

CANDIDATE PROFILE

Food and Beverage Director

Royal Oaks Country Club
Dallas, TX

roccdallas.com



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The Organization

Royal Oaks Country Club, nestled in the heart of Dallas, Texas, is a premier private club offering its members a luxurious and family-friendly environment. Established in 1969, the Club has evolved into a sophisticated sanctuary providing amenities and services that cater to various interests and lifestyles. Its lush, meticulously maintained grounds feature an 18-hole championship golf course designed by renowned architect Jay Morrish, offering a challenging yet enjoyable experience for golfers of all skill levels. The course is complemented by comprehensive practice facilities, including a driving range, putting greens, indoor teaching center, and a wonderful short game area. Royal Oaks Country Club is home to World No. 1 Scottie Scheffler, four-time major champion and 2025 PGA and Open Championship winner, as well as his longtime coach and Hall of Fame instructor, Randy Smith, who has coached Scottie since the age of 7.

Beyond golf, Royal Oaks Country Club boasts an impressive array of recreational and social amenities. The Club's state-of-the-art tennis complex includes 13 outdoor lighted courts, two indoor courts, 6 dedicated pickleball courts, and a pro shop and professional teaching services. Fitness enthusiasts can take advantage of the modern fitness center, which offers personalized training programs, group classes and a variety of top-tier equipment. Additionally, the club features a resort-style swimming pool, complete with a children's splash area, water slide, and poolside dining options, making it an ideal spot for families to relax and unwind during the warmer months.

Social engagement and community are at the heart of Royal Oaks Country Club, which hosts an extensive calendar of events and activities for families throughout the year. Members can enjoy fine dining at the elegant clubhouse, which offers a diverse menu crafted by skilled chefs, as well as casual fare at the more relaxed dining venues. The Club also organizes a variety of social events, from themed parties and holiday celebrations to wine tastings and educational seminars, fostering a vibrant community atmosphere. With its blend of exceptional facilities, dedicated staff, and a welcoming community, Royal Oaks Country Club is a distinguished destination for those seeking a refined yet friendly private club experience in Dallas.

BY THE NUMBERS

- Initiation Fee: \$125K
- Annual Dues: \$14,500
- A la Carte vs. Outside Banquet: 60% a la carte / 40% banquet
- Food and Beverage Outlets: 6 during pool season, 5 when closed
- Full-time F&B Employees in Season: 110
- Full-time F&B Employees Off-Season: 70
- Club POS and Accounting Systems: 40+. Use Jonas system

Position Overview

Royal Oaks Country Club is seeking a passionate and experienced Food and Beverage Director to lead and elevate its F&B program. This role is responsible for overseeing all dining operations, ensuring consistent delivery of exceptional service, culinary excellence and member satisfaction across all outlets. The Director will play a pivotal role in shaping the Club's dining vision, mentoring a large team with servant leadership and collaborating with leadership to drive member engagement, innovation and continuous improvement.

Responsibilities

F&B LEADERSHIP & VISION

- Lead all front-of-house food and beverage operations, including a la carte, banquet, poolside, and special event dining across up to six outlets.
- Establish and uphold service standards that reflect the high expectations of a Platinum Club.
- Partner closely with the Executive Chef to deliver a diverse and dynamic culinary offering aligned with member preferences.

MEMBER EXPERIENCE

- Foster a culture of hospitality and excellence that ensures every member interaction is memorable.
- Engage daily with members, address concerns proactively and continually seek opportunities to enhance the dining experience.
- Collaborate with the Events and Programming team to support club-wide initiatives and create engaging dining-related events.

TEAM MANAGEMENT & DEVELOPMENT

- Lead, mentor and motivate a team of up to 110 seasonal F&B professionals (70 in off-season).
- Recruit, train and retain top talent; foster a positive, accountable, and growth-oriented workplace culture.
- Conduct regular service and training meetings to ensure team alignment with Club values and standards.

OPERATIONS & FINANCIAL MANAGEMENT

- Manage labor, food and beverage costs with strong attention to detail (current food cost ~42%).
- Oversee inventory controls, purchasing and vendor relations in partnership with the culinary team.
- Create and manage departmental budgets, forecasts and reports in collaboration with the AGM and GM.
- Monitor service levels, member satisfaction and department performance through regular analysis and member feedback.

ADMINISTRATIVE & SYSTEMS OVERSIGHT

- Ensure proper use of Jonas POS and accounting systems; implement new technologies where appropriate.
- Coordinate with Housekeeping, Facilities and other departments to support seamless operations.

Skills, Background & Personality

- A polished, professional and proactive leader with a hands-on, service-driven mindset.
- Strong interpersonal and communication skills with the ability to engage across all levels of the Club—from staff to senior leadership to members.
- Ability to inspire, train and manage large service teams in both fine and casual dining environments.
- A forward-thinking innovator who brings fresh ideas to enhance programming, menus and service offerings.

Qualifications

- Minimum of five (5) years of progressive leadership experience in food and beverage operations, preferably within high-end private clubs or luxury hospitality.
- Proven experience managing high-volume dining operations with a la carte and banquet services.
- Financial acumen, including cost control, budget development and forecasting.
- Proficiency in Microsoft Office, POS systems (Jonas preferred) and event management software.
- Bachelor's degree in Hospitality, Business or related field preferred.
- CMAA membership and/or Certified Club Manager designation a plus.

Competitive Compensation

Salary is commensurate with qualifications and experience. Royal Oaks Country Club offers an excellent benefits package including:

- Medical, dental, vision, life, and disability insurance
- 401(k) retirement plan
- Continuing education opportunities
- Bonus potential

To be Considered

A full background check and drug testing will be conducted on selected candidate. Professionals who meet or exceed the established criteria are encouraged to send current resume and cover letter addressed to:



Tara Osborne
Principal



tara@gsiexecutivesearch.com



512-965-5643

