



Berkshire Country Club
Reading, PA

Director of Food and Beverage
Candidate Requirements



The Berkshire Country Club

about the club

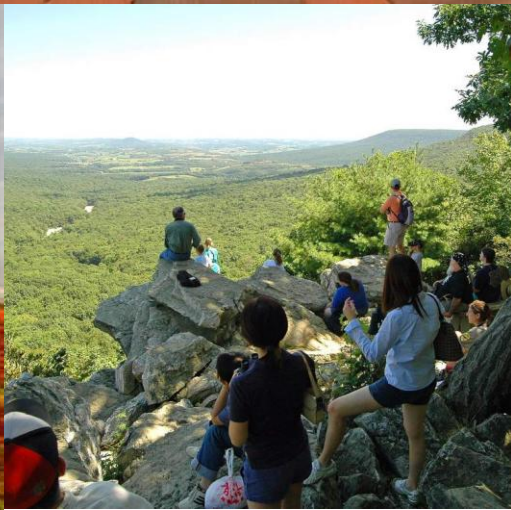
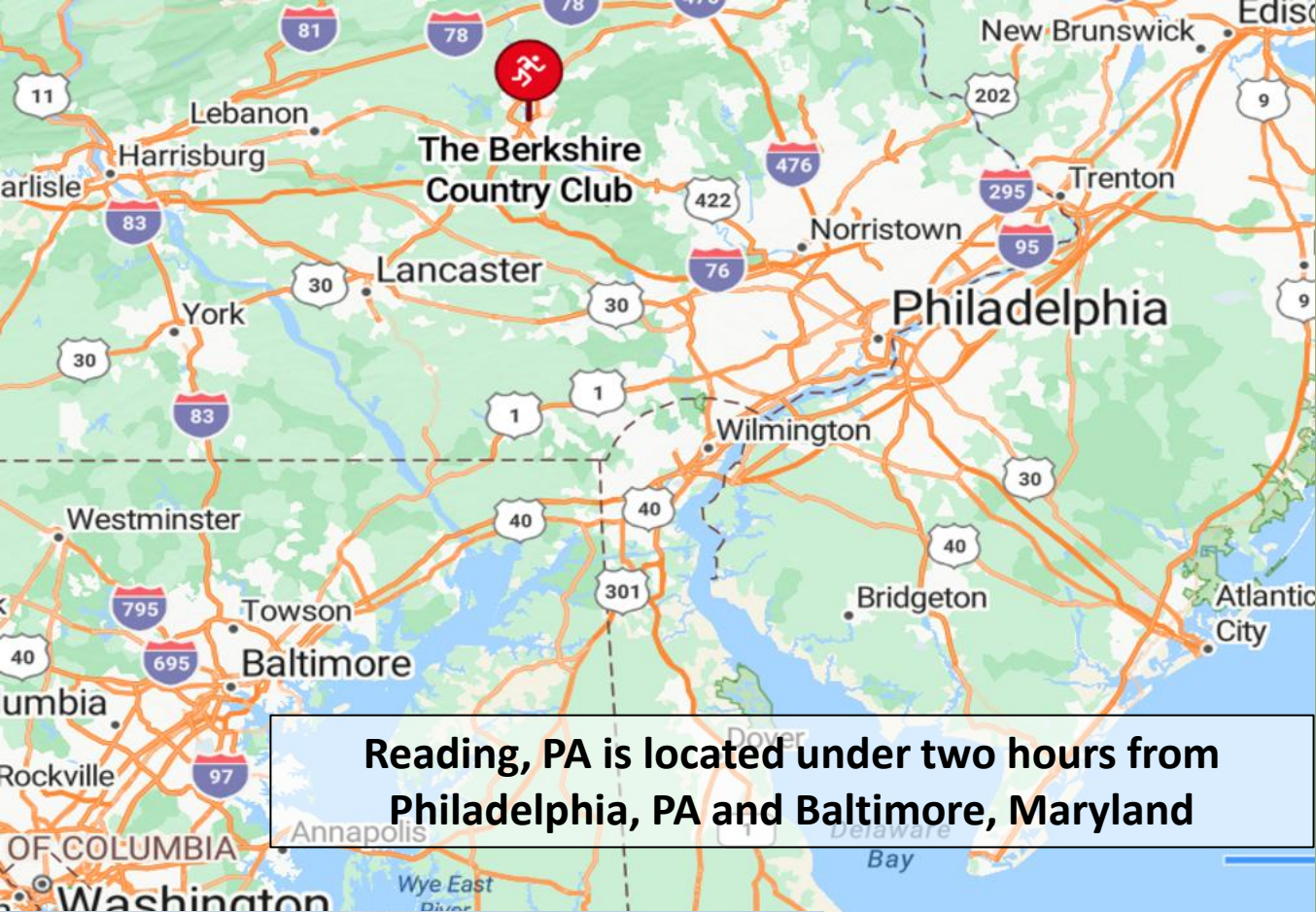


Founded in 1899, member-owned and governed, and steeped in tradition, the Berkshire Country Club provides a masterful blend of leisure, athletics and elegance. It is a country club lifestyle the way it was meant to be enjoyed - with a proud legacy of exceptional service, opportunity and the benefits only available at such a grand private club. Smart. Sophisticated. Surrounded by casual elegance.

The Berkshire Country Club opened its doors May 31st on what was originally the J. Howard Jacobs farm. Stables for members' use were located at the north end of the clubhouse. Additionally, there were two tennis courts beside the clubhouse; bathhouses and a boat dock were located along the river.

Today, its members enjoy an unparalleled member experience in an environment of congenial camaraderie. The well-appointed dining venues surround you as you enjoy the best cuisine in Berks County. The culinary team craft exceptional food featuring seasonal, high quality, farm to table ingredients. Our Certified Sommelier works together with the Executive Chef hand selecting wines that compliment the culinary experience.

The Club has recently completed a \$2M Clubhouse kitchen and a clubhouse renovation in 2024 with future plans for a Golf Learning Center and Pool Kitchen renovation.



the location

club facilities

- Dining:** 1899 Dining Room and Patio, Terrace Dining Room, Main Dining Room, Tap Room, Men's Lounge & Pool Bar and Grill (Seasonal), Halfway House (Seasonal)
- Golf:** Newly restored 18 Hole Willie Park Jr. and Donald Ross Golf Course, short game practice area, driving range
- Tennis:** 1 Tennis Hard Courts, 2 Pickleball Courts
- Youth:** 5-week summer camp, kids' tennis lessons & camp, kids' golf league, lessons and camp
- Pool:** Outdoor lap pool & baby pool

[Visit the website](#)

club overview

Memberships	548 Members total
Initiation fee	\$8,000-\$12,000
Dues Volume	\$3.7 M
Gross Volume	\$7.4 M
F&B Volume	\$2.4 M
Gross payroll	\$3.6M
Employees	126
Board members	9
Average age	65
Food Cost	47%

For more than 120 years, the Berkshire Country Club has been creating lasting memories for Berks County families. Members who spent their childhood here now share the Club with their children and grandchildren. One visit, and you will understand why The Berkshire Country Club is the region's premier country club experience.

the position



Berkshire Country Club is searching for a personable, proactive, and adaptable hospitality professional, who enjoys working in an exciting private club environment. One who has the ability to lead and motivate their team to deliver exceptional and diverse experiences to all demographics of the membership is a must.

The Director of Food and Beverage will coordinate and oversee all aspects of the Food and Beverage operation alongside the Executive Chef. This person will have a strong financial acumen, calming leadership presence and possess a high attention to detail and organizational skills. This individual will work closely with the GM/COO of the club to deliver personalized, high-touch service to the club members and their guests while leading the Club into the future.

Promoting a positive work environment, retaining current staff and attracting new talent is key. Visibility, hands-on leadership and sincere engagement with members and staff are an important part of this role.

Key Characteristics and Traits

- Demonstrates a natural leadership style with the ability to motivate, coach, and hold team members accountable while establishing clear expectations, priorities, and performance standards.
- Maintains a highly visible presence throughout the Club, building authentic, meaningful relationships with Members, guests, and employees while serving as a trusted and approachable leader.
- Communicates clearly, professionally, and effectively in both verbal and written formats. Serves as a collaborative bridge between Food & Beverage, Club leadership, and other departments to ensure alignment and seamless execution.
- Listens thoughtfully and intuitively to Member and employee feedback, responds with sound judgment, and takes action that supports the best interests of the Club and its Membership.
- Cultivates an exceptional level of member service and satisfaction by anticipating needs, resolving concerns promptly, and consistently delivering personalized hospitality.
- Possesses a strong understanding of elevated club operations and event execution, ensuring that dining experiences, private functions, and Club events exceed Member and guest expectations.
- Brings a proven background in Food & Beverage operations, with the ability to advance the department through innovative programming, menus, service practices, and consistently high-quality execution.
- Is highly focused on employee engagement, retention, and development, creating a workplace culture that attracts strong talent and positions the Club as an employer of choice.
- Provides effective fiscal leadership through disciplined management of operating and capital budgets, labor, purchasing, cost controls, revenue opportunities, and financial results.
- Maintains exceptional attention to detail across administration, daily operations, outlet presentation, cleanliness, service standards, and the overall physical appearance of all Food & Beverage areas.
- Establishes, communicates, and consistently achieves the highest standards for member service, food quality, beverage execution, cleanliness, and hospitality.
- Creates and sustains a positive, respectful, and healthy work environment built on teamwork, accountability, recognition, professional development, and continuous improvement.
- Demonstrates strong conflict-management skills, remaining composed, solution-oriented, and flexible when responding to Member concerns, employee matters, or operational challenges.
- Develops new, creative, and inclusive dining and social events that appeal to a range of ages and demographics while respecting and preserving the Club's traditions and culture.
- Analyzes Membership preferences, dining patterns, participation trends, and feedback to strengthen Member retention, increase engagement, and support the Club's ongoing growth objectives.

qualifications



- ✓ A minimum of 5 years of progressive leadership and management experience in a private club or luxury hospitality environment.
- ✓ Beverage certification a plus.
- ✓ A Bachelor's degree in hospitality or business management a plus.
- ✓ The position is available immediately.

salary and benefits

Salary is open and commensurate with qualifications and experience. The Club offers an excellent bonus and benefit package.



IMPORTANT

Interested candidates should submit résumés along with a detailed cover letter which addresses the qualifications and describes your alignment/experience with the prescribed position **by Friday, September 18, 2026.**

These documents must be saved and emailed in Word or PDF format (save as "Last Name, First Name, Berkshire DOFB Cover Letter" and "Last Name, First Name, Berkshire DOFB Résumé") respectively to:

Careers@thedeloziergroup.com.

All requested information, along with references, should be emailed to the address above.

search executives



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