CURRICULUM VITAE

OF

**MARTIN VAN DER BREGGEN**

**Objective**

I am dedicated and willing to give my total commitment to the organization I am employed by, and with my experience and capability, I will strive to achieve, and exceed the organization’s goals and expectations.

 **Personal Details**

 First Name: Martin

Last Name: van der Breggen

 Date of Birth: 1967-09-29

ID Number: 6709295192082

South African Citizen: Yes

Country Born: South Africa

Language: English, Afrikaans

Race: White

Gender: Male

Disability: None

Marital Status: Married

Dependents: None

 Email Address: vanderbreggenmartin@gmail.com

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Drivers Licence: Yes – 40360002DVOG

Current Location: George, South Africa

Postal/Residential Address: 8 Pieter Theron Street

 Blanco

 George

**Educational Details**

Highest Educational Qualification: National Higher Diploma in Hotel Management

Institution: Technikon Witwatersrand

Date of completion: 1989-12-08

Subjects: Hotel Accounting Hotel Law Catering Theory Personal Management Hotel Management Hotel Operations Communications A & B Basic French Culinary Terminology Food and Beverage Studies

High School Attended: St.Alban’s College – Pretoria

**Work Experience**

**CURRENT**

***Garden Route Game Lodge***

Job Title: General Manager

Period: 15 November 2021 – 28 February 2022

Reason for Leaving : End of Short Term Contract

Garden Route Game Lodge is located outside Albertinia on the Garden Route. The 4000ha property boasts 42 well appointed rooms and catered to both local and international guests. The Serengeti Restaurant served a 3 course rotational dinner menu and a menu structured breakfast, catering up to 100 guests.

Outdoor facilities included a pool bar, a spa, a boma for sunset drink experiences.

**Work description and key responsibilities:**

* Daily evaluation and discussion of key guest arrivals and departmental planning
* Structure of shift lists for service, including game drives
* Planning of menus and activities
* Welcoming of guests
* Interacting with VIP arrivals
* Daily walkabout of property and liaison with HOD on shortfalls/issues
* Financial analysis of daily and monthly revenues
* Assist Duty Manager’s with daily tasks
* Evaluate Food and Beverage Stocks and balancing to financials
* Monthly meeting with departments to ensure free flow of ideas and challenges
* Constant interaction with guests at touchpoints
* Engagement with owner on key matters
* Monthly report submission to owner
* Onboarding and contracts for incoming staff
* All disciplinary activity required in support of HOD’s
* Site inspections with tour Operators

**Staff compliment – 100**

**Rooms – 42**

**Restaurant – 100 pax**

**On-site SPA**

**12 Game Viewers with guides**

I had 14 months of waiting around at home due to COVID-19 and occupied myself setting up a micro-bakery in order to keep myself busy -01 – 10-2020 to 14-11-2021

***Company: Ibom Hotel and Golf Resort, Uyo, Akwa Ibom State, Nigeria***

Job Title: Incoming General Manager

Period: 2020-03-02 – 2020-09-30

I was approached by the identified management company who had been confirmed as operator for Ibom Hotel and Golf Resort but after three months of waiting for confirmation of the agreement, there seems to be no confirmation from the owner, the State Government for Akwa Ibom State.

In light of this, I am seeking to explore more definite opportunities as it seems unlikely that the agreement will be concluded anytime soon.

**Work description and Key Responsibilities**

* Handover documentation preparation
* Engagement with current management team and staff
* Development of Strategic Plan
* Daily evaluation and assessment of critical shortfalls
* Planning and processing of improvements
* Integration with Department Heads to consider key problems in each department
* Engagement with Government Officials and Community leaders on turnaround strategy
* Assist existing management structure to prepare the unit as isolation centre for oil workers

**Key skills and competencies**

* Improve and enhance relationship between staff/ management and role players
* Analysis of budgets and evaluation of P&L historical data to identify anomalies
* Management by walkabout – ensuring continuous improvement in standards
* Stakeholder interactions with Government, management company Directors and Acting GM
* Revenue stream assessments and identification of opportunities
* Improve marketing strategy and identify key source markets

**Hotel Detail**

Rooms - 163

Restaurants - Vista (150), Bird Table (300), Marina (130), De Terrace (150), Rising Sun (100)

Bars - Rotunda (100), Piano Bar (200)

Conferencing - 7 Conference venues – 4 – 700 pax

Staff compliment - 205 permanent and 300 casual/ seasonal staff

**Reason for availability – Little or no prospect of management agreement being concluded – partly due to COVID-19 pandemic**

***Company: BON Hotels – BON Hotel Ekiti***

Job Title: General Manager

Period: 2019-08-15 -2020-01-31

I was appointed as Opening General Manager for this new property which, on my arrival was nowhere near ready for opening due to financial constraints. The building had been in the process of being built over a five year period.

My initial mandate was to complete the snagging on the rooms and establishment in order for a soft opening to be implemented. However, the clear evidence of financial challenges and the lack of any project management to finalize the building completion hampered the task.

The management company (BON Hotels) tried to intervene but the owner was not in a position to fund the project and effectively the operation was not even able to pay salaries nor basic essentials such as food and diesel.

**Work description and Key Responsibilities**

* Daily operation of all departments
* Snagging of poorly designed and constructed rooms to an acceptable standard
* Establish procedures and policies and apply within the work environment
* Liaise with Financial Controller to best utilize limited capital
* Compile and consolidate budget for financial year
* Interaction with staff to improve staff welfare
* Identify suppliers to supply in remote and challenging location

**Key skills and competencies**

* Improve and enhance relationship between staff/ management and role players
* Optimize all resources to offer some services to generate working capital
* Management by walkabout – ensuring continuous improvement in standards
* Engagement with Government Officials to assist in opening
* Initiating marketing platforms

**Hotel Detail**

Rooms - 60

Restaurants - Main (80) Outdoor restaurant (200) incomplete due to funding

Bars - 2

Conferencing - 3 – Maximum 80 pax

Staff compliment - 32

**Reason for leaving – Owner ran out of funds before hotel could be opened and occupied**

***Company: The Reef Hotel***

Job Title: General Manager

Period: 2018-03-22 – 2019-03-30

Approached by the Owners, a well-known family in Kenya, I was presented the opportunity to take over the management of the 150-roomed hotel. The hotel had been left to neglect for several years and although operational, the “Gem” was in dire need of attention. On completion of the orientation program I soon discovered that the unit was operating without a budget and made it my priority to correct this and within three weeks, the budget for the following financial year was drafted.

Further from this, I initiated several projects to improve standards of the hotel in general and currently I am working on a proposal for the renovation of 100 hotel rooms.

**Work description and Key Responsibilities**

* Daily operation of all departments
* Interaction and consultation with Tour Operators
* Liaise with Heads of Departments
* Daily communication with Bank Manager and Chief Financial Accountant
* Planning and processing of improvements
* Interaction with staff to improve staff welfare
* Engagement with supplier in order to improve quality and pricing

**Key skills and competencies**

* Improve and enhance relationship between staff/ management and role players
* Rigorous implementation of cash flow programs
* Management by walkabout – ensuring continuous improvement in standards
* Stakeholder interactions guests, suppliers, and industry role-players
* Strict budget controls
* Improve occupancies and grow room rate as well as promote inclusive packages
* Personal attendance at exhibitions to grow relationships with possible suppliers
* Online marketing promotions – working with Social Media Manager
* Regular meetings with marketing team
* Drafting of business plan for Bank Loan Facility and Potential Buyers
* Facilitation of Strategic Plan with Management to plan for current year
* Draft budgets for entire unit and extend to departmental profit and loss centres

**Hotel Detail**

Rooms - 150

Restaurants - Main (250), Bistro (320) and Tanga-a la Carte(100)

Bars - 3 including a 300 seater Beach Bar

Conferencing - 12 Function rooms from 5 -350 delegates

Staff compliment - 75 permanent and 200 casual/ seasonal staff

**Reason for leaving – Financial concerns (hotel on verge of bankruptcy and not able to be renovated) and failure of company to secure Work Permit**

***Company: The Grumpy Griller***

Job Title: Owner/Manager

Period: 2013-09-01- 2018-02-28

Having served with numerous corporate operations for more than 20 years, I decided to enter into the realm of being a business owner and purchased an independent Steakhouse as a going concern with the intention of growing the business with the mindset to run it for four to five year period before selling it as a good investment. In the process, I move the venture to a larger more modern premises to compensate for the formidable growth and have been awarded a Top 10/ Top 20 placement in the National Steakhouse Championship, three years in a row, being crowned the 7th Best Steakhouse in South Africa in 2016.

