



Beverage Manager Job Description

DEPARTMENT: Food & Beverage
REPORTS TO: VP of F&B
DATE APPROVED: 9/1/2026
WAGE RANGE: \$32.00-\$40.00

FLSA STATUS: Non-Exempt
STATUS: Full Time Flex (10 Month)
APPROVED BY: Christian Adams

ABOUT THE SUMMIT AT SNOQUALMIE

The Summit at Snoqualmie is the Pacific Northwest's premier multi mountain ski resort, located 47 miles east of Seattle at Snoqualmie Pass. The property spans five base areas and 20 chairlifts across Summit West, Summit Central, Summit East, and Alpentel within the Mt. Baker-Snoqualmie National Forest. A four-season operating model includes a mountain bike park and one of the most accessible ski destinations in North America.

The Summit at Snoqualmie is proud to be part of the Boyne Resorts family of resorts. Boyne Resorts is the largest family owned, independent mountain resort company in North America, guided by five core values: Serve First, Developing Great People, Attitude is Everything, Long Term Thinking, and Excellence in Execution.

POSITION SUMMARY

The Beverage Manager owns all aspects of beverage operations at The Summit at Snoqualmie, from menu development and inventory control to staff supervision and guest experience. Reporting to the Vice President of Food + Beverage, this role exists to keep beverage service profitable, compliant, and consistently excellent across a fast-paced, resort environment. The Beverage Manager builds supplier relationships, trains and leads bar staff, and uses sales data to guide decisions that improve both the business and the guest experience. Success in this role looks like a well trained bar team, dependable supplier partnerships, and a beverage program that elevates every guest's visit.

HOW YOU WILL LEAD: BOYNE L.E.A.D.S. VALUES

This role is expected to model and reinforce Boyne Resorts L.E.A.D.S. values at every level of the organization

1. **Long Term Thinking:** Builds beverage programs and supplier relationships that keep The Summit's offerings ahead of guest expectations season after season.
2. **Excellence in Execution:** Holds every order, pour, and service standard to the same high bar, day in and day out.
3. **Attitude is Everything:** Sets a calm, solutions-focused tone behind the bar, even during the busiest service windows.
4. **Develop Great People:** Coaches and mentors bar staff so they grow into confident, guest-ready professionals.
5. **Serve First:** Treats every guest concern as the top priority, resolving it quickly and turning it into a positive experience.



ESSENTIAL DUTIES AND RESPONSIBILITIES

The duties below are organized under the Boyne L.E.A.D.S. value each most directly reflects. Only keep the value headings that have genuine content for this role — delete any that don't apply rather than padding them.

Long Term Thinking

- Develop and evolve beverage menus that align with current trends, guest preferences, and the overall elevation of The Summit's offerings.
- Collaborate with the culinary team to create innovative food and beverage pairings that drive profit and improve the guest experience.
- Build and maintain supplier partnerships, negotiating contracts to secure the best pricing and product availability season over season.

Excellence in Execution

- Manage beverage inventory, including ordering, stocking, and cost control.
- Monitor and analyze sales performance, using data to guide decisions and adjust strategy to maximize revenue.
- Ensure compliance with health, safety, and WALCB regulations and company policy across all beverage operations.
- Plan and execute promotional events and marketing initiatives to drive beverage sales.

Attitude is Everything

- Model composure and professionalism during high-pressure service periods, helping bar staff stay focused and solutions-oriented.

Develop Great People

- Provide regular feedback and coaching that helps bar staff build skills and grow into future leadership roles.
- Identify high-potential team members and create development plans that prepare them for greater responsibility.
- Train and onboard new bar staff with structured programs that set clear expectations and build confidence from day one.

Serve First

- Handle guest inquiries and feedback, resolving concerns promptly and professionally to maintain a positive experience.
- Equip bar staff with the tools, training, and resources they need to deliver confident, consistent service.
- Keep team members informed of menu, policy, and procedural updates so they have the information needed to succeed in their roles.

QUALIFICATIONS

Required

- Minimum of 3–5 years of experience in a similar role within the hospitality industry.
- Extensive knowledge of beverages, including wines, spirits, cocktails, and non-alcoholic options.
- Positive and proactive supervisory, leadership, management, and coaching skills.
- Ability to multi-task while remaining focused on the key objectives of the position.
- Effective at listening to, understanding, and clarifying concerns raised by employees and guests.
- Proficiency in inventory management, point-of-sale (POS) systems, and Microsoft Office.
- Ability to work flexible hours, including evenings, weekends, and holidays.
- Must have a WA MAST (alcohol servers permit).

Preferred

- Bachelor's degree in Hospitality Management, Business, or a related field.



EDUCATION AND EXPERIENCE

A bachelor's degree in Hospitality Management, Business, or a related field is preferred, along with 3 to 5 years of experience in a similar beverage or hospitality management role.

PHYSICAL DEMANDS

- Regularly required to talk or hear, stand, walk, and sit; occasionally required to use hands, reach with hands and arms, climb or balance, stoop, kneel, crouch or crawl, and taste or smell.
- Must regularly lift and/or move up to 20 pounds, frequently lift and/or move up to 50 pounds, and occasionally lift and/or move more than 100 pounds, including moving furniture and keeping all areas neat, clean, and organized.

WORK ENVIRONMENT

Work is performed in a fast-paced bar and beverage service setting. The role is occasionally exposed to outside weather conditions and frequently exposed to wet or humid conditions, fumes or airborne particles, toxic or caustic chemicals, and extreme heat, with occasional exposure to electrical shock and vibration risk. Noise levels are typically loud. The schedule requires flexibility for evenings, weekends, and holidays, including seasonal on-call demands during peak periods.

BENEFITS

- Health benefits coverage
- 401(k) retirement plan with employer match
- Ski and snowboard passes for employee and dependents across the Boyne Resorts network
- Paid time off and holiday pay
- Employee housing assistance, where available
- Access to Boyne Resorts employee programs, resort discounts, and professional development resources

ABOUT BOYNE RESORTS

Boyne Resorts is the largest family owned, independent mountain resort company in North America, operating 13 destinations from Vancouver, BC to Maine. Founded in 1948, Boyne's culture is built on long term thinking, deep investment in people, and a belief that each resort has its own character and community worth protecting.

HOW TO APPLY

Submit a resume and cover letter to through job posting on <https://www.summitatsnoqualmie.com/> . Applications are reviewed on a rolling basis. Internal and external candidates are welcome to apply.

EQUAL OPPORTUNITY EMPLOYER

Research shows that women and other underrepresented and historically marginalized groups tend to apply only when they check every box for the qualifications and desired experience in a job posting. If you are reading this and hesitating



to apply for that reason, we encourage you to go for it! A true passion and excitement for making an impact is just as important as work experience.

Summit at Snoqualmie is an equal opportunity employer committed to providing equal employment opportunities to all qualified individuals. We affirm the rights of all employees and applicants for employment to be protected from discrimination, harassment, and retaliation based on race, creed, color, national origin, sex, honorably discharged veteran or military status, sexual orientation, gender expression or identity, age, religion, disability, genetic information, marital status, citizenship or immigration status (all employees must be authorized to work in the United States), or any other status protected by applicable federal, state, or local law.

We are committed to providing reasonable accommodation to qualified individuals with disabilities and for religious observances in accordance with applicable law. Please contact summithr@summit90.com to request accommodations during the application process.