



PORTFOLIO · 作品集 · 2026

NIL SHRESTHA

HOSPITALITY LEADER | FOOD & BEVERAGE SPECIALIST

*Hotel discipline. Independent spirit.
Hospitality that performs.*

酒店人的纪律，经营者的灵魂，让款待创造价值。

20 YEARS · FOUR SEASONS · ACCOR · IHG · MADAME CHING 美德卿 · 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.

His roles span Sheraton and Marriott, then Sofitel in Dongguan, Nanjing, Haikou and Sanya. He was F&B Manager at the Forbes Five-Star Four Seasons Hotel Guangzhou, where he worked in a Michelin-recognised, Black Pearl-awarded restaurant environment. He led F&B for InterContinental and Hotel Indigo Lijiang, and was Hotel Executive Assistant Manager at Pullman Shanghai Central.

In 2025 he became founding General Manager and Concept Lead of Madame Ching 美德卿 and its cocktail bar 卿库 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.

关于 Nil Shrestha

Nil Shrestha 拥有二十年高端酒店、餐厅与酒吧管理经验。他从孟买的一线服务做起，曾任职于孟买 The Leela Kempinski 酒店及当地酒吧与夜生活场所；在瑞士理诺士酒店管理学院获得酒店管理 MBA 后，扎根中国发展。

他曾任职于喜来登、万豪，以及东莞、南京、海口、三亚的索菲特酒店；在福布斯五星级广州四季酒店担任餐饮经理，曾在米其林认可、黑珍珠获奖的餐厅环境中工作；曾统管丽江洲际与英迪格酒店餐饮，并担任上海中心铂尔曼酒店驻店副总经理。

2025 年，他出任上海美德卿 Madame Ching 及其鸡尾酒吧「卿库 Treasury」的创始总经理及概念负责人。美德卿荣获 That's Shanghai 2025 餐饮大奖「年度新餐厅（编辑之选）」。

他把酒店级的管理纪律带入独立餐饮：先算账，再看现场。他完成了雅高 A'LIMITLESS 高管发展项目，并创立方叙酒店餐饮咨询（FAN Hospitality Consulting）。



AT A GLANCE · 概览

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

20

years in hotel & independent F&B
年餐饮管理经验

II

senior roles across hotels & venues
个中高层管理职位

7

cities in China
座中国城市

3

global hotel groups: Four Seasons,
Accor, IHG
大国际酒店集团

MBA

Les Roches, Switzerland
瑞士理诺士 MBA

Twenty 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

Hotel Executive Assistant Manager

2025–

SHANGHAI

Madame Ching 美德卿 & 卿库 Treasury

Founding GM & Concept Lead

“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.

款待，是在现场许下的承诺，在损益表上兑现。二十年来，我始终在两端之间工作：眼前的每一位客人，与需要长期回报的业主。



Six things owners hire me for.

01

Openings from zero

从零开业

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

02

Commercial discipline

经营纪律

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

标准与口碑

LQA, Forbes, HACCP and Medallia. Tripadvisor #54 → #33 at Pullman; brand audit 73% → 91% at Sofitel Nanjing.

04

Bars & beverage

酒吧与酒水

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

05

Concepts that create demand

以概念创造客流

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

06

Leading teams in China

在华团队管理

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

Shanghai: from hotel EAM to founding GM.

JUL 2025 – PRESENT

Founding General Manager & Concept Lead

创始总经理及概念负责人

Madame Ching 美德卿 & 卿库 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 卿库 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

Hotel Executive Assistant Manager

酒店驻店副总经理

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 → #33 · F&B revenue +6.3% · RPS 93 → 95 · LQA +17% YoY

SEP 2023 – SEP 2024

Director of F&B · A'LIMITLESS

餐饮总监 · 雅高高管发展项目

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)

Hainan: openings, standards, executive track.

NOV 2020 – SEP 2023

Director of F&B, pre-opening

开业餐饮总监

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
Restaurant 2021 & 2022 (venue)

MAY 2019 – NOV 2020

Complex Assistant Director of F&B

区域餐饮副总监 (餐饮总负责)

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

餐饮经理 (餐饮部副职)

Four Seasons Hotel Guangzhou

Seven outlets at a Forbes Five-Star hotel, in a Michelin-recognised, Black Pearl-awarded restaurant environment

- 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)

Lijiang, Guangzhou, Nanjing: scale and standards.

JUN 2015 – MAR 2017

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

餐饮经理 (代理餐饮总监)

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

综合餐饮经理

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

酒店及会所总经理

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

The foundations: Dongguan, Beijing, Mumbai.

AUG 2011 – MAR 2013

Restaurants & Bar Manager

餐厅及酒吧经理

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

餐厅经理

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%

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

ALIMITLESS 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 → #33

Tripadvisor ranking in Shanghai

PULLMAN SHANGHAI CENTRAL ·
HOTEL EAM

+6.3%

F&B revenue growth

PULLMAN SHANGHAI CENTRAL ·
HOTEL EAM

93 → 95

RPS review score · LQA +17% YoY

PULLMAN SHANGHAI CENTRAL ·
HOTEL EAM

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
2021 & 2022	Best Restaurant, Meituan Kweezeen, Sofitel Haikou	VENUE HONOUR
2019	#1 Hotel Indigo in Greater China for F&B on Medallia (89.40) Hotel Indigo Lijiang	TEAM / HOTEL RESULT
2017-19	Michelin-recognised, Black Pearl-awarded restaurant environment 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 ALIMITLESS programme (Executive Leader) Accor Greater China	PERSONAL

Venue and team honours belong to those venues and teams; Nil does not claim them personally.

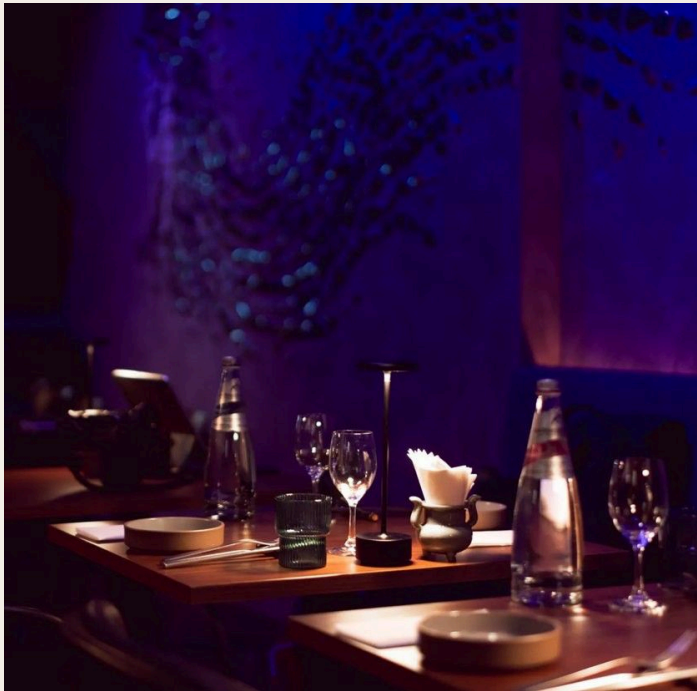
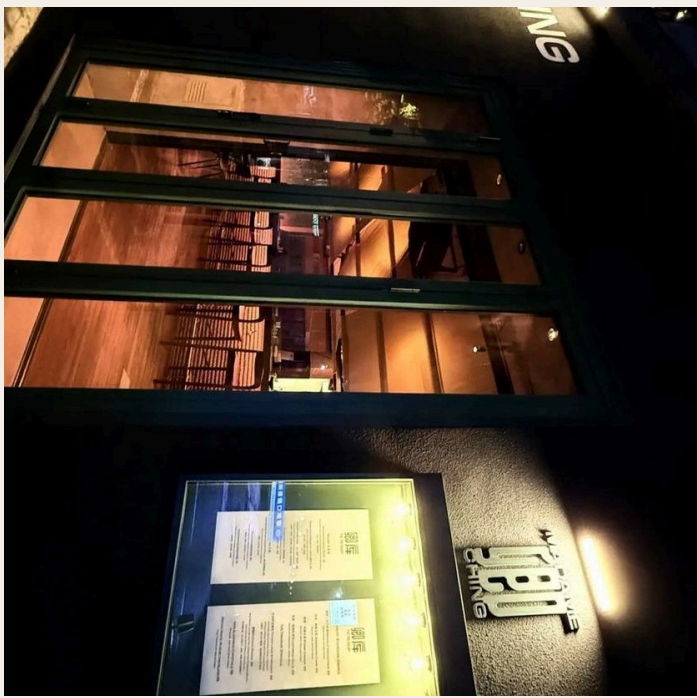


CHAPTER ONE · 2025 – PRESENT

MADAME CHING

美德卿 · 卿库 Treasury

Founding General Manager & Concept Lead · Shanghai



MADAME CHING 美德卿

Built from zero. Named New Restaurant of the Year.

A contemporary-Cantonese tapas and nightlife venue on Yanping Road, Jing'an, created with chef-founder Derek 'Dali' Wong. Nil built the operating infrastructure: SOPs, the licensing workstream, hygiene compliance, kitchen and bar systems, and the team structure. He also led the launch and the brand rollout.

与主厨创始人 Derek 'Dali' Wong 共同打造。Nil 从零搭建运营体系：SOP、证照流程、卫生合规、厨房与吧台系统和团队架构，并主导开业与品牌推广。



The table

Contemporary Cantonese, made to share · 当代粤菜，为分享而生



CHAPTER ONE · THE BAR

卿库 TREASURY

鸡尾酒吧 · Creative fusion cocktail bar

Founding Concept Lead · inside Madame Ching



Creative fusion cocktails

Built around the brand's South China Sea story · 围绕品牌南海故事打造



BEVERAGE PROGRAMME · 酒水项目

The highest-margin line deserves the most control.

- Concept and cocktail programme developed with bartender Jackie Ho and the bar team
- Every recipe specified and costed; menu built around cash 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

配方标准化、逐杯成本核算，以每杯毛利与出品速度设计酒单。



EVENTS & PROGRAMMING · 活动策划

Reasons to come back.

DJ-led weekends, Dim Sum Disco, industry nights and themed series at Madame Ching, including a live mural project and Burger Month. Earlier, in hotel roles: festivals and galas at Sofitel Nanjing, 'Taste of Artistry' guest chefs at Four Seasons, and Sofitel 'art de vivre' activations such as Sofitel Wine Days at Haikou.

DJ 周末、Dim Sum Disco、行业之夜、现场壁画与汉堡月；酒店期间的节庆、客座主厨与 Sofitel 生活方式活动。



RECOGNITION · 荣誉

New Restaurant of the Year *Editor's Pick*

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

That's Shanghai 2025 餐饮大奖「年度新餐厅（编辑之选）」

This is a venue honour, shared by the whole Madame Ching team. Pictured: Nil with chef-founder Derek 'Dali' Wong, the team and the plaque at the awards ceremony, February 2026.



CHAPTER TWO · 2010 – 2025

HOTEL LEADERSHIP

酒店管理 · Four Seasons · Accor · IHG · Marriott

Fifteen years running F&B and hotels across China

Reputation, rebuilt.

As Hotel Executive Assistant Manager, second-in-command to the General Manager of Accor's Pullman flagship near Xintiandi. He strengthened service culture and digital reputation, repositioned the outlets through Chinese-restaurant promotions, banquet optimisation and refreshed bar and all-day dining, and launched 'Le Pavillon', a pop-up bistro and bar.

上海中心铂尔曼驻店副总经理：猫途鹰 #54→#33，餐饮收入 +6.3%，RPS 93→95，LQA 同比 +17%。

#54→#33

Tripadvisor, Shanghai

+6.3%

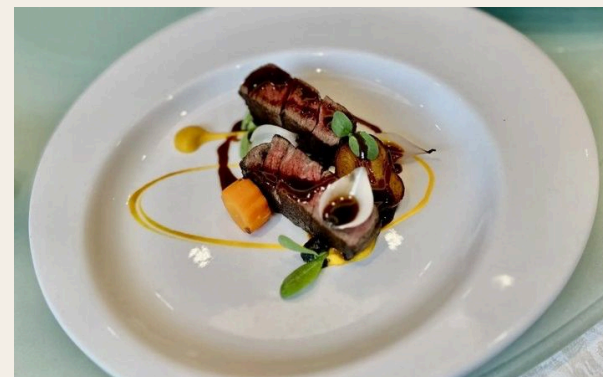
F&B revenue

93→95

RPS score

+17%

LQA audit, YoY



The executive track.

He combined the F&B Director role with GM-track rotations across Rooms, Sales & Marketing, Finance and HR. He shadowed the General Manager on guest-journey design, revenue and cost control, then completed A'LIMITLESS as Executive Leader and moved to Pullman Shanghai Central.

93.2%

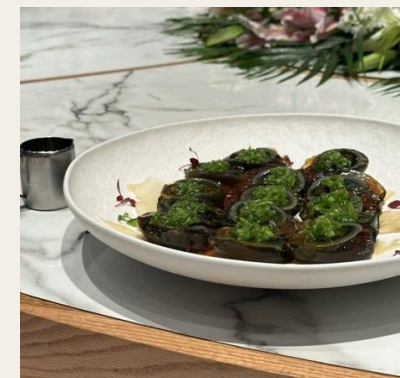
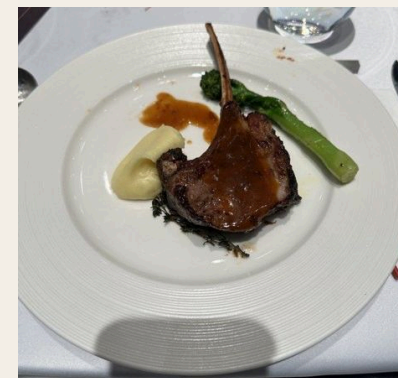
LQA score

90%

HACCP compliance

2024

A'LIMITLESS Executive Leader





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

Opening a whole F&B division.

He pre-opened and led the entire F&B division: Kweezeen (all-day dining), Le Chinois (Chinese fine dining), Lemon 1900 Bistro Bar, Garden Bar, Le Lounge, in-room dining and banqueting. He created Sofitel 'art de vivre' activations and was F&B Lead for the APAC GQ event at Raffles Hainan (2021).

Year 1

Budget revenue & GOP

90.2%

LQA F&B

2021–22

Kweezeen, Meituan Best Restaurant (venue)



Two hotels, one F&B standard.

He was in charge of F&B across a luxury resort and a lifestyle hotel. He led FSMS and brand-standard audits (+6% InterContinental, +8% Indigo) and the Dianping and Meituan review strategy. The Lobby Lounge ranked #1 for Best Service & Environment, and 7 Colors ranked #2 for Best Yunnan Cuisine.

+11%

Indigo F&B revenue YoY

+6%

InterContinental F&B

#1

Indigo Greater China F&B,
Medallia 2019



Luxury at scale.

He oversaw seven outlets at a Forbes Travel Guide Five-Star hotel and worked in a Michelin-recognised, Black Pearl-awarded restaurant environment. He redesigned the mooncake retail strategy, led 'Taste of Artistry' guest-chef collaborations, and used menu engineering, WeChat marketing and Dianping branding.

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) he contributed to lifting the brand audit from 73% to 91% and the F&B guest score from 63% to 89%, with festivals, galas and guest-chef series. He ran ten outlets across two Sofitel Dongguan hotels (+3.2% revenue), opened the 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, Beijing Marriott





Food & dining

From the hotel years to Madame Ching · 从酒店到美德卿





LEADERSHIP & TEAM · 领导力

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)

Fa N

HOSPITALITY CONSULTING

方叙

酒店餐饮咨询

NOW · 现在

FAN Hospitality Consulting

方叙酒店餐饮咨询

A founder-led restaurant, bar and hotel F&B consultancy in Shanghai. 方 echoes FAN and stands for method and direction; 叙 means telling a story, because every venue has a story to tell.

Openings
开业

Turnaround
改善

Bar & Beverage
酒水

China support
中国开店

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

Fa N

HOSPITALITY CONSULTING

方叙 酒店餐饮咨询

Let's talk.

期待与您交流

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