



Talbot Country Club | Easton, Maryland **Executive Chef**

About the Club

Talbot Country Club, founded in 1910, is a vibrant community that cherishes its rich history and tradition. Nestled in a serene 194-acre waterfront oasis with mature trees, the Club offers a timeless, graceful space for outdoor activities, sports, dining, and family gatherings. Members, spanning all ages from newborn to 99, enjoy the understated casual elegance of the newly refurbished Clubhouse and multiple outdoor dining venues, fostering connections with nature and fellow members. The Club's mission is to ensure every visit feels like a special event, combining courtesy, congeniality, and excellent service.

Talbot Country Club welcomes offers a range of Golf Memberships and Social Memberships tailored to diverse life stages. The 18-hole championship golf course, swimming pool, racquet courts, dining services, and year-round social events cater to a wide array of interests and surpass members' expectations. With its exciting calendar of activities, the Club embodies the relaxed pace and warm hospitality of Maryland's Eastern Shore, known as the land of Pleasant Living.

Gross revenue exceeds \$6.8 million, with Food & Beverage accounting for \$1.6 million and annual dues revenue at \$3.1 million. There are approximately 705 members and 118 employees in season. The Club is open year-round. The pool, short-game area, and shoreline were renovated in 2023. The Golf Course Improvement Plan is ongoing.

About the Position

The Executive Chef reports directly to the General Manager and plays a pivotal role in shaping the culinary identity of the Club. This individual oversees all aspects of culinary operations, including day-to-day production at each dining outlet and the execution of special club and private events, ensuring an exceptional dining experience for members and guests.

Key responsibilities include:

- Collaborating with the General Manager/COO on annual budget formulation, while closely monitoring and managing departmental financial performance.
- Leading the recruitment, training, supervision, and professional development of a skilled culