

# KOPPLIN KUEBLER & WALLACE

THE MOST TRUSTED NAME IN EXECUTIVE SEARCH AND CONSULTING

## EXECUTIVE CHEF PROFILE: KENWOOD COUNTRY CLUB CINCINNATI, OH

### EXECUTIVE CHEF KENWOOD COUNTRY CLUB

The Executive Chef position for Kenwood Country Club is an exceptional opportunity to work at a premier, progressive, and culinary-focused club. This is a satisfying opportunity for candidates with great leadership and culinary skills to serve over 925 total member families in a location that has a great quality of life. This club offers a variety of *a la carte* dining venues, extensive and diverse banquet operations, multiple kitchens, and a high-performing team both in the kitchen and front of the house.

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

### KENWOOD COUNTRY CLUB

Belonging to Kenwood Country Club is part of a long heritage of tradition and excellence. The overall atmosphere is family oriented and offers a variety of activities and amenities that are attractive to all family members. The camaraderie of the membership and the friendliness of the many longtime employees ensure that each visit to the club is a pleasant homecoming.

During the summer of 1929, after a long decade of unparalleled stock market advances, a group of 11 members of the downtown Cincinnati Club eagerly decided to create a golfing country club. The committee considered several tracts of land and called on Mr. Donald Ross, an outstanding golf architect with a national reputation, to review and give a written report as to his first choice of location. The committee, led by Edward J. Hoff, Kenwood's first president, soon acquired 341 acres of farmland northeast of the city. Soon after the initial purchase an additional amount of land was added to the club's present course, which totals 482 acres.

One of the nation's leading golf course architects of that era, Mr. William H. Diddel of Indianapolis, was soon engaged to lay out the original 36 holes. Mr. W. Taylor Boyd accompanied him to Cincinnati to supervise the work and stayed on to become one of only 4 golf course superintendents in the club's history.

The inaugural tee shot was taken by President Hoff on August 2, 1930, alongside two other golfers and no one shot over 100 that day.

There are over 3,800 country clubs in the United States. Kenwood Country Club is one of only 39 clubs that are over 90 years of age and has 36 holes. Kenwood is one of only 20 of that group that has hosted a major national tournament. These tournaments include:

- 1933 U.S. Amateur won by George Dunlap Jr.
- 1954 Western Open won by Lloyd Mangrum
- 1963 U.S. Women's Open Championship won by Mary Mills
- 2022 Kroger Queen City Championship was presented by P&G and won by Ally Ewing

Kenwood's amenities include two 18-hole championship golf courses, clay, and hard tennis courts, platform tennis courts, a state-of-the-art fitness facility, a heated zero-entry and competition-size swimming pool with diving well, award-winning dining facilities, and social activities for all ages. Providing activities and amenities that cater to all members is their goal and providing them with excellence is their passion.

### KENWOOD COUNTRY CLUB BY THE NUMBERS

- 925 memberships
- \$19 M Total Club Revenue

- \$5.1 M Combine F&B Revenues
- \$3.8 M Food revenue
- \$1.5 M Beverage revenue
- 60% a la carte 40% banquets
- 12 Average Annual Weddings
- 50 kitchen employees – In Season
- 68k Total Covers (Annualized)
- 500 Daily Covers (L-D) – (breakfast on Sundays)
- 2 Kitchens (1 in the clubhouse – 1 at the Pool)
- 8 Dining Locations – 3 Bars – operational seasonally
- 47 % food cost - budgeted
- 42 % labor Cost -
- 55 Average Age of Membership
- 340 Total Employees at the Kenwood Country Club

**KENWOOD COUNTRY CLUB:** [www.kenwoodcc.com](http://www.kenwoodcc.com)

**KENWOOD COUNTRY CLUB FOOD & BEVERAGE:**

**Terrace Grill & Hunt Room** The signature restaurant with an open floor plan, featuring iconic views of the courses. A preferred dining for lunch and dinner while hosting various special events. The restaurant accommodates up to 140 inside and 25 on the side patio. The Terrace Grill includes a beautifully built Sushi Bar and The Hunt Room is the perfect example of a causal pub feeling with a large centerpiece bar.

**East Terrace:** A key area that can accommodate up to 90 for lunch and dinner with a front view of the championship golf course. A must for summer dining attached to the Terrace Grill restaurant.

**Family:** A family space accommodating 70 featuring lunch and dinner. This busy outlet has a special focus on families where members of all ages can enjoy an exciting and lively dining experience.

**19<sup>th</sup> Hole:** Recently created outlet allows for beautiful views of the grounds with a special focus on lunch and light self-service noshes. This lively yet contemporary setting for all members accommodates up to 60 with great access to the golf and pool areas.

**Men's Grill:** In namesake a private traditional space with an adjacent bar for the male membership. The environment gives the traditional feel of the club's history in design, and memorability. A perfect feel for members' activities, conversation, and cuisine in an intimate setting.

**Summerhouse:** The busy halfway house, nestled between key holes of the course, is perfect for casual foods. Featuring a self-service and a la carte food station as well as a patio serving the pool and golf course. This busy hub caters to lunch and dinner, serving them in 300 Chas Lounge, and various dining spaces around the extensive pools.

**Pavilion:** This exciting new addition to the club is located adjacent to pool areas, featuring a prized bar with dining or optional seating surrounding the beautiful structure. This area features its own wood-fired pizza oven while being supported by the Summerhouse kitchen for other menu selections. The seasonal dining from May to September weather permitting, is open for lunch and dinner accommodating 100.

**Catering & Weddings:** The Kenwood Club banquet facilities can accommodate 300 sit-downs and 400 attendees of cocktail parties. Adorned with windows overlooking the beautiful club grounds the event spaces at Kenwood create a picturesque stage to create memorable events for members and their guests. The Ballroom, Living Room, Kenwood, Starlight, Card Room, South Lawn, Pool Lawn, and Patio views can accommodate various event requirements.

## **ORGANIZATIONAL STRUCTURE**

The Executive Chef (EC) reports to Dan Plunkett, CEO and has approximately 50 kitchen team members, all reporting directly to them. The talented culinary team includes an Executive Sous Chef, Banquet Chef, Chef de Cuisine, outlet culinary leaders, line staff, purchasing manager, and stewarding.

## **EXECUTIVE CHEF JOB DESCRIPTION**

The EC is a key leader on an experienced food and beverage team who is responsible for the execution of cuisine to the well-traveled club membership. This role demands seamless and consistent standards for the culinary excellence the club is known for. The next EC will continue a great culinary history, securing wisdom in leadership and defining an authentic style of a strong culinary vision and culture for the club.

### **Leadership**

- Be a collaborative team player who is willing to work with and train the team each day doing whatever it takes to deliver the best Member experience.
- Empower the culinary team and delegate appropriately, so they can focus on growth; be confident that the operation can run well in EC's absence.
- Be an active recruiter of team members and someone who inherently enjoys developing and building his/her team and leading them to significant, positive membership satisfaction outcomes.
- Have a passion and aptitude for teaching and training all food service personnel, working, as necessary, with the staff directly responsible for operations.
- Be a focused and consistent evaluator of personnel, ensuring that standards of conduct and delivery are met; this includes oversight of high standards of appearance, hospitality, service, and cleanliness of the kitchen facilities.
- Maintain existing operating standards for personnel in areas of responsibility and consistently evaluate knowledge, understanding, and execution to these high standards.
- Work closely with the front-of-house food and beverage managers to assure a cohesive experience that continually exceeds the expectations of Members and guests.
- Engage with, observe, learn, and listen to the Members and staff. Earn Member trust by instilling confidence through continued enhanced operations, interaction, visibility, and consistency.
- Remain current and continue education regarding diverse and new culinary trends and cuisines.
- Maintain physical presence during times of high business volume.
- Create a welcoming, approachable, and inclusive kitchen atmosphere for all club staff based on mutual respect.

### **Operations**

- Maintain existing standard recipes and techniques for food preparation and presentation that help to assure consistent high-quality food.
- Maintain a rotation of varied food offerings which feature global cuisines. Evaluate food products to assure that quality standards are always attained.
- Maintain opening and closing cleaning checklists for each area/station within the kitchen and develop a weekly/monthly cleaning checklist.
- Safeguard all food-preparation employees by implementing training to increase their knowledge about safety, sanitation, and accident-prevention principles.
- Maintain safety training programs; manages OSHA-related aspects of kitchen safety and maintains MSDSs in an easily accessible location.

### **Financial**

- Plan menus for all food outlets in the club and for special occasions and events. Schedule and coordinate the work of chefs, cooks, and other kitchen employees to assure that food preparation is economical and technically correct, and within budgeted labor cost goals.
- Consistently monitor payroll and labor resource allocations to ensure they are in line with financial forecasting and goals, the club has a strong finance department that provides monthly and bimonthly updates to the EC.
- Embrace the use of systems (including regular inventory processes) and technology to assist in the management of the kitchen and the financial performance of the operation.

- Prepare necessary data for applicable parts of the budget; project annual food, labor, and other costs and monitor actual financial results; take corrective action as necessary to help assure that financial goals are met.
- Review and approve product purchase specifications.

### **CANDIDATE QUALIFICATIONS**

The successful candidate:

- Has 5+ years of luxury culinary experience as an Executive Chef in a large operation, multi-outlet experience a must.
- Successful experience in both *a la carte* and banquet operations in previous hotels, clubs, or resorts.
- Is a strong and passionate leader and culinary professional with a proven track record of providing high-level services. The EC must be passionate about their craft and inspire those around him or her with that energy and passion.
- The EC is a lifelong learner and instills that characteristic into his or her team.
- Is extremely organized to successfully manage and lead multiple *a la carte* and banquet venues simultaneously as well as prepare for and execute successful banquet events.
- Has a successful track record of controlling costs, standardizing recipes, and planning budgets, and has the skills necessary to perform all kitchen tasks and training others to properly execute those tasks. The EC leads by example.
- Is a visionary and trendsetter yet understands and respects the club's long-standing culinary traditions and can balance both in creating menus, specials, and banquet offerings.
- Must have computer skills including but not limited to Microsoft Outlook, Word, and Excel. Experience with Northstar POS software is a plus. Experience communicating with and engaging members and/or customers using social media is a plus.
- Is a well-respected member of the leadership team and community team and can generate thoughts and ideas that result in increased sales and improved membership satisfaction.

### **EDUCATIONAL & CERTIFICATION QUALIFICATIONS**

- A culinary arts degree from an accredited school is preferred.
- Certified Executive Chef (ACF) or Pro Chef (CIA) certification is preferred.
- Certification in food safety is mandatory.

### **EMPLOYMENT ELIGIBILITY VERIFICATION**

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

### **SALARY AND BENEFITS**

The salary is open and commensurate with qualifications and experience. Kenwood Country Club offers an excellent benefits package including professional development.

### **INSTRUCTIONS ON HOW TO APPLY**

Please upload your resume and cover letter, in that order, using the link below. You should have your documents fully prepared to be attached when prompted for them during the online application process. Please be sure your image is not present on your resume or cover letter; that should be used on your LinkedIn Profile.

**Your letter should be addressed to:** Mr. Dan Plunkett, CEO and clearly articulate why you want to be considered for this position at this stage of your career and why Kenwood Country Club and the Cincinnati area will likely be a "fit" for you, your family and the club if selected.

***You must apply for this role as soon as possible but no later than Wednesday, June 14th. Candidate selections will occur in late June with the first Interviews expected Mid-July, and the second interviews a short time later. The new candidate should assume his/her role in Mid-August.***

**IMPORTANT:** Save your resume and letter in the following manner:  
"Last Name, First Name Resume"

"Last Name, First Name Cover Letter Kenwood Country Club

(These documents should be in Word or PDF format)

Note: Once you complete the application process for this search, you are not able to go back in and add additional documents.

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

If you have any questions, please email Holly Weiss: [holly@kkandw.com](mailto:holly@kkandw.com)

### **LEAD SEARCH EXECUTIVES**

Annette Whittley, Search Executive

561-827-1945 (M)

[annette@kkandw.com](mailto:annette@kkandw.com)

Lawrence McFadden, CMC, Search Executive

239-963-6888 (M)

[lawrence@kkandw.com](mailto:lawrence@kkandw.com)