

PORTFOLIO · 2026

NIL SHRESTHA

HOSPITALITY LEADER | FOOD & BEVERAGE SPECIALIST

Hotel discipline. Independent spirit.
Hospitality that performs.

20 YEARS · FOUR SEASONS · ACCOR · IHG · MADAME CHING · SHANGHAI



ABOUT

About Nil

Nil Shrestha is a hospitality leader with 20 years in luxury hotels, restaurants and bars. He started on the floor in Mumbai, at The Leela Kempinski and in the city's bars and nightlife, then earned an MBA in Hospitality Management at Les Roches, Switzerland, and built his career in China.

Roles across Sheraton, Marriott, Sofitel (Dongguan, Nanjing, Haikou, Sanya), Four Seasons Guangzhou (Forbes Five-Star; Michelin and Black Pearl restaurants Yu Yue Heen and Catch), IHG Lijiang, and Executive Assistant Manager at Pullman Shanghai Central.

In 2025 he became founding General Manager and Concept Lead of Madame Ching and its cocktail bar Treasury in Shanghai. The venue was named New Restaurant of the Year (Editor's Pick) at the That's Shanghai Food & Drink Awards 2025.

He brings hotel-grade discipline to independent venues: numbers first, then the floor. He is a graduate of Accor's A'LIMITLESS executive development programme and founder of FAN Hospitality Consulting.

AT A GLANCE

A career built on the floor and measured on the P&L.



20
years in hotel & independent F&B

11
senior roles across hotels & venues

7
cities in China

4
global hotel groups: Four Seasons, Accor, IHG, Marriott

MBA
Les Roches, Switzerland

20 years, ten chapters.

2004–08
MUMBAI

The Leela Kempinski · Sun-n-Sand · Polly Esthers

Trainee → Bar Manager → Nightclub Manager

2009–10
SWITZERLAND

Les Roches

MBA, Hospitality Management

2010–13
DONGGUAN · BEIJING

Sheraton Dongguan · Beijing Marriott Northeast

Restaurant Manager → Restaurants & Bar Manager

2013–15
BEIJING · DONGGUAN

Shichahai Club & hotels · Sofitel Dongguan

Hotel & Club GM → Complex F&B Manager

2015–17
NANJING

Sofitel Nanjing Zhongshan Golf Resort

F&B Manager (Acting Director)

2017–19
GUANGZHOU

Four Seasons Hotel Guangzhou

F&B Manager, second-in-command

2019–20
LIJIANG

InterContinental & Hotel Indigo Lijiang

Complex Assistant Director of F&B

2020–24
HAIKOU · SANYA

Sofitel Haikou (pre-opening) · Sofitel Sanya

Director of F&B

2024–25
SHANGHAI

Pullman Shanghai Central

Executive Assistant Manager

2025
SHANGHAI

Madame Ching & Treasury

Founding GM & Concept Lead

PERSONAL STATEMENT

“Hospitality is a promise made on the floor and kept on the P&L.”

I have spent 20 years on both sides of that promise: the guest in front of you tonight, and the owner who needs the numbers to work next year. My job is to make those two agree, with clear standards, a team that owns them, and a weekly look at what the money is saying.



SIGNATURE STRENGTHS

Six things owners hire me for.

01

Openings from zero

Pre-opened Sofitel Haikou's full F&B division, the Shichahai Club in Beijing, and Madame Ching & Treasury.

02

Commercial discipline

Revenue, GOP and cost control: a record RMB 208.84M F&B year at Four Seasons Guangzhou (team result) and budget met in year one at Sofitel Haikou.

03

Standards & reputation

LQA, Forbes, HACCP and Medallia. Tripadvisor #54 → #25 at Pullman; brand audit 73% → 91% at Sofitel Nanjing.

04

Bars & beverage

From Mumbai nightclubs to a creative fusion cocktail bar in Shanghai: specs, costing and margin per drink.

05

Concepts that create demand

Le Pavillon pop-up, DJ-led weekends, Dim Sum Disco, guest-chef series and festive retail.

06

Leading teams in China

Seven cities and multi-outlet teams (128 at Beijing Marriott Northeast), plus owner and government relations.

Shanghai: from Executive Assistant Manager to founding GM.

