



Job Description Head of Food and Beverage

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Position Title: Head of Food and Beverage

Department: Food and Beverage

Reports To: Chief Operating Officer (COO)

Version: 1.0

Job Overview

The Head of Food and Beverage is responsible for overseeing all culinary, restaurant, and bar operations across Grand Royale Group properties. This role ensures the consistent delivery of exceptional dining experiences, profitability, and compliance with food safety and service standards. The position leads the culinary and service teams to uphold the Group's reputation for luxury hospitality and innovation in cuisine and presentation.

Key Responsibilities

Operational Leadership & Service Excellence

- Manage day-to-day operations of restaurants, bars, and catering services.
- Ensure consistent delivery of premium dining and beverage experiences.
- Implement and maintain service standards aligned with brand expectations.
- Oversee menu design, product quality, and customer satisfaction.

Financial Management & Profitability

- Develop and manage departmental budgets, revenue targets, and cost controls.
- Monitor food and beverage margins, wastage, and inventory efficiency.
- Collaborate with Finance to forecast sales and implement pricing strategies.
- Drive profitability through promotional events and upselling initiatives.





Menu Development & Culinary Innovation

- Work closely with Executive Chefs to create innovative, seasonal menus.
- Maintain quality control across all food and beverage offerings.
- Research market trends and introduce new dining concepts.
- Uphold sustainable sourcing and ethical food practices.

Compliance, Safety & Quality Control

- Ensure compliance with WHS, HACCP, and food safety regulations.
- Oversee hygiene and cleanliness across kitchens, storage, and service areas.
- Conduct regular inspections and audits to maintain brand standards
- Manage incident reporting, corrective actions, and staff safety training.

Team Development & Leadership

- Lead, mentor, and develop chefs, managers, and service personnel.
- Promote teamwork and accountability across culinary and service operations.
- Implement training programs for food safety, service excellence, and leadership.
- Encourage creativity, collaboration, and professional growth.

Qualifications and Experience

- Bachelor's degree or Diploma in Hospitality Management, Culinary Arts, or Business.
- Minimum 8 years' experience in F&B management, including multi-outlet leadership.
- Strong financial acumen with proven ability to achieve revenue targets.
- In-depth understanding of HACCP, WHS, and liquor licensing regulations.
- Demonstrated success in menu planning, kitchen operations, and guest satisfaction.





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Skills and Competencies

- Leadership, strategic planning, and operational expertise.
- Strong culinary knowledge and commitment to quality.
- Financial literacy and cost control management.
- Excellent communication and interpersonal skills.
- Creativity and passion for hospitality excellence.

Working Conditions

This is a full-time leadership role based in Gold Coast, Queensland, with regular presence across the Group's restaurants, bars, and event venues. The role requires flexibility to work weekends, holidays, and extended hours during events or high-demand periods.

Key Performance Indicators (KPIs)

- Guest satisfaction and dining experience scores.
- Achievement of revenue, cost, and profitability targets.
- Compliance with food safety and service standards.
- Team productivity and turnover rates.
- Innovation and successful implementation of new F&B initiatives.

Company Values and Culture

Grand Royale Group embodies excellence, innovation, and service integrity in every aspect of hospitality. The organisation promotes teamwork, creativity, and guest-first values. The Head of Food and Beverage plays a key role in maintaining these principles through consistent quality and culinary leadership.

Career Path

This position offers advancement into senior executive roles such as Director of Operations, Group General Manager, or Corporate Culinary Director within Grand Royale Group or other international hospitality enterprises.

