

DIRECTOR OF FOOD & BEVERAGE PROFILE: INTERLACHEN COUNTRY CLUB EDINA, MN

DIRECTOR OF FOOD & BEVERAGE AT INTERLACHEN COUNTRY CLUB:

An exciting opportunity awaits candidates with a proven track record of leadership and excellence in food and beverage operations within luxury, high-volume, and multi-unit F&B environments. Interlachen Country Club in Edina, MN, is seeking a Director of Food and Beverage (DFB) to oversee all food and beverage operations across its property.

The successful candidate will bring a deep level of expertise in hospitality, a hands-on approach, and the ability to deliver exceptional food and beverage experiences that align with the club's high standards for quality, consistency, and creativity. The DFB will be responsible for daily F&B operations and member satisfaction, including multiple dining outlets, private and club-sponsored events, and the department's overall financial success.

This position requires dynamic leadership, a passion for food and beverage, a commitment to enhancing member experience and fostering best-in-class employee engagement. A strong "on-the-floor" presence and active member and team interaction are critical components of this role, as building strong relationships will be key to success.

Interlachen Country Club is among the preeminent private clubs in the country with unparalleled amenities in the Midwest. The club seeks a leader who will inspire a high-performing team as they continue to grow, innovate, and raise the bar for hospitality, member experience, and team engagement. If you are a visionary leader with a passion for food and beverage, a commitment to mentoring and developing talent, and the expertise to manage luxury, high-volume, and multi-unit operations, we invite you to explore this exceptional opportunity to join Team Interlachen.

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

ABOUT INTERLACHEN:

Founded in 1909, Interlachen's mission is "To enrich the lives of its members by providing outstanding championship golf and family experiences." The membership comprises 875 families, most living within three miles of the Club.

The Club has invested more than \$50MM to improve and expand its facilities since 2018, including renovations to nearly every area of the clubhouse, which dates to 1911, and a major new construction expansion of fitness, racquet sports, skating rinks, and a casual restaurant, known as its West Campus.

In addition, the Club has hosted nine national golf championships, including the 1930 U.S. Open and the 2008 U.S. Women's Open, which will return in 2030. Golf Course Architect Andrew Green recently led a complete renovation to restore the course to its original Donald Ross design, which Golf Digest recently recognized as the Renovation of the Year for 2024.

Interlachen's membership and leadership are steadfast in embracing its mission and values—tradition, excellence, stewardship, innovation, enjoyment, and community. The Club has tremendous momentum for the future with a several-year membership waitlist and additional capital plans to enhance the member experience under development.

INTERLACHEN BY THE NUMBERS

- 875 member families
- \$24M gross revenue
- \$6.5M food and beverage revenue
- 60% a la Carte, 40% banquets
- 175,000 covers per year, across all a la carte outlets
- 15-18 weddings per year

- 400 team members (FTE, PT, & Seasonal)
- 100+ direct and indirect F&B reports
- 54 average member age
- Jonas Point of Sale
- 501 (c)(7) non-profit tax status

LEARN MORE ABOUT WORKING AT INTERLACHEN

- [LinkedIn](#)
- [Team Interlachen](#)
- [Restaurant Philosophy](#)
- [Locally Sourced](#)
- [Serving with H.E.A.R.T.](#)
- [The Lodge Opening](#)
- [Campus Gallery](#)

FOOD & BEVERAGE OUTLETS

Bobby Jones: This main clubhouse dining venue is open for lunch and dinner, offering fresh, seasonal dishes, craft cocktails, and an extensive wine list. Members enjoy the casual-upscale atmosphere, which includes a comfortable dining room, lively bar, and seasonal terrace with golf course views and a glimpse of the skyline. It has the ambiance of a stand-alone restaurant with the intimacy of a private club.

Indoor Seats: 105 Outdoor Seats: 84

The Lodge: This stand-alone casual restaurant on the Club's new West Campus has a fun vibe and offers hand-tossed pizzas, burgers, salads, and shareables. It is open for happy hour and dinner daily, plus a la carte brunch on the weekend. It is a popular place for members to celebrate, watch their favorite team, and gather after tennis, pickleball, and skating. Future plans include a four-lane bowling alley with an additional bar and seating on the lower level.

Indoor Seats: 88 Outdoor Seats: 106

Founders: Located in the main clubhouse and inspired by great pubs in Scotland and Interlachen's rich golf history, Founders is the club's most traditional venue, serving club favorites for breakfast, lunch, and dinner during golf season and cozy bites on winter weekends as members tube and cross-country ski on the course. The space doubles as a popular event venue when not open for a la carte service. It features three distinct areas: grab-and-go with counter service for golfers between holes 9 and 10, a convenient buffet set-up, and a bar and dining area with table and lounge seating.

Indoor Seats: 51 Outdoor Seats: 78

1909 Cabana: This poolside dining option offers fresh summer meals from Memorial Day to Labor Day. Future plans include renovating the poolside food and beverage facilities, including a refreshed concept and a new kitchen and bar.

Outdoor Seats: 210 (tables and lounge chairs)

Fieldhouse Café: Adjacent to the fitness facilities and open daily from 6 AM to 8 PM, this gathering space for members and their families offers healthy and convenient salads, wraps, smoothies, coffee, and more. It caters to members seeking something on-the-go or a convenient place to meet friends, family, and colleagues.