2025

Founding General Manager & Concept Lead

Madame Ching & Treasury · Shanghai

Restaurant and cocktail bar, built from pre-opening with chef-founder Derek 'Dali' Wong

— Built the operation from zero: licensing, SOPs, hygiene, kitchen and bar systems, team structure

— Led the launch, KOL campaign and brand rollout

— Created Treasury's creative fusion cocktail programme with bartender Jackie Ho

— Built weekend demand with DJ nights, Dim Sum Disco and industry nights

IMPACT

New Restaurant of the Year (Editor's Pick), That's Shanghai 2025 (venue honour); No.1 Creative Cuisine on Dianping

SEP 2024 – JUN 2025

Executive Assistant Manager

Pullman Shanghai Central · Accor

Second-in-command to the GM of a 52-storey upscale hotel near Xintiandi

— Ran hotel operations, financial performance and service quality alongside the GM

— Repositioned F&B: Chinese-restaurant promotions, banquets, refreshed bar and all-day dining

— Launched 'Le Pavillon', a pop-up bistro and bar

IMPACT

Tripadvisor #54 → #25 · F&B revenue +6.3% · RPS 93 → 95 · LQA +17% YoY

SEP 2023 – SEP 2024

Director of F&B · A'LIMITLESS

Sofitel Sanya · Accor

F&B Director plus GM-track rotations in Rooms, Sales & Marketing, Finance and HR

— Shadowed the GM on guest-journey design, revenue and cost control

— Led cross-functional service-quality and hygiene initiatives

IMPACT

LQA 93.2% · HACCP 90% · completed A'LIMITLESS as Executive Leader (2024)

Results achieved with the employer teams during Nil's tenure. Venue honours belong to the venues.

Hainan: openings, standards, executive track.

NOV 2020 – SEP 2023

Director of F&B, pre-opening

Sofitel Haikou · Accor

Whole F&B division: Kweezeen, Le Chinois, Lemon 1900 Bistro Bar, Garden Bar, Le Lounge, IRD and banqueting

— Pre-opened and led every outlet, from recruitment to launch

— Created Sofitel 'art de vivre' activations, including Sofitel Wine Days

— F&B Lead, APAC GQ event at Raffles Hainan (2021)

IMPACT

Budget revenue and GOP met in year one · LQA F&B 90.2% · Kweezeen named Meituan Best Buffet 2021 & 2022 (venue)

MAY 2019 – NOV 2020

Complex Assistant Director of F&B

InterContinental & Hotel Indigo Lijiang · IHG

Overall F&B in charge for a luxury resort and a lifestyle hotel

— Led FSMS and brand audits: +6% InterContinental, +8% Indigo

— Ran the Dianping and Meituan review strategy for the outlets

IMPACT

Highest combined F&B revenue since opening · Indigo +11%, InterContinental +6% · Indigo #1 in Greater China for F&B on Medallia (2019)

MAR 2017 – MAR 2019

F&B Manager, second-in-command

Four Seasons Hotel Guangzhou

Seven outlets at a Forbes Five-Star 2017 & 2018 hotel, in a Michelin-recognised, Black Pearl-awarded restaurant environment (Yu Yue Heen and Catch)

— Redesigned mooncake retail: 17,000 → 35,000 boxes

— Ran 'Taste of Artistry' guest-chef collaborations

— Menu engineering, WeChat marketing and Dianping branding

IMPACT

Record F&B revenue RMB 208.84M, +6.5% YoY (team) · mooncake revenue +65%, GOP +31% · Forbes F&B 93.6% (2018)

Results achieved with the employer teams during Nil's tenure. Venue honours belong to the venues.

Nanjing, Dongguan, Beijing: scale and standards.

JUN 2015 – MAR 2017

F&B Manager (acting Director of F&B)

Sofitel Nanjing Zhongshan Golf Resort · Accor

Full responsibility for resort F&B during a brand-elevation period

— Festivals, galas and a regional guest-chef series

— F&B Lead, Greater China GM Conference (2015) and F&B Academy (2016)

IMPACT

Brand audit 73% → 91% (contributed; F&B 95%) · F&B guest score 63% → 89%, highest in Sofitel Greater China at the time

MAY 2014 – JUN 2015

Complex F&B Manager

Sofitel Dongguan Royal Lagoon & Golf Resort · Accor

Ten outlets across two hotels

— Cross-venue dining promotions

IMPACT

2014 F&B budget achieved · revenue +3.2% YoY

2013 – 2014

Hotel & Club General Manager

Shichahai Club & two heritage hotels · Beijing

Two boutique hotels and an exclusive club in Houhai

— Pre-opened the club: wine bar, tapas lounge, Chinese restaurant, banqueting

— Owner, embassy and government liaison

IMPACT

Improved ADR, occupancy and online revenue

Results achieved with the employer teams during Nil's tenure. Venue honours belong to the venues.

The foundations: Dongguan, Beijing, Mumbai.

AUG 2011 — MAR 2013

Restaurants & Bar Manager

Beijing Marriott Hotel Northeast

Team of 128 across all-day dining, Indian fine dining, IRD and lounge

— Led multi-outlet service and guest satisfaction

IMPACT

GSS +7.8% YoY · highest F&B GSS among Marriott hotels in Asia Pacific (2012)

APR 2010 — AUG 2011

Restaurant Manager

Sheraton Dongguan Hotel

Promoted from management trainee to run all-day dining

— Theme nights and seasonal promotions

IMPACT

Revenue +6.8% YoY

2004 — 2008 · MUMBAI

Where it started

F&B Industrial Trainee, The Leela Kempinski (2004) · Bar Manager, Sun-n-Sand Beach Resort (2005–07) · Nightclub Manager, Polly Esthers, Gordon House Hotel (2007–08)

IMPACT

Nightclub revenue +18%

Results achieved with the employer teams during Nil's tenure. Venue honours belong to the venues.

Education & credentials

MBA, Hospitality Management

Les Roches, Bluche, Switzerland · 2009–2010

Wine studies

Wine Scholar Guild programme, Geneva, Switzerland · 2009

B.Sc. Hotel Management & Catering Technology

University of Mumbai, India · 2002–2005

A'LIMITLESS Talent Development Program: Executive Leader

Accor Greater China · completed Jun 2024

Languages

English (fluent / professional) · Hindi · Nepali · Mandarin Chinese (basic conversational)



Measured results, role by role.

#54 → #25

Tripadvisor ranking in Shanghai

PULLMAN SHANGHAI CENTRAL · EXECUTIVE ASSISTANT MANAGER

+6.3%

F&B revenue growth

PULLMAN SHANGHAI CENTRAL · EXECUTIVE ASSISTANT MANAGER

93 → 95

RPS review score · LQA +17% YoY

PULLMAN SHANGHAI CENTRAL · EXECUTIVE ASSISTANT MANAGER

RMB 208.84M

Record F&B revenue, +6.5% YoY (team result)

FOUR SEASONS HOTEL GUANGZHOU

73% → 91%

Brand audit (contributed); F&B guest score 63% → 89%

SOFITEL NANJING

Year 1

Budgeted revenue & GOP achieved after opening

SOFITEL HAIKOU · PRE-OPENING

+11%

Hotel Indigo F&B revenue YoY; InterContinental +6%

IHG LIJIANG

93.2%

LQA score, with 90% HACCP compliance

SOFITEL SANYA

Results were achieved with the employer teams during Nil's tenure in each role.

Honours earned by the venues and teams I served.

2025	New Restaurant of the Year (Editor's Pick) That's Shanghai Food & Drink Awards 2025 · Madame Ching	VENUE HONOUR
Dianping	No.1 Creative Cuisine ranking Madame Ching	VENUE RANKING
2024	Meituan Best Chinese Restaurant 2024 Siyan, Pullman Shanghai Central	VENUE HONOUR
2021 & 2022	Meituan Best Buffet 2021 & 2022 Kweezeen, Sofitel Haikou	VENUE HONOUR
2024–25	Tripadvisor #54 → #25 in Shanghai Pullman Shanghai Central	TEAM / HOTEL RESULT
2019	#1 Hotel Indigo in Greater China for F&B on Medallia (89.40) Hotel Indigo Lijiang	TEAM / HOTEL RESULT
2017–19	Yu Yue Heen: Michelin One Star 2018 & Two Black Pearls 2018 Four Seasons Hotel Guangzhou	VENUE HONOURS
2017–19	Catch: Michelin Plate 2018 & One Black Pearl 2018 Creative fusion restaurant, Four Seasons Hotel Guangzhou	VENUE HONOURS
2015–17	Highest F&B Guest Experience Score among Sofitel hotels in Greater China at the time Sofitel Nanjing	TEAM / HOTEL RESULT
2024	Selected for and completed Accor's A'LIMITLESS programme (Executive Leader) Accor Greater China	PERSONAL

The venues and teams Nil worked with have won more than five trophies. Venue and team honours belong to those venues and teams; Nil does not claim them personally.



CHAPTER ONE · 2025

MADAME CHING

Treasury

Founding General Manager & Concept Lead · Shanghai







MADAME CHING

Built from zero. Named New Restaurant of the Year.

Contemporary-Cantonese tapas and nightlife on Yanping Road, Jing'an, with chef-founder Derek 'Dali' Wong. Nil built the operation from zero — SOPs, licensing, hygiene, kitchen and bar systems, team — then led the launch and brand rollout.



The table

Contemporary Cantonese, made to share











CHAPTER ONE · THE BAR

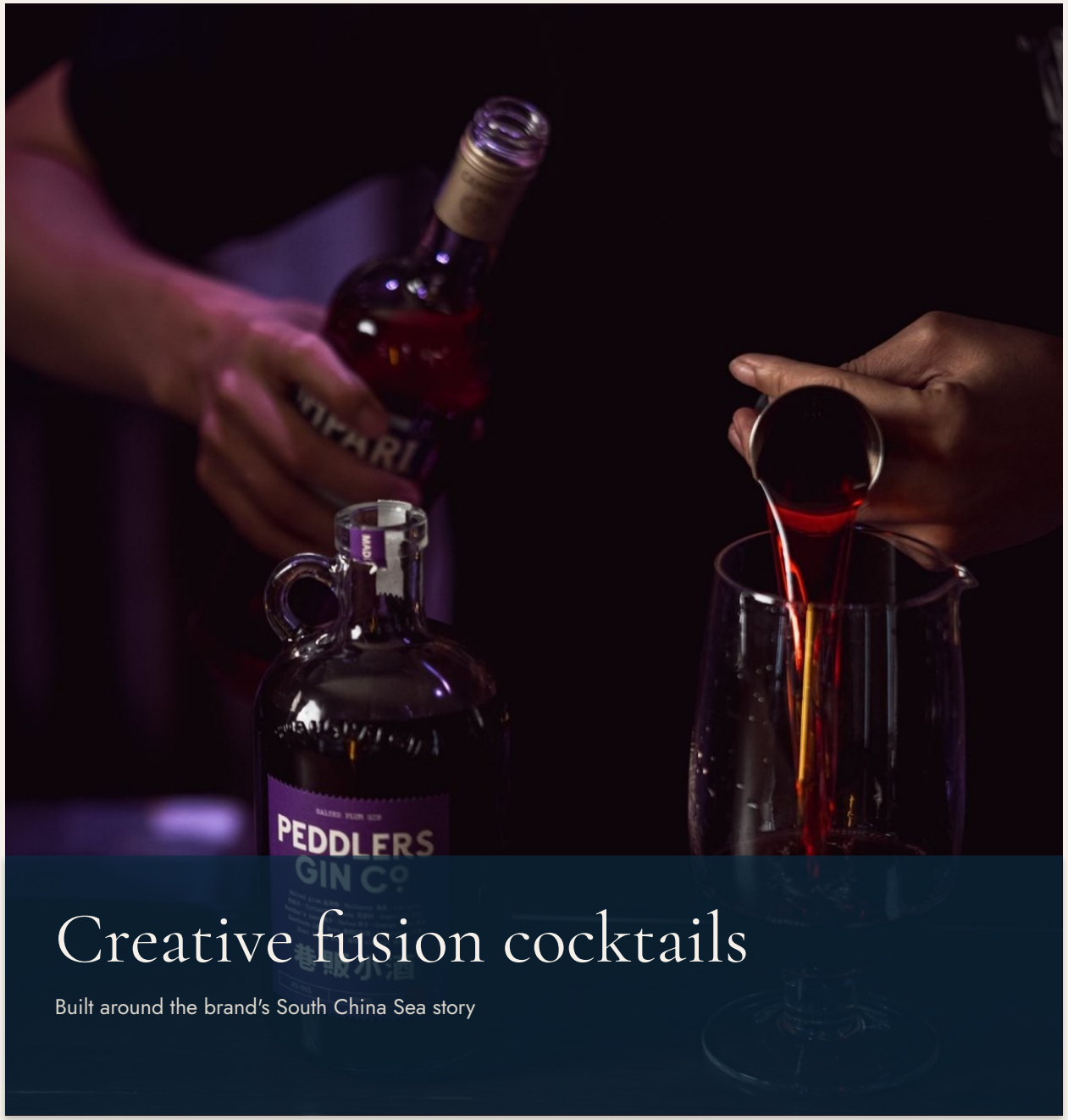
TREASURY

Creative fusion cocktail bar

Founding Concept Lead · inside Madame Ching











Creative fusion cocktails

Built around the brand's South China Sea story



BEVERAGE PROGRAMME

The highest-margin line deserves the most control.

- Cocktail programme with bartender Jackie Ho and the bar team
- Every recipe costed; menu built on margin per drink and speed of service
- Stock counts and bar operating systems from day one
- Beverage pairing and upselling programmes in hotel roles (Pullman, Four Seasons)
- Wine studies: Wine Scholar Guild programme, Geneva









EVENTS & PROGRAMMING

Reasons to come back.

DJ weekends, Dim Sum Disco, industry nights, a live mural and Burger Month at Madame Ching. In hotels: festivals and galas at Sofitel Nanjing, guest-chef series at Four Seasons, Sofitel Wine Days at Haikou.







RECOGNITION

New Restaurant of the Year

Editor's Pick

That's Shanghai Food & Drink Awards 2025 · Madame Ching

A venue honour, shared by the whole Madame Ching team. Pictured: Nil with chef-founder Derek 'Dali' Wong and the team, February 2026.



CHAPTER TWO · 2010–2025

HOTEL LEADERSHIP

Four Seasons · Accor · IHG · Marriott

Running F&B and hotels across China



PULLMAN SHANGHAI CENTRAL · EXECUTIVE ASSISTANT MANAGER · 2024–25

Reputation, rebuilt.

Executive Assistant Manager — second to the GM at Accor's Pullman near Xintiandi. Rebuilt service and digital reputation, repositioned F&B, and launched 'Le Pavillon', a pop-up bistro and bar.

#54→#25	+6.3%	93→95	+17%
Tripadvisor, Shanghai	F&B revenue	RPS score	LQA audit, YoY







SOFITEL SANYA · DIRECTOR OF F&B, A'LIMITLESS · 2023–24

The executive track.

F&B Director with GM-track rotations in Rooms, Sales, Finance and HR. Shadowed the GM on revenue and cost, then completed A'LIMITLESS as Executive Leader.

93.2%
LQA score

90%
HACCP compliance

2024
A'LIMITLESS Executive Leader









SOFITEL HAIKOU · DIRECTOR OF F&B, PRE-OPENING · 2020–23

Opening a whole F&B division.

Pre-opened and led the full F&B division — Kweezeen, Le Chinois, Lemon 1900, bars, IRD and banqueting. Sofitel 'art de vivre' activations; F&B Lead for APAC GQ at Raffles Hainan (2021).

Year 1

Budget revenue & GOP

90.2%

LQA F&B

2021–22

Kweezeen, Meituan Best Buffet (venue)







IHG LIJIANG · COMPLEX ASST. DIRECTOR OF F&B · 2019–20

Two hotels, one F&B standard.

Ran F&B across a luxury resort and a lifestyle hotel. Led FSMS and brand audits (+6% InterContinental, +8% Indigo) and the review strategy. Lobby Lounge #1 Best Service; 7 Colors #2 Best Yunnan Cuisine.

+11%
Indigo F&B revenue YoY

+6%
InterContinental F&B

#1
Indigo Greater China F&B, Medallia 2019









FOUR SEASONS HOTEL GUANGZHOU · F&B MANAGER · 2017–19

Luxury at scale.

Seven outlets at a Forbes Five-Star hotel (2017 & 2018), including Michelin and Black Pearl restaurants Yu Yue Heen and Catch (2018). Redesigned mooncake retail, led guest-chef series, and drove menu engineering and digital marketing.

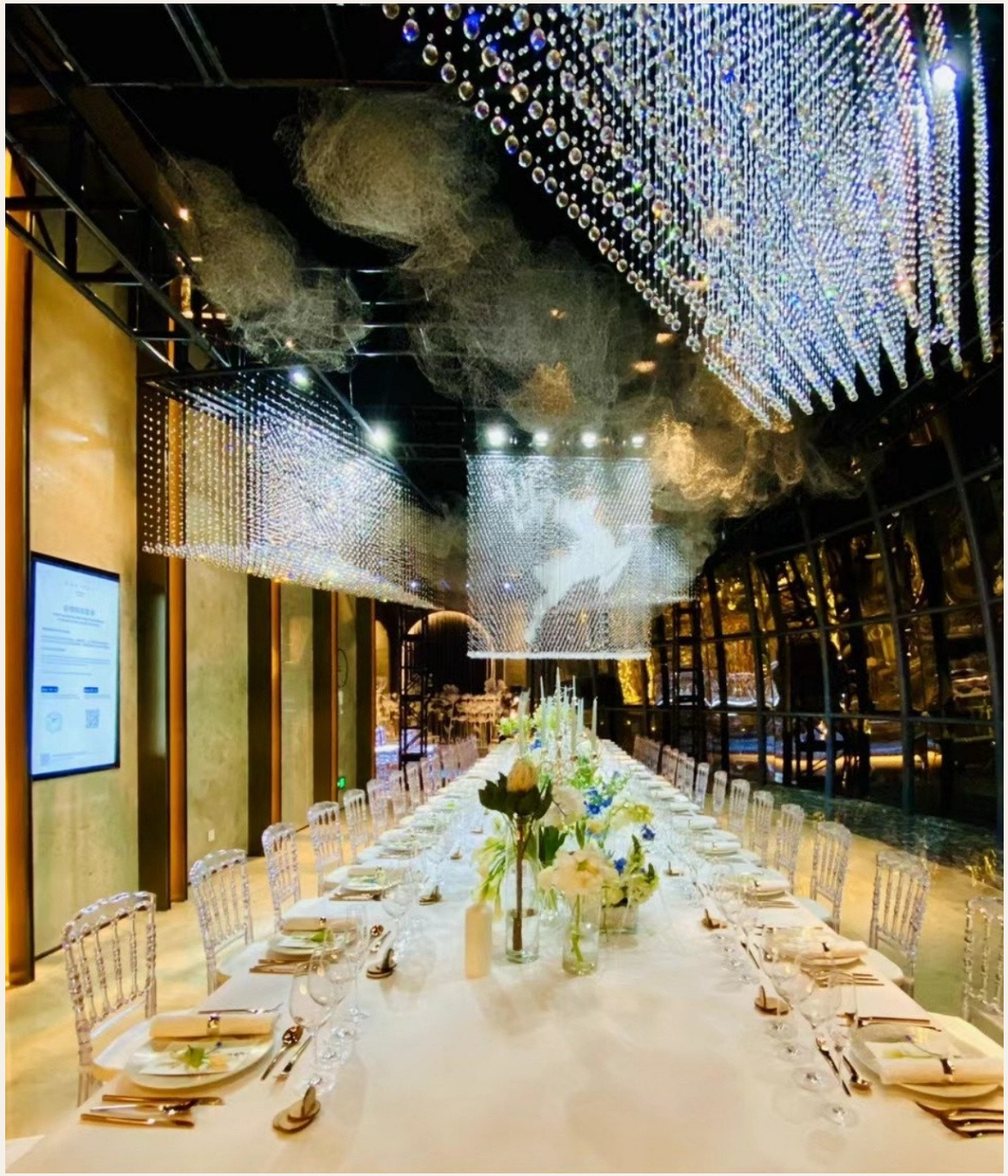
RMB 208.84M
Record F&B revenue (team)

+65%
Mooncake revenue

93.6%
Forbes F&B score, 2018







NANJING · DONGGUAN · BEIJING · 2011–17

Building the foundations.

At Sofitel Nanjing (acting Director of F&B): brand audit 73%→91%, F&B guest score 63%→89%. Ran ten outlets across two Sofitel Dongguan hotels (+3.2% revenue), opened Shichahai Club in Beijing, and led a 128-strong team at Beijing Marriott Northeast.

73%→91%
Brand audit, Nanjing

63%→89%
F&B guest score

128
Team members, Beijing Marriott







Food & dining

From the hotel years to Madame Ching











LEADERSHIP & TEAM

Teams that can run it on a busy Saturday.

- Built and led multi-outlet F&B teams in seven Chinese cities, including a team of 128 at Beijing Marriott Northeast
- Pre-opening recruitment, training, mock service and SOPs (Sofitel Haikou, Shichahai Club, Madame Ching)
- Brand standards: LQA, Forbes Travel Guide, Coyle, HACCP/FSMS, Medallia
- Owner, landlord, embassy and government relations
- Graduate of Accor's A'LIMITLESS executive development programme (Executive Leader, 2024)

FaN

HOSPITALITY CONSULTING

方叙

酒店餐饮咨询

NOW

FAN Hospitality Consulting

A founder-led restaurant, bar and hotel F&B consultancy in Shanghai. The Chinese name, Fang Xu, stands for method and direction, and for telling a story, because every venue has a story to tell.

Openings	Turnaround	Bar & Beverage	China support

The Floor-to-P&L Method: Diagnose · Design · Build · Execute · Optimise



FaN HOSPITALITY CONSULTING
方叙 酒店餐饮咨询

Let's talk.

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