Evansville Country Club
Since 1900

Director of Hospitality and Dining
Location: Evansville, IN
Reports To: General Manager (GM)/Chief Operating Officer (COO)
FLSA Status: Exempt – Full Time

Direct Reports:
- Executive Chef
- Director of Banquets
- Beverage Manager
- Service Staff (FOH/BOH)

Position Summary
The Director of Hospitality and Dining oversees all aspects of dining, beverage, banquet, and catering operations, ensuring exceptional service, quality, and member satisfaction. This full P&L role manages day-to-day execution, supervises staff, develops menus in collaboration with the culinary team, and drives financial accountability to transform F&B into a profitable, member-loved operation.

About Evansville Country Club
Founded in 1900, Evansville Country Club is the premier country club in Southwestern Indiana. ECC's facilities include a stately clubhouse with multiple bar, a la carte dining, banquet, and event venues; men's and women's locker room facilities; golf pro shop offering a wide array of equipment, apparel, and other soft goods; pool and pool house; racquet facilities, including tennis and separate pickleball courts; and 18 hole championship golf course, with full-sized driving range, halfway house, and modern short game practice facilities. ECC has over 700 member families, 400+ of which are full members with access to all amenities, approximately 100 of which have access to all amenities other than golf, and approximately 200 of which are social members with access to all dining facilities and club social activities

The Club has fantastic dining facilities. The Club underwent a $4 million renovation, which was completed in June 2018. The renovation featured an updated Grill, Grill Extension, 1900 Club, and Banquet Kitchen.

Our championship, par 70 golf course features rolling terrain, beautiful Zoysia fairways and tees, pure distinction bent grass greens, and a breathtaking view of the city from the first tee. In 2022, ECC's campus underwent a comprehensive campus renovation with Beau Welling at the helm, and the results of this substantial investment have been extremely well received.

Five of the current holes are brand-new from tee to green, eight other green complexes were completely reshaped, and the remaining five greens (all built to USGA spec) were regrassed. The renovated golf amenities also feature a brand-new, full-sized driving range, expanded practice putting green, and a short game area unlike anything in the region. In addition, The Club has four new tennis courts, four new pickleball courts and expanded parking. The golf course was nominated for Best Transformation in the Country by Golf Digest for 2023.

Key Responsibilities

- Direct and manage all food and beverage operations, including dining rooms, bars, banquets, events, and catering services
- Maintain visibility with the membership and ensure excellent member and guest experiences through consistent, high-quality service
- Recruit, hire, train, schedule, and supervise F&B staff; foster a culture of teamwork, professionalism, and ownership
- Collaborate with the Executive Chef on menu planning, pricing, promotions, and seasonal redesigns
- Monitor inventory, purchasing, and cost controls to maximize efficiency and profitability
- Implement inventory/par system; target low shrinkage and optimal pour costs
- Develop and manage departmental budgets, forecasts, and monthly financial reports
- Oversee setup and service for special events, weddings, tournaments, and banquets
- Grow banquet and event revenue through proactive sales, packages, and member engagement
- Handle member concerns and feedback with professionalism and prompt resolution
- Implement and enforce service standards, steps of service, upselling, and recovery protocols
- Launch member engagement initiatives: tastings, wine dinners, themed nights, “Club Classics”
- Coordinate with golf and racquet professionals on outing food, halfway house, and grab-and-go options
- Maintain compliance with health, safety, sanitation, liquor, and allergen standards (ServSafe, TIPS)
- Cross-train banquet and dining teams for operational flexibility

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Skills & Attributes
- Member-focused with a passion for hospitality and service excellence
- Detail-oriented with strong organizational and multitasking abilities
- Calm under pressure with excellent problem-solving skills
- Revenue-driven with creative menu and event vision
- Exceptional communicator and team motivator
- Professional appearance and demeanor

Qualifications Required
- 7+ years of progressive food & beverage management experience in a private club, resort, or upscale restaurant
- Proven ability to manage budgets, control costs, drive revenue, and execute a successful F&B turnaround
- In-depth knowledge of food, wine, spirits, menu costing, labor scheduling, and current dining trends
- Ability to work flexible hours, including evenings, weekends, and holidays

Qualifications Preferred
- Bachelor's degree in Hospitality Management, Business Administration, or equivalent experience
- Certified Club Manager (CCM), CHA, FMP, or ServSafe Manager
- Experience with club POS systems (Jonas, Toast, ClubEssential)
- Wine/spirits certification (WSET, CMS)

Compensation & Benefits
- Competitive salary and benefits package commensurate with experience

How to Apply
Please email your submission to **eccdhdsearch@gmail.com** with the attention of Dr. Brad Fulkerson, Club President. Please include a list of references with your resume. IMPORTANT: Save your PDF resume and cover letter in the following manner:

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