

DIRECTOR OF FOOD & BEVERAGE PROFILE: BROKEN SOUND CLUB BOCA RATON, FL

THE DIRECTOR OF FOOD & BEVERAGE OPPORTUNITY AT BROKEN SOUND CLUB

Broken Sound Club is seeking an accomplished and visionary Director of Food & Beverage to lead one of the most dynamic and highly regarded private club food and beverage operations in the country. This is a career-defining opportunity for an established hospitality leader who is ready to join an exceptional Executive Leadership Team and help shape the future of one of the industry's premier clubs. The Director of Food & Beverage will oversee a diverse, fast-paced, and sophisticated operation encompassing multiple dining venues, extensive banquet and Member event programming, and a culture built on innovation, collaboration, and an unwavering commitment to excellence in all they do.

This is a highly visible, executive-level leadership role requiring a strategic, results-oriented, and data-driven hospitality professional to balance operational excellence with genuine hospitality. Working in close partnership with the Director of Culinary and the Director of Catering & Club Events, the successful candidate will lead and inspire a large, high-performing team while continually enhancing the Member experience across every touchpoint. The ideal candidate is an engaging and approachable leader who leverages data and financial insights to drive informed decision-making, operational efficiencies, and continuous improvement, while never losing sight of the personalized service and relationships that define the private club experience. Passionate about developing people, driving innovation, maintaining the highest standards, and fostering a culture of accountability, this leader will have the opportunity to leave a lasting impact while contributing to the continued success and evolution of Broken Sound.

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

BROKEN SOUND CLUB

In an area known for its high-end country club communities, Broken Sound Club is in a category of its own. With 27 separate villages located in the heart of Boca Raton, Florida, Broken Sound Club is one of the most desirable, award-winning, sustainable golf and country clubs in the Southeast. The active Broken Sound family lifestyle is focused around the spacious main clubhouse, which provides gourmet member dining, catering, and banquet facilities.

Broken Sound provides members with two golf courses, the on-property Club Course and the Old Course. The Old Course, located a short distance from the main campus and originally designed by Gene Bates, was recently updated by famed architect Rees Jones. The Club was only the second golf facility in the U.S. and 14th in the world to be GEO Certified – the sustainability assurance of the international non-profit Golf Environment Organization and received Audubon Sanctuary Certification for both courses, reclaimed water for both golf courses and common areas, and established the first industrial composting project in Florida.

The 38,000-square-foot, LEED Certified Moonstone Spa & Fitness Center offers a full line of spa and treatment services, salon, and a cafe. It is near the state-of-the-art fitness center offering the latest in fitness equipment, along with scheduled group and private training sessions. A two-acre resort-style tranquil oasis features two pools and a hot tub and offers a children's slide pool and splash pad area. The Kids Corner offers everything from after-school academies to summer programs for a variety of sports, as well as activities for all ages.

BROKEN SOUND CLUB BY THE NUMBERS

- Approximately 1,527 members (all categories)
- Approximate Gross Volume: \$69M
- Approximate Gross Payroll: \$39M
- Approximately \$8.7M Food Volume | \$1.9M Beverage Volume (2025-2026 fiscal year)

- Target Annual Food Cost: 65%
- 60% à la carte 40% Catering
- 3 Clubhouses | 5 Kitchens
- \$2.3M Bistro Restaurant Renovation: Phase 1 Summer 2026; Phase 2 Summer 2027
- \$22M Moonstone Clubhouse Renovation: Summer 2027 (14m project)
- Total Number of Employees 580| F&B: 150 FOH – 100 BOH
- Average 20 Weddings Per Year
- Annual Street Fair Event: 2700 people
- The Club currently has 9 Board Members
- Average age of members is 62 and trending younger

BROKEN SOUND CLUB WEB SITE: www.brokensoundclub.org

BROKEN SOUND CLUB FOOD & BEVERAGE PROGRAM:

The Club's food and beverage program features five distinct dining venues, each designed to offer Members a unique dining experience throughout the week. The Bistro serves breakfast two days per week, lunch daily, and dinner three evenings each week. Cirq is the Club's busiest dining venue, offering both lunch and dinner seven days a week. Zest provides an intimate dinner experience five evenings per week, while 1401 East serves lunch daily and dinner four evenings each week. The Moonstone Cafe is open daily from 7:00 a.m. to 5:00 p.m., offering continental breakfast and lunch in a relaxed setting.

Beyond its à la carte operations, the Club hosts two wine dinners each month. It supports a vibrant catering and private events program, executing approximately 780 events annually across a wide range of event spaces. These functions range from intimate gatherings and card group luncheons to large Member celebrations and Club-wide events, creating a dynamic, fast-paced culinary environment that requires exceptional planning, execution, and collaboration. The largest event of each year is the club's iconic street fair in December, serving over 2700 people and creating lifelong memories.

DIRECTOR OF FOOD & BEVERAGE POSITION OVERVIEW

The Director of Food & Beverage (DFB) provides strategic leadership and oversight of all front-of-house food and beverage operations and leads a diverse management team. Reporting to the AGM and working in close partnership with the Director of Culinary and the Director of Catering & Club Events, the DFB plays a critical role in aligning service, culture, and execution across all dining and event experiences. Strong collaboration across the entire F&B teams, including Events, Culinary, and Dining operations, is essential to ensuring a seamless and well-coordinated member experience. Equally important is maintaining regular communication with the House Committee to ensure programming and the overall dining experience continue to align with the expectations and preferences of the membership.

Leadership

- Provide effective leadership and direction to all Food & Beverage managers and staff.
- Build and maintain respectful, collaborative relationships with F&B managers, Catering & Events Team, and the Culinary Team to ensure seamless front- and back-of-house alignment.
- Serve as a positive, enthusiastic motivator and role model for the entire F&B team.
- Coach, mentor, and develop both leadership and line-level team members, fostering accountability and professional growth.
- Act as a collaborative team leader who is hands-on when needed while maintaining oversight.
- Clearly communicate performance expectations, ensure tasks are well-conceived and achievable, and provide the resources necessary for team success.
- Lead with fairness and consistency in upholding Club policies, procedures, and standards of conduct.
- 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, member events, banquets, and member-sponsored social functions.
- Continue to refine standard operating procedures and service processes across all dining and event spaces.
- Ensure smooth coordination of banquet operations alongside the Director of Catering and Club Events
- 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.
- Maintain a strong, visible, and approachable presence throughout dining rooms and events, demonstrating professionalism, warmth, and strong interpersonal skills.
- 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

- Manage and execute the front-of-house Food & Beverage budget in alignment with Club financial 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, productivity goals, and service standards.
- Coordinate purchasing and inventory systems to maintain appropriate par levels and organized control of wine, spirits, beer, and beverage products.
- Oversee 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.
- Establish and monitor key performance indicators, benchmarking results, and adjust strategies as needed.

Initial Priorities of the Director of Food & Beverage

- Embrace being exceptional as a cultural standard: Establish clear expectations for service, hospitality, and professionalism across all dining and event experiences.
- Deliver Consistency Through Strong Fundamentals: Reinforce reliable systems, training, and standards so members experience thoughtful, seamless service regardless of outlet, time, or occasion.
- Understand Members & Their Preferences: Quickly learn member habits, traditions, and expectations, balancing beloved favorites with subtle enhancements that build trust and satisfaction.
- Develop and Inspire the Team: Lead as a visible, hands-on mentor who builds confident leaders and engaged teams through coaching, accountability, and a culture of pride and professionalism.
- Maintain Visibility & Leadership Presence: Be an approachable, steady presence throughout dining rooms and events, partnering closely with the Executive Chef and Club leadership to deliver a cohesive, member-focused experience.
- Make Conscious Decisions: Use data to drive change, move quickly, and with the philosophy of adding to, instead of taking away.

CANDIDATE QUALIFICATIONS

- Proven food and beverage management experience in a multi-outlet luxury restaurant/hospitality venue
- 8-10 years of progressive leadership with at least 3-5 years at a Director level of a high-volume organization.
- 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, clear understanding of KPI's 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
- Certified Club Manager (CCM) or working towards it is preferred | Current ServSafe Manager and state-specific alcohol compliance certifications.

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 to be attached when prompted for them 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 **Ms. Federica Davis, Assistant General Manager, Broken Sound Club**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why BSC and the Boca Raton, FL 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 Monday, August 17th. Candidate selections will occur in mid-August, with the first Interviews expected in early September and the second interviews shortly thereafter. The successful candidate should assume their role in mid-to-late October.

IMPORTANT: Save your resume and letter in the following manner:

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter Broken Sound Club"

(These documents should be in Word or PDF format.)

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

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

If you have any questions, please email Bethany Taylor: bethany@kkandw.com

LEAD SEARCH EXECUTIVES

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