

# KOPPLIN KUEBLER & WALLACE

THE MOST TRUSTED NAME IN EXECUTIVE SEARCH AND CONSULTING

## **EXECUTIVE CHEF PROFILE: GULF STREAM GOLF CLUB GULF STREAM, FL**

(To apply for this position, use the link at the bottom of this file.)

### **THE EXECUTIVE CHEF OPPORTUNITY AT GULF STREAM GOLF CLUB**

Gulf Stream Golf Club is looking for a true leader to manage its culinary operations, lead its heart-of-the-house team, and join its club family. This is an excellent, full-time opportunity to work at a seasonal, high-end and historic club in a beautiful setting – a Mizner-designed clubhouse and Donald Ross-designed golf course in a stunning seaside location.

If you embody Gulf Stream Golf Club's traditions of honesty, integrity and courtesy and have a passion for the culinary craft, a heart for service, and a successful leadership track record; this opportunity may be a great fit for you!

[Click here to view a brief video about this opportunity.](#)

### **GULF STREAM GOLF CLUB & CULTURE**

Gulf Stream Golf Club is a private, invitation only golf club established in 1924 by a group of Palm Beach residents who were dedicated to the game of golf and its traditions. Under their direction, the club was quietly organized, a magnificent golf course was designed and built by Donald Ross and a beautiful Addison Mizner clubhouse was erected. To this day Gulf Stream Golf Club prides itself on maintaining the traditions on which the club was founded-and building upon its legacy.

Located on the Atlantic Ocean in the town of Gulf Stream, the club is only 20 minutes from Palm Beach International Airport and is close to Interstate-95 and Florida's Turnpike. The area offers a true quality of life with beautiful beaches, boating, fishing and other watersports and a multitude of shopping, dining, and cultural activities.

### **GULF STREAM GOLF CLUB MOTTO**

We honor the spirit of the game of golf and transcend its values of Honesty, Integrity and Courtesy in everything we do."

### **GULF STREAM GOLF CLUB CREDO**

The Gulf Stream Golf Club is a place where the genuine care and comfort of our members and guests is our highest mission. We pledge to provide the finest personal service and facilities for our members with respect to traditions, one another and the legacy of Gulf Stream Golf Club.

### **GULF STREAM GOLF CLUB EMPLOYEE PROMISE**

At Gulf Stream Golf Club, our Ladies and Gentlemen are the most important resource in our service commitment to our members. By applying the values of honesty, integrity and courtesy, we provide a culture that enhances each individual and strengthens our traditions in a work environment that is congenial and committed to excellence.

## GULF STREAM GOLF CLUB BY THE NUMBERS:

- 310 members
- 30,000 square-foot clubhouse
- \$900,000 annual F&B
- 77% a la carte/23% other
- 16,200 covers per year
- 85 total number of employees (in season)
- 11 kitchen employees in season
- 1 kitchen (remodeled in 2019)
- 73 average age of members

## FOOD & BEVERAGE OPERATIONS

Located on the second floor of the 30,000 square-foot clubhouse, the main dining room seats 130 people and is used weekly for the club's Tuesday Men's Luncheon and Saturday evenings when it is transformed into 24 Ocean.

On the first floor, the Ocean Terrace offers *al fresco* dining and seats 80 people. The Ocean Terrace is open seven days a week for lunch and on Wednesday evenings when it is transformed into the Ross + Dye Pub and Friday evenings as Ross + Dye Pub Bar Bites.

The West Terrace is an outdoor dining area that is located on the second floor and seats 100 people. It is used as the Sea + Grill Buffet.

The Ocean Room (seats 80) and Mizner Room (seats 140) are also located on the second floor and are set up as living rooms and used for cocktails on Thursday and Saturday evenings. They can also be used in a variety of configurations along with the main dining room to seat up to 320 people for events. The Ocean Terrace and Board Room can also be used for private events.

The Clubhouse is open mid-October to mid-May and is open for lunch every day and dinner 5-7 nights a week, depending on club and private events that are scheduled. The club is relatively busy during the first two weeks of November and then very busy from December 23 to mid-April. The club is closed on Christmas Day.

Gulf Stream Golf Club hosts approximately two weddings a year and its largest member event is the Member/Guest Cocktail Party in early March. Last year there were 320 participants at this popular event.

The club has one kitchen, located in the clubhouse, that was renovated in 2019. It services the *a la carte* and banquet operations.

## ORGANIZATIONAL STRUCTURE

Gulf Stream Golf Club operates under the Club Manager organizational structure. The Executive Chef reports to the Club Manager. The executive chef also works with the Food Committee (a Sub Committee of the House Committee). The current Club Manager has a long and successful tenure at Gulf Stream Golf Club, having served the members and staff there for over 16 years.

The kitchen staff totals approximately 11 team members in season including the executive chef, sous chef, and pastry chef. The club offers off-site housing for some seasonal kitchen team members.

**GULF STREAM GOLF CLUB WEBSITE:** [www.gsgcfl.com](http://www.gsgcfl.com)

## EXECUTIVE CHEF JOB DESCRIPTION

The Executive Chef (EC) at Gulf Stream Golf Club provides day-to-day leadership, supervision, direction, and management of the culinary operation and personnel associated with the culinary program.

He or she satisfies the best interests of Gulf Stream Golf Club's members and guests and is responsible for operating a fiscally responsible, efficient kitchen and food operation through the technical guidance, skills, controls and resources at hand to obtain budgeted goals and maximize standards of quality.

The EC is a hands-on chef that leads by example. He or she is responsible for all food and beverage Back-of-the-House (BOH) operations while working closely with Front-of-the-House (FOH) staff to ensure the delivery of **quality** and **consistency** in innovative services, products and offerings to members and guests.

The EC leads, manages, motivates, and directs kitchen staff to achieve the objectives set by the Club Manager and EC. The EC creates the standards for kitchen policies and procedures, communicates these policies, and ensures that the policies are adhered to by all BOH staff.

The EC is responsible for ensuring that all food is consistently outstanding – from standard country club fare to innovative offerings and special culinary events throughout all dining venues. The EC understands that quality and consistency in producing and delivering Pub Burger is just as important to the member experience as producing a five-course wine dinner and memorable special events; and is responsible to ensure that his or her team approaches each activity with the same degree of focus and importance. Consistency is imperative at Gulf Stream Golf Club and the EC should have standards and processes in place that ensure consistency in every meal that is served.

The EC creates and updates menus often. He or she develops and documents recipes and controls to ensure consistency. Creativity, not just variety, is essential in planning menus and events for the members of Gulf Stream Golf Club. The EC should also be flexible and adaptable in making changes if a menu item is not selling.

The EC and culinary team know, anticipate and prepare for individual members' special dietary needs. Anticipating member culinary preferences and dietary requirements is very much a part of the Gulf Stream Golf Club culinary culture.

The EC is responsive to club member and team member requests and strives to find creative ways to accommodate reasonable requests. He or she believes in the service philosophy: "the answer is 'yes,' what is the question?"

The EC is a team builder who mentors kitchen staff and develops a pipeline of talented and creative individuals and culinary school interns/externs by building upon its reputation as an excellent learning and training ground for up and coming culinarians. The club fully supports ongoing education and participation in ACF competitions for its EC and staff. The EC also treats all employees with respect and, in return, requires that of his or her team. The EC is also responsible for leading and promoting the product knowledge training for FOH personnel through daily pre-meal meetings and special food knowledge training programs.

The EC leads the BOH initiative relative to accident prevention, training and retention of staff, and sanitation and safety standards. The EC pays sharp attention to detail, enforces the highest standards of sanitation and safety, and ensures that all BOH staff approach the standards with the same level of focus.

The EC is the face of culinary operations and should be comfortable conversing and interacting in both back and front of house settings as he or she interfaces with multiple and diverse constituencies (members, staff, vendors, etc.) throughout the day. The EC is visible and approachable. The EC directs and orchestrates cooking demonstrations and cooking classes for members.

The EC works as a strategic and operational partner with the Gulf Stream Golf Club team to develop information sharing, good communication, superior internal and external customer relationships and high-performance teamwork in order to achieve club objectives and exemplify the club's 18 core values.

The EC has a proven track record of controlling food and labor costs. He or she is adept at creating and managing a budget and provides food purchase specifications to control food quality and costs. He or she also keeps a close watch on minimizing waste. The EC pays close attention and takes corrective action as needed to assure that financial goals are met.

The EC is responsible for providing quality and healthy employee meals for approximately 60 employees in season.

Ultimately, the Executive Chef of Gulf Stream Golf Club is an integral part of the overall success of the operation and is a strong influencer on each constituency he or she interfaces with while performing his or her duties. The responsibility to lead this facet of the organization from a passionate, creative, supportive, progressive and team-focused perspective is of critical importance for long-term success.

#### INITIAL PRIORITIES OF THE EXECUTIVE CHEF

- Evaluate and train the culinary staff during the current season before the club closes for the summer.
- Learn staff and members' names and culinary and dining requirements (allergies, etc.) and preferences.
- Deliver consistency and high quality in *a la carte*, banquet, and catering operations.
- Evaluate and set appropriate and necessary standards of operation, execution and delivery within the culinary operation; taking ownership for the entire experience from production to final delivery of the end product, while working closely with the FOH management team.
- Recruit, evaluate, train and mentor the culinary staff for the upcoming season.
- Develop a plan for the upcoming season to provide new and exciting culinary experiences for Gulf Stream Golf Club members and guests in both *a la carte* dining and member events while embracing traditional club favorites. The executive chef will offer menu options that appeal to tenured members as well as newer, younger members.
- Provide creative plate and buffet/action station presentations as well as deliver value to the membership.
- Manage to budgeted goals.

#### CANDIDATE QUALIFICATIONS

The successful candidate:

- Is a strong and passionate culinary professional and leader with a proven track record of providing Platinum-level services with a personality that is commensurately appropriate to Gulf Stream Golf Club. Previous private club experience is desirable.
- Is focused on culinary excellence and continuous improvement in processes, products and skills. The candidate should enjoy staying current on culinary trends and challenge their team to bring new ideas to menu development and events as well.
- Has successfully led dynamic culinary operations – including *a la carte*, banquet and in-home catering operations.
- Has the ability to consistently define and achieve goals and objectives. This includes proven and verifiable leadership qualities with demonstrated ability to direct, coordinate and control all facets of an active food and beverage operation.
- Has strong management skills with verifiable strengths in inspirational leadership, financial performance, and people skills.
- Is a confident, proactive team builder with a history of attracting, developing and retaining high performing staff.
- Must possess verifiably strong written and oral communications skills.
- Must have computer skills including but not limited to Microsoft Outlook, Word, and Excel. This position also requires technical skills to effectively manage multiple restaurants in multiple locations. Experience with Northstar software is a plus.

## EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Has a Culinary Arts degree from an accredited school or equivalent experience.
- Has a minimum of four years' prior management experience as an Executive Chef and at least five years of diversified kitchen and hospitality industry experience including *a la carte* and banquet operations. An executive sous chef at a larger club who is ready for their first executive chef opportunity will also be considered.
- Certification by the American Culinary Federation is preferred.
- Must be certified in food safety.

## SALARY & BENEFITS

Salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefit package including ACF membership.

## INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter (in that order) using the application link below. We recommend you review our recommendations (in the paragraph below) as you compile your cover letter. Please have your documents fully prepared to be uploaded when prompted during the online application process.

Preparing a thoughtful letter of interest and alignment clearly articulating your fit with the profile and the above noted expectations and requirements is necessary. Your letter should clearly articulate why you want to be considered for this position and why Gulf Stream Golf Club and the southeast Florida area will likely be a fit for you, your family and the club if selected.

**IMPORTANT:** Name your resume and letter in the following manner before uploading (these documents should be uploaded in Word or PDF format):

**"Last Name, First Name Resume"**

**"Last Name, First Name Cover Letter Gulf Stream Golf Club"**

Note: Once you complete the application process for this search, you are not able to return and upload additional documents.

If you have any questions, please email Nan Fisher: [nan@kkandw.com](mailto:nan@kkandw.com)

[Click here to upload your resume and cover letter.](#)

## LEAD SEARCH EXECUTIVE

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