Indoor Seats: 26 Outdoor Seats: 24

Event Spaces: The main clubhouse has several event spaces, including the Ballroom (up to 250 seated), Porch (up to 60 seated), Interlachen Room (up to 24 seated), Patty Berg Library (up to 24 seated), and Table 1930 (up to 12 seated). Each space supports various private and club-sponsored functions, ranging in size and scope. Future plans include renovating and upgrading the Ballroom, Porch, and Interlachen Room.

DIRECTOR OF FOOD & BEVERAGE POSITION OVERVIEW

The DFB provides leadership and management for the food and beverage department. The primary responsibilities for the position are to ensure members and their guests receive best-in-class hospitality and the highest level of food and beverage quality, lead and develop a cohesive and thriving F&B team, and devise and manage the F&B budget.

The DFB must be a highly engaged leader who is passionate about fostering a culture of collaboration, excellence, innovation, and creativity among an established and motivated leadership team, which includes the director of restaurants, the director of catering and banquets, the director of club events, and the executive chef.

The DFB reports to the General Manager/CEO, works closely with the Executive Chef, and collaborates with other department heads. There are no food, beverage, or house committees.

KEY RESPONSIBILITIES

- Provide leadership and direction to the F&B department, including restaurants, catering, and events.
- Demonstrate and act with Interlachen's team values (Honesty, Enthusiasm, Anticipation, Respect, and Teamwork).
- Maintain high visibility and accessibility to members and teammates across all F&B operating areas.
- Build strong relationships with all departments, ensuring ongoing collaboration and communication.
- Be a situational, hands-on leader, monitoring the quality and pace of service and assisting where needed.
- Understand each team member's role, responsibilities, and strengths and support their development.
- Plan, prepare, and lead weekly F&B meetings, including restaurant, catering, event, and culinary leaders.
- Lead the food and beverage vision of the clubs restaurants, beverage, catering, event, and culinary trends and membership wants and needs.
- Create a continuous teaching environment focused on best-in-class hospitality, timeliness, productivity, and proper service.

OPERATIONS

- Maintain and elevate the experience across restaurants, catering, and events through collaboration with F&B leaders, the communications team, and fellow department leaders.
- Partner with F&B leaders design best-in-class menus, wine lists, beverage programs, restaurant specials, private and club events, and moments of surprise and delight.
- Monitor and respond to survey scores and feedback, identifying service enhancements and resolving complaints.
- Ensure well-documented standard operating procedures are in place and adhered to in all F&B areas.
- Take personal ownership of areas of responsibility and understand the need to be consistently "member ready" in appearance and service.
- Adhere to and comply with all health, safety, alcohol, and other food and beverage regulations.
- Play an active role in developing plans, concepts, and strategies that support the Club's overall mission and goals.

TEAM

- Coordinate and participate in the selection, onboarding, training, development, and evaluation of managers and team members in the F&B department consistent with Interlachen's culture and values.
- Establish plans, programs, and relationships to attract and retain local talent in a competitive market.
- Have a passion and aptitude for teaching and coaching all F&B personnel, working alongside front-line team members as necessary.
- Inspire and motivate the F&B team to consistently meet the Club's high hospitality, service, appearance, organization, and cleanliness standards.
- Oversee and engage in training for all F&B team members on various topics, including hospitality, service techniques, menu and product knowledge, sanitation, team building, and conflict resolution.
- Meet, communicate, and seek feedback from team members regularly.

FINANCE

- Plan, forecast, and manage the F&B department budget, including revenue, COGS, payroll, and operating expenses.
- Control payroll and labor resource allocations consistent with the budget and operating needs.
- Oversee F&B data management, including reservations, covers, average check, menu mix, menu engineering, P&L results, and membership satisfaction.
- Manage operating expenses through effective planning, purchasing, policy making, and inventory management.
- Monitor scheduling, payroll, inventory, POS, and other F&B systems to optimize revenue, control costs, and enhance satisfaction.

CANDIDATE QUALIFICATIONS

- Food and beverage management experience in a multi-outlet luxury restaurant/hospitality venue
- Proven team builder with a track record of developing a large team
- Clear understanding of the professional scheduling demands of the private club and food and beverage sector
- Track record of working within budgeted targets and goals
- Flexible and adaptable management style
- Excellent communication and leadership skills
- Exposure to the private club business is appreciated

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Minimum of 5 years of experience in a high-volume hotel or private club
- Bachelor's degree (B.A.) in Hospitality Management or a related field is preferred
- Sommelier certification is appreciated

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

The salary is open and commensurate with qualifications and experience. The Club offers an excellent bonus and benefits package. Salary Range: \$155,000 – \$185,000

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 to **Mr. Joel Livingood, General Manager/CEO**, clearly articulate your alignment with this role, why you want to be considered for the position, and why Interlachen and the Edina, Minnesota area will be a good fit for you and your family if selected.

Candidates should apply for this role as soon as possible but no later than Monday, March 3, 2025. Candidate selections will occur in mid-March, with the first Interviews expected later in the month and the second interviews a short time later. The target start date is in late April.

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

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter - Interlachen"

(These documents should be in Word or PDF format)

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

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

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

Lead Search Executives:

Annette Whittley, Search Executive

annette@kkandw.com

561-827-1945 (M)

Lawrence McFadden, CMC, Search Executive

lawrence@kkandw.com

239-963-6888 (M)