**Work Description and Key Responsibilities**

* Oversee the entire operation on a daily basis, six days a week
* Purchasing stock on a daily basis, ensuring prime quality produce at the best available price
* Personally grilling all steaks and plating to a quality standard
* Daily processing of all invoices and capturing of sales, ensuring correct profit margins are maintained
* Direct engagement will ALL clients to follow up on service and food standards
* Marketing of business on social platforms such as Facebook and Tripadvisor
* Staff rosters and all staff payroll functions for all five permanent staff members
* Engagement with all stakeholders, including Landlord, suppliers, customers and regulatory authorities
* Observation and application of all Health and Safety aspects in the workplace

**Key skills & competencies**

•Hands on and personally involved in all aspects of the business

•Grow market share of business potential in the local environment

•Establish and maintain positive relations with staff

•Meticulous adherence to standards

•Financial shrewdness (own business)

•Consistent business growth

**Outlet details**

Seating - 80

Staff - 4 permanent, 5 casual

 **Work Experience**

***Company: Sun International (Lesotho)***

Job Title: Area General Manager

Period: 2009-12-16 to 2013-08-01

As Area General Manager, I was responsible for two units, namely Maseru Sun and Lesotho Sun. The latter being a newly refurbished 4-star Hotel and Casino, boasting 158 rooms, two restaurants, three bars, convention facilities for 250 delegates, gym and spa facilities and a vibrant casino. The former being a 3 star Hotel with 105 rooms, two restaurants and two bars, with convention facilities for up to 400 delegates.

**Work Description and Key Responsibilities**

* Staff engagement, control of schedules and casual requisitions, Chairing of Disciplinary Enquiries, facilitation of wage negotiations and regular Shop Steward Meetings, overview and finalisation of new appointments, performance management assessments, change agent
* Daily overall operational management, in conjunction with Executive Operations Committee, strategic focus on critical business issues and forward planning of large scale events and functions, daily intervention with key stakeholders (King Letsie III, Prime Minister, Ministers, business executives, VIP hotel guests and suppliers), operational inspections and standard optimization
* Promotions and marketing initiatives, engage with and interaction with guests and general clientele, build and maintain relationships with stakeholders, pursue new market segments and grow existing market, review current gaming promotions, competitor analysis and updates on market trends
* Daily, weekly and monthly critical assessment of revenues, direct and indirect costs, interaction with Financial Manager to manage cash flows and balance sheet analysis, monthly preparation of business review to Divisional Director and Commercial Manager
* Quarterly presentation of Operational Board Report and report of forecasts and projections to the Board, regular interaction with Board members to keep abreast of critical issues
* Critical evaluation and compliance on all corporate governance issues pertaining to Health and Safety, internal and external audits, Employee Relations and familiarisation of all relevant government laws and by-laws pertaining to the operation

**Key skills & competencies**

•Honest and direct approach to all aspects of positions

•Build solid foundations with clientele and stakeholders, including Royal House, Government and local business

•Establish and maintain positive relations with staff

•Meticulous adherence to standards

•Drive all marketing efforts to maintain property awareness

•Establish new sales leads and optimize outcomes

•Dedication and loyalty

•Target driven

**Hotel details**

Rooms - Lesotho Sun 158 rooms, Maseru Sun 105 Rooms

Food and beverage - Lesotho Sun Buffet 120 seater Buffet Restaurant

 -Ying Tao Chinese Restaurant (outsourced) 80 seater

 - 3 bars

 - Conference facilities for 300 delegates 6 venues

 -Maseru Sun 180 seater Buffet Resturant

 -Pool area bistro 60 seater

 -2 bars

 -Conference facilities for 300 delegates 5 venues

Casino - 8 tables and 120 slots

Staff compliment - 185 permanent and 200 casual

Reason for leaving - Conflict with Divisional Director on handling of strike situation

 ***Company: Queensgate Hotel and Leisure***

 Shelley Point hotel, Spa and Country Club

Job Title: General Manager

Period: 2009-04-01 to 2010-10-31

An idyllic, tropical, Mauritian styled hotel and country club operation situated on the West Coast of South Africa, boasting 40 luxury rooms, two restaurants, two bars ,a gymnasium, spa, convention centre, as well as a nine-hole golf course. The unit was purchased by the owner and I was responsible for the inception of operating procedures, developing systems and initiating the start-up of the operation which had not been optimized as a hotel. This included the attainment of a four star grading and an extensive marketing effort to create awareness and brand for the property as a high profile destination.

**Work Description and Key Responsibilities**

* Initiate and implement standard operating procedures with special focus on controls, train existing staff on new procedures, introduction of disciplinary procedures and implementation of standard rules and regulations, Employee relations and wage negotiations
* Review all marketing and sales needs, engage with role players and positively affect all necessary marketing actions to raise occupancy and ADR to optimum. Advise owner of development and plans to improve golf and country club offerings. Assist Spa Operator in developing and managing operation.
* Guide and assist owner in development of new wing, restaurant and pool area, through presentation of operational concerns and suggestions
* Operational management of all key areas including front office, reservations, banqueting, food and beverage and golf course operations
* Monthly report to Divisional Director and Financial Manager of Queensgate Hotels and Leisure

**Key skills & competencies**

• Solid bond with owner – continual communication and engagement

•Impartial attitude to staff and their needs

•Strict financial control

•Marketing initiatives

•Engagement with Tour Operators, Local Tourism Board, PCO’s

•Direct report of Operational aspects to Head Office

•Develop and maintain standards.

**HOTEL DETAIL**

Rooms - 80

Conference rooms - 40 seater

Food and beverage - 2 restaurants, 1 bar

Golf course - 18 hole Golf Course and clubhouse

Health Spa - Full offering health Spa

Reason for leaving - 6 month start up contract with possibility of other units closer to home which unfortunately did not materialize

Reference - Richard Jones (083)2770527

Referee: Norman Noland

Title: Owner

Referee Tel. Number 0027 21 702 7770

***Company: African Sky Hotels***

 Pine Lake Inn/ Wilderness Beach Hotel

Job Title: General Manager

Period: 2005-04-01 to 2009-02-28

Appointed in my first General Manager position at Pine Lake Inn, a quaint “old world” operation overlooking the Longmere Dam, just outside White River, Mpumalanga. The unit had just been expanded with 44 modern finished rooms, to a total of 113 rooms. The unit was a popular tourist hotel, frequented by international guests on coach tours, but through marketing initiatives and engagement with relevant stakeholders, I promote and successfully positioned the unit for conference business to add value to the establishment both in growing the average daily rate as well as optimizing the restaurant and conference facilities.

I then took up the position of General Manager at Wilderness Beach Hotel, a 149 room operation on the Garden Route, still within the group, where I managed the property for a further year.

**Work Description and Key Responsibilities**

* Daily control of hotel operations, including restaurant, banqueting, front office, maintenance and 9-hole “Mashie” golf course
* All Human Resource aspects – Disciplinary hearings, payroll, recruitment
* Daily financial banking and balancing
* Assisting in control of room inventory and re-routing arrangements of additional groups
* Marketing of unit to both international and PCO markets

**Key skills & competencies**

•Level headed attitude to guest and staff situations

•Outgoing and willing to go extra mile

•Balanced thought process

•Attention to detail – meticulous eye

•Team player – maintain staff relationships

•Driving market for best possible sales

•Interaction with all role players – client, staff, suppliers

•Systems and standards orientated

•Innovative and clear thinking.

**Hotel detail**

Rooms - Pine Lake Inn 100 rooms

 -Wilderness Beach Hotel 150 rooms

Food and Beverage -Pine Lake Inn 220 seater restaurant and 1 bar

 -Wilderness Beach Hotel 200 seater restaurant and 1 bar

Staff Compliment - Pine Lake Inn 55 permanent and 60 casual

 -Wilderness Beach Hotel 30 permanent and 50 casual

Reason for leaving - Directors not willing to invest in refurbishment – condition of rooms was beyond acceptable standard to sell, mutual agreement for me to move on

 Referee : Nadia Barnard

Title: Financial Manager / HR Manager

Referee Tel. Number 0027 12 998 2380

ADDITIONAL REFEREE’S:

Mr Vernon Page – General Manager : Providence Hotel – Lagos +2348105545740 gm@providencelagos.com

Mr Brian Efa – Acting General Manager: Ibom Hotel and Golf Resort - Uyo +2348032861173

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