

## EXECUTIVE CHEF PROFILE: QUAIL WEST GOLF & COUNTRY CLUB NAPLES, FL

### THE EXECUTIVE CHEF OPPORTUNITY AT QUAIL WEST GOLF & COUNTRY CLUB

Located in beautiful Naples, Florida, a Platinum Club of America, Quail West Golf & Country Club is looking for an established and experienced executive chef (EC). The executive chef position at Quail West is an amazing opportunity to be a part of a high-performing leadership team; in an active, food-focused club, offering a variety of *a la carte*, private dining, and event venues. Successful candidates will have a track record of hands-on, exemplary leadership skills; excellent organizational skills ensuring quality and consistency throughout all culinary operations; large high volume, and complex F&B operations leadership experience; and recruiting, mentoring, and engaging all levels of staff; and they exude a professional yet authentic personable demeanor. The successful candidate will be excited about being part of a synergistic leadership team that prides itself on hospitality excellence.

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

### THE CLUB & COMMUNITY

Quail West is a private, gated residential community located in Naples, Florida operating since 1992. The Club prides itself on being an exclusive club with an inclusive membership and team. The Club's mission is "***To be the preferred residential country club community and workplace in Southwest Florida.***" Quail West has five values that are central to everything they do: **Respect, Communication, Learning, Empowerment and Delight.**

The club has a 100,000 sq. ft. Clubhouse and amenities include two 18-hole championship golf courses, golf shop and full practice facility; eight clay tennis courts, four pickle ball courts, four bocce courts; an Olympic-sized swimming pool and solarium; a state-of-the-art wellness/fitness center and spa/salon.

### QUAIL WEST BY THE NUMBERS:

- 670 members, 500 of which are golf members
- \$2.4M Food and \$1.7M Beverage
- 60% *a la carte*/40% banquet
- 265 employees in season (FTE)
- 31 kitchen employees in season
- 2018 date of last kitchen renovation
- 2 kitchens (one upstairs & one downstairs)
- 65 average member age

### FOOD & BEVERAGE OPERATIONS

The Quail West Culinary Team is responsible for all food and beverage operations at the club and throughout the community. This includes the **Market place**, open Sunday – Tuesday 7 am to 3 pm, and Wednesday – Saturday 7 am to 7 pm. The Market Place serves complimentary breakfast items plus a range of Starbucks coffees and smoothies. Throughout the day, the Market Place is the place to get "take and bake" pizzas, grab-and-go items as well as retail items such as wine, home goods, and flowers. The Market Place also offers take-out and delivery as well as family-to-go packages during the holidays.

**The Cypress Grille** is open seven days a week, the Cypress Grille is the most casual of all the dining options. The newly renovated patio and outdoor spaces feature firepits and are the perfect place for members to stop by after a workout or 18 holes of golf.

The lunch and dinner offerings range from chef-prepared specials to club-favorite salads and burgers. The Cypress Grill also offers twilight Tuesday Buffets and Sunday Brunch.

**The Mahogany Room and Terrace** are open Thursday thru Saturday for dinner and offer members an elegant dining experience. The sophisticated atmosphere and menu make this space the perfect place for a pre-dinner cocktail and fine dining experience.

**Ballroom, Gathering Rooms & Terraces** are used throughout the year for Member and private events. The Grand Ballroom seats up to 300. Each year the club hosts a member kick-off gala for up to 500 people which is hosted throughout the entire clubhouse.

(Hours of outlet operations all vary by season)

## **ORGANIZATIONAL STRUCTURE**

The Executive Chef position is a full-time position. The Executive Chef reports to the GM/COO or their designate. There is approximately 31 kitchen staff at Quail West in season including three sous chefs and a pastry chef. The Executive Chef works closely with the House committee.

**QUAIL WEST WEB SITE:** [www.quailwest.com](http://www.quailwest.com)

## **EXECUTIVE CHEF JOB DESCRIPTION**

The Executive Chef at the Quail West is accountable for directing and maintaining the administration, organization, and development of the culinary department for the club. The EC is responsible for advancing consistent interaction with the clubs' members while demonstrating a hands-on, leadership style, to manage, motivate, and lead his/her team.

The EC has knowledge of classic French cooking and stays current on culinary trends and is well-versed in finding creative ways to accommodate a variety of member requests, food allergies and intolerances. The EC trains all staff in the proper handling of specialty dishes related to these topics.

The EC has a demonstrated ability to provide consistent high-quality presentation across all staff including recipes, photos, tastings, trainings and ensures all food is consistently outstanding – from standard club fare to innovative offerings and special culinary events throughout all dining venues.

The EC is the face of culinary operations and needs to be comfortable conversing and interacting in both the kitchen and dining rooms as they interface with multiple and diverse constituencies (members, staff, vendors, etc.) throughout the day. The EC is visible, present, always approachable, and enjoys member interactions.

The EC is responsive to club member and team member requests and strives to find creative ways to accommodate reasonable requests, welcoming others' opinions, suggestions, and feedback while maintaining the highest level of quality and standards.

The EC creates and updates menus (restaurant and banquet) often, incorporates daily specials, and develops and documents recipes and controls to ensure consistency. Creativity (not just variety), flexibility, and adaptability are essential for success.

EC is a hands-on team builder who mentors kitchen staff and develops a pipeline of talented and creative individuals and interns by building a reputation as an excellent learning and training ground for up-and-coming culinarians, leveraging relationships with culinary institutions, and maximizing creative staffing initiatives (in cooperation with Human Resources). The EC shows a genuine interest in the future and personal growth of the staff.

The EC treats all employees with respect, empathy, and dignity, valuing each person for the unique strengths they bring, while also holding all staff accountable for maintaining the highest level of professional and culinary skills.

The EC shares information with teammates and peers gladly and is responsive to all requests for assistance. Competent in organizational skills, time management, sound judgment, problem-solving, and decision-making, he/she communicates proactively and considers the culinary function of the club to be one of many intertwined areas of operations, working together for the overall success of the club.

The EC is responsible for providing quality and healthy employee meals throughout the mealtimes specified, keeping the level of food served appropriate to the volume of employees, even if the items may vary, and recognizing that the care and attention put into employee meals directly impacts the team morale and care and attention the team put into producing member meals.

The EC achieves the objectives set by the GM and Board through the creation of kitchen policies and procedures, as well as staff training, mentoring, and coaching.

The EC leads the HOH initiatives relative to accident prevention, training, and retention of staff, as well as sanitation and safety standards. The kitchen must always be extremely organized and clean: from walk-ins to *mise en place*.

Ultimately, the EC is an important and positive face of the culinary operations. He/she is an integral part of the overall success of the operations and is a strong influencer on each constituency with whom he/she interfaces. 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. The EC is a team player that is interested and engaged in making the club a great place to be and work.

## **INITIAL PRIORITIES**

- Listen to members and learn member and staff names and culinary/dining requirements (aversions, etc.) and preferences. Learn the culture of the club and build trust with members and respect with staff.
- Evaluate operations to ensure consistency and quality in all *a la carte* venues and for all banquet events.
- Evaluate and develop team members' skills and abilities and continue to build on the culture of care and empathy among the staff.
- Continue to encourage culinary creativity, fun and passion along with respect for fellow employees.
- Consistently exceed member expectations for variety, quality, taste, presentation, variety and creativity.
- Manage to budgeted food and labor goals.
- Continue the reputation of culinary passion in attracting and developing high quality staff.
- Become familiar with upcoming events and develop and execute ideas and plans accordingly.

## **CANDIDATE QUALIFICATIONS**

The successful candidate:

- Has a proven track record of high-level country club relationship dining expertise. Private club experience required with eight+ years' culinary experience and five+ years in a managerial role.
- Preferred - Has earned certification through the American Culinary Federation (ACF) or a bachelor's degree in culinary arts with relevant experience.
- Be an individual with unimpeachable character
- Has exceptional experience with providing high-quality *a la carte* and banquet food offerings.
- Has experience working with local and seasonal produce and makes connections with vendors.
- Has strong financial acumen, experienced in budget management and forecasting as well as managing food and labor costs daily.
- Is an active listener with well-developed verbal and written communication skills
- Is experienced with technology including POS system Jonas, and Microsoft Excel, Word, Outlook, etc.
- A strong relationship builder with a history of collaboration with their GM, clubhouse manager, the committees with which they interface, and other departmental leaders.

- Acutely aware of the delicate menu balance that exists between offering standard club fare for tenured members and providing innovative options for members that belong to a younger demographic.
- Finally, the ideal candidate should be at an appropriate point in his or her professional trajectory – accomplished, yet well-positioned to learn and grow and reach the pinnacle of his or her career while in the club’s employ.

#### **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.

#### **EDUCATIONAL & CERTIFICATION QUALIFICATIONS**

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

#### **SALARY AND BENEFITS**

Salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefits package.

#### **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.

**Prepare a thoughtful cover letter addressed to Ms. Alexis Chaffee; General Manager/COO** and clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why Quail West and the Naples area will be beneficial to you, your family, your career, and the club, if selected.

***You must apply for this role as soon as possible but no later than Wednesday, April 19, 2023. Candidate selections will occur in early May with the first interviews expected in mid-May. The new candidate should assume his/her role in early June.***

**IMPORTANT:** Save your resume and letter in the following manner:

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – Quail West”

(These documents should be in Word or PDF format)

Note: Once you have completed 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:**

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