F&B MANAGER

Full time
Start date: Q1 2027
Location:
Domaine de Graux, Tournai
On-site role





Beyond hospitality. A project with purpose. You are helping shape a new sustainable destination to life.

Domaine de Graux is a 120-hectare agroecological farm in Tournai, rooted in more than 500 years of history. Today, the Domaine is opening a new chapter as a venue for companies and organisations: a place where food, nature, hospitality, learning and human connection come together.

At the heart of this destination, "The Harvest" is an ultra-local, farm-to-table events kitchen, built on the harvests from our market garden, fields and orchards, complemented by produce from organic growers in the region. It will support the events hosted at the Domaine in all their variety: seminars, meetings, banquets, buffets, walking dinners and more.

As we prepare for our opening in March 2027, we are looking for an F&B Manager who shares this vision and can design and orchestrate an F&B experience from the very first event through the seasons to come.

A unique opportunity

Reporting to the Operations Director, you will lead the entire Food & Beverage activity and its B2B events offer. You will oversee the kitchen and front-of-house teams, while working in close synergy with the Head Chef, a key partner in the culinary vision.

Ahead of the opening, you will structure the operations, teams and service standards.
Once open, you will orchestrate events in a wide range of formats, from breakfast to banquet, ensuring quality hospitality, smooth logistics, profitability and alignment with the Domaine's sustainable values.

What you will create and lead

Build the F&B experience and events offer

- Define, together with the Operations Director and the Sales Director, how the F&B offer is organised for the companies and organisations hosted at the Domaine: seminars, meetings, buffets, walking dinners and banquets.
- Translate the promise of generous, elegant and sustainable hospitality into concrete standards: guest journey, set-up, service, presentation and attention to detail.
- Work hand in hand with the Head Chef to adapt the offer, menus, volumes and service rhythms to each event, in line with the Domaine's food charter.

Lead the kitchen and front-of-house teams

- Manage all F&B teams, including the kitchen, in a spirit of trust, accountability and collaboration with the Head Chef, who leads culinary creation and execution.
- Take part in recruiting, onboarding, training, scheduling and motivating both permanent staff and event reinforcements.
- Establish smooth coordination between kitchen, front of house, sales and events teams, as well as with the Domaine's other departments.

Prepare the opening and secure operations

- Help set up the spaces, equipment, procedures, booking tools and operating methods ahead of the March 2027 opening.
- Formalise briefings, event run sheets, job descriptions, quality checks and service procedures; organise rehearsals and test events.
- Anticipate operational needs based on headcount, formats, dietary requirements and expected volumes.

Ensure performance and a sustainable approach

- Manage F&B budgets, staff costs, service-related purchasing, stock, inventories and profitability indicators, together with the Head Chef and the Operations Director.
- Ensure hygiene, safety, regulatory compliance and consistent service quality, from preparation through to guest feedback.
- Reduce waste and showcase produce from the farm and local producers, in cooperation with the farm team.

What will your first successes look like?

Before the opening, you will have:

- Set up a clear, coherent and operational F&B organisation.
- Built and prepared the kitchen and front-of-house teams with the Head Chef.
- Tested the standards and coordination during trial event

Who we are looking for

We are looking for a hands-on leader who is structured, unifying and committed.

- 5 to 10 years of experience in Food & Beverage, hospitality, high-end catering, conference centres or event venues, with solid exposure to B2B events.
- Proven experience coordinating front-of-house and kitchen operations, managing multidisciplinary teams and working closely with a Chef.
- Strong command of group services: banquets, seminars, buffets, walking dinners and events of varying sizes, with a keen eye for detail and timing.
- A strong sense of hospitality, service quality and guest experience, combined with budgetary rigour and a real results-driven mindset.
- A sincere affinity for seasonal produce, farm-to-table cooking and a concrete commitment to sustainability.
- Comfortable using IT tools.
- Bilingual French/Dutch; English is a plus.

Why join Domaine de Graux?

- The rare opportunity to shape an events F&B offer from the very start, in a unique venue that is not open to the public.
- A 120-hectare agroecological project, an ultra-local kitchen and a direct relationship with the farm and producers.
- A stimulating management role, working alongside the Head Chef and teams united around a shared ambition.
- The chance to combine operational excellence, hospitality and positive impact.

We welcome applications from people of all backgrounds and identities. At Domaine de Graux, diversity of perspectives is part of what makes our ecosystem strong and vibrant.



How to apply

Please send us your CV together with a motivation letter or video, and tell us why this role and the vision of Domaine de Graux resonate with you to

info@domainedegraux.com