created and executed
- Assess effectiveness of wine club programming and make necessary improvements
- Evaluate quality control and make recommendations to GM for improvements
- Review and refine, or develop, standard operating procedures
- Assimilate and collaborate quickly with fellow department heads and ensure a consistently high level of communications between both yourself and your team with all other operational departments
- Create and maintain a regular staff communication program to ensure that all team members are fully educated, on the same page and empowered to confidently handle delegated situations

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

Bachelor's degree required preferably in hospitality management, hold a minimum of a "Level One" sommelier certification. Further, a verifiable commitment to continuing education.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. CSP offers an excellent bonus and benefit package including CMAA membership and attendance at the annual CMAA conference as well as ongoing education.

INSTRUCTIONS ON HOW TO APPLY

Please remit your resume and cover letter to concierge@theclubatsprucepeak.com.

Preparing a thoughtful letter of interest and alignment, clearly articulating your "fit" with the profile and the above noted expectations and requirements is necessary.

Your letter should be addressed to The Club at Spruce Peak Director of Food & Beverage Search Team, and clearly articulate why you want to be considered for this position at this stage of your career and why CSP and Northern Vermont will likely be a "fit" to you, your family and the community if selected.

Expressions of interest in this manner should be conveyed to us no later than Friday, April 23rd. Interviews occur immediately following with the successful candidate in place by Summer 2021.

We are an equal opportunity employer.