

## **DIRECTOR OF FOOD & BEVERAGE PROFILE: LAREDO COUNTRY CLUB LAREDO, TX**

### **THE DIRECTOR OF FOOD & BEVERAGE OPPORTUNITY AT LAREDO COUNTRY CLUB**

Laredo Country Club is seeking a Director of Food & Beverage to lead and continue elevating its dining and hospitality program during an exciting period of growth and reinvestment. With recent renovations and new outlets now online, the Club is well-positioned as a vibrant, thriving destination for its membership. The successful candidate will bring a strong food and beverage background, with the ability to deliver consistent, high-quality service while shaping a culture rooted in genuine hospitality, engagement, and member satisfaction. This individual will be a visible leader who thrives in a dynamic environment and is passionate about building and developing teams. Working closely with the Executive Chef and senior leadership, the Director of Food & Beverage will play a key role in creating a cohesive, welcoming atmosphere across all dining and event experiences, ensuring the Club continues to grow as a premier social hub for its members and guests.

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

### **ABOUT LAREDO COUNTRY CLUB**

The Club boasts a seasoned and devoted team, with many members proudly serving for over a decade, ensuring unparalleled service and expertise. Its expansive 45,000-square-foot clubhouse is ingeniously designed to effortlessly host member activities and banquet functions simultaneously, eliminating any scheduling conflicts. With a steadfast dedication to continuous improvement, the Club remains at the forefront of luxury and innovation, consistently elevating members' experience. Nestled as the crowning jewel of the city's most prestigious residential enclave, it stands as a beacon of refinement and distinction, offering residents an unrivaled haven of leisure and sophistication. The Laredo Country Club was founded in 1983 and is one of the top facilities in South Texas. The Club hosts several annual events, including a major NCAA golf tournament that draws the finest collegiate players in the country. In addition to a challenging, interesting, and well-maintained 18-hole golf course, the Members enjoy four banquet halls, two swimming pools, eleven tennis courts, three pickleball courts, a basketball court, and a first-class golf practice facility. The Club truly is a family facility, with an extremely active tennis program, and plays 20,000 rounds of golf in a comfortable year-round climate. Outside of recreation and sports, Laredo offers a variety of dining venues.

The City of Laredo has a fascinating history and draws its character from a unique spirit and personality rooted in its strong Hispanic community. Laredo is the home of the largest celebration of George Washington's Birthday in the entire country. The elaborate festivities occupy the month of February with many functions celebrated at the Club. The city (pop. 322,000) offers excellent medical facilities, a four-year university campus (Texas A&M International University), a major regional shopping mall, an outlet shopping center, and a wide variety of restaurants and specialty shops. The Laredo economy is very strong, with a healthy housing market driven by a population fueled by vibrant cross-border commerce. Laredo is the largest "land port" for North/South trade on the southern United States border.

### **LAREDO COUNTRY CLUB BY THE NUMBERS:**

- 833 Approximate Members
- \$4.2M - Approximate Gross Volume
- \$2.8M - Approximate Food Volume | \$1.4M - Approximate Beverage Volume
- 60% à la carte, 40% banquets
- Average Food Cost 52%
- 70k covers per year on average | Average 10 Weddings Per Year
- 63 employees reporting directly and indirectly to the F&B Director

- 3 Kitchens
- 53 – Average age of members
- Northstar Point of Sale
- 501 (c)(7) Non-Profit Tax Status
- Club is closed on Mondays

**LAREDO COUNTRY CLUB WEBSITE:** [www.laredocountryclub.com](http://www.laredocountryclub.com)

**LAREDO COUNTRY CLUB FOOD & BEVERAGE PROGRAM:**

The Magnolia Grille and Veranda offer a combined seating capacity of 88 and serve lunch Tuesday through Friday, Dinner Tuesday through Saturday. Brunch is available Saturday and Sunday. The 19th Hole, Family Diner, and Palapa operate Tuesday through Sunday for all meals.

The 19th Hole is a favorite gathering place for members following a round of golf or a tennis match, offering breakfast, lunch, and dinner in thoughtfully designed spaces that include both family-friendly seating and an adults-only section. With a total seating capacity of 72, this centrally located venue provides convenient access to Club amenities and a welcoming environment for members of all ages.

The Club’s Curbside Order Pick-Up program remains one of its most successful services, allowing members to enjoy world-class cuisine from the comfort of their homes. Breakfast orders from the 19th Hole may be placed as early as 6:00 AM for pickup beginning at 7:15 AM, with the menu transitioning to lunch and dinner at 11:00 AM for pickup starting at 11:15 AM.

The Tennis Palapa and Deck offer a combined capacity of 95 guests for both seating and play, operating Tuesday through Saturday from 7:00 AM to 10:00 PM and Sunday from 7:00 AM to 6:00 PM. Breakfast is served from 7:00 AM to 11:00 AM, with an all-day menu available from 11:00 AM to 10:00 PM. This venue also features convenient courtside beverage service and light bites for members enjoying the tennis facilities.

Paloma (opening Summer 2026) is a California coastal-inspired restaurant offering a fresh, modern dining experience centered on bright flavors, seasonal ingredients, and refined culinary craftsmanship. The restaurant will serve both brunch and dinner, creating a vibrant daytime atmosphere and an elevated evening experience for members and guests.

As part of its dynamic concept, Paloma will include a dedicated café offering premium coffee, pastries, and light fare throughout the day. With a total seating capacity of 250, the space will feature multiple dining environments, including a private dining room, Palomita, and an inviting patio and scenic veranda. Paloma will operate six days a week, with final hours to be determined based on member preferences.

The Colonnade Ballroom, centrally located within the Club and overlooking the award-winning golf course, accommodates up to 400 guests for seated events and 500 for cocktail receptions, with direct access to the main kitchen for seamless service. The Plantation Room, located within the main clubhouse, provides an additional venue accommodating up to 90 seated guests or 100 for cocktail-style events. Also within the clubhouse, the Rosewood Room offers an intimate setting ideal for gatherings of up to 60 seated guests or 80 for cocktail receptions.

**DIRECTOR OF FOOD & BEVERAGE POSITION OVERVIEW**

The Director of Food & Beverage (DFB) provides strategic leadership and oversight for all front-of-house food and beverage operations, leading a diverse management team that includes the **Assistant Director of F&B, Sales & Catering Manager, Banquet Manager, Beverage Manager, Assistant Banquet Manager, Assistant Catering Manager, Sommelier, and Lead Bartender**. Reporting to the General Manager and working in close partnership with the Executive Chef, the DFB plays a critical role in aligning service, culture, and execution across all dining and event experiences. Strong collaboration with the executive leadership team is essential to ensuring seamless integration between front- and back-of-house operations. At the same time, regular interaction with the Membership Experience Committee helps ensure that programming and service standards consistently reflect the membership's expectations and preferences.

## **Leadership**

- Build and maintain respectful, collaborative relationships with F&B managers, department heads, and the Executive Chef to ensure seamless front- and back-of-house alignment.
- Serve as a positive, enthusiastic motivator and role model for the entire F&B team.
- Act as a collaborative team leader who is hands-on when needed while maintaining appropriate strategic oversight.
- Clearly communicate performance expectations, ensure tasks are well-conceived and achievable, and provide the resources necessary for team success.
- Hold regular staff meetings with direct reports to reinforce expectations, share updates, and support effective planning and execution of club events.

## **Operations**

- Oversee all Food & Beverage operations, including dining venues, catering, member events, banquets, and member-sponsored social functions.
- Establish, implement, and refine standard operating procedures and service processes across all dining and event spaces. Ensure smooth coordination of banquet operations alongside daily dining service, utilizing systems that support consistency, quality, and efficiency.
- Maintain high standards of service, presentation, and cleanliness across all food and beverage outlets.
- Advance the Club's beverage program by effectively utilizing the wine cellar and enhancing wine, cocktail, beer, and non-alcoholic offerings through staff education and engagement.
- Ensure full compliance with all health, safety, sanitation, liquor service, and regulatory requirements, while staying current with industry trends and best practices.

## **Membership Experience**

- Take personal ownership of the member experience, ensuring the operation is consistently "member ready" in both appearance and service.
- Collaborate with club leadership to ensure consistent service standards that drive high levels of member and guest satisfaction.
- Serve as an effective communicator with members and guests, intuitively delivering service that reflects the Club's culture and expectations.
- Actively support the planning and execution of special club events to ensure they are thoughtful, well-coordinated, and memorable.

## **Financial Stewardship**

- Develop, manage, and execute the front-of-house Food & Beverage budget in alignment with Club goals.
- Understand and communicate key financial metrics related to successful F&B operations, ensuring leadership team awareness and accountability.
- Monitor payroll, labor deployment, and scheduling to ensure alignment with forecasts and service standards.
- Coordinate purchasing and inventory systems to maintain appropriate par levels and organized control of wine, spirits, beer, and beverage products. Oversee alcoholic beverage inventory management and purchasing to ensure quality, consistency, and cost control.
- Track and analyze operational data, including reservations, covers, average check, menu mix, menu engineering, P&L performance, and member satisfaction metrics.

## **Initial Priorities of the Director of Food & Beverage**

- Set Excellence as the Service Standard: Establish clear expectations for service, hospitality, and professionalism.
- Deliver Consistency Through Strong Fundamentals: Reinforce reliable systems, training, and standards.
- Understand Members & Their Preferences: Quickly learn member habits, traditions, and expectations.
- Develop and Inspire the Team: Lead as a visible, hands-on mentor.
- Maintain Visibility & Leadership Presence: Be an approachable, steady presence throughout dining rooms.

## **CANDIDATE QUALIFICATIONS**

- Proven food and beverage management experience in a multi-outlet luxury restaurant/hospitality venue

- Beverage/Sommelier certifications preferred, or an individual with deep beverage experience/knowledge
- Ability to manage and inspire personnel with a passion for training team members
- Proven ability to work within budgeted targets and goals
- Flexible and adaptable management style
- Excellent communication and leadership skills

#### **EDUCATIONAL AND CERTIFICATION QUALIFICATIONS**

- Bachelor's degree (B.A.) in Hospitality Management or related field
- Minimum of 5 years of experience in a high-volume hotel, restaurant, or club operation

#### **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**

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 and ready to attach when prompted 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 the **Laredo Country Club search committee/Mr. Mike Mainhart, PGA.** Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why LCC and the Laredo, TX 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, May 26th. Candidate selections will occur in early June, with the first Interviews expected in mid-June and the second interviews shortly thereafter. The successful candidate should assume their role in early July.**

**IMPORTANT:** Save your resume and letter in the following manner: (These documents should be in Word or PDF) "Last Name, First Name - Resume" & "Last Name, First Name - Cover Letter Laredo Country Club"

Note: Once you complete the application process for this search, you cannot go back to add additional documents.

[Click here](#) to upload your resume and cover letter.

If you have any questions, please email Bethany Taylor: [bethany@kkandw.com](mailto:bethany@kkandw.com)

#### **LEAD SEARCH EXECUTIVES**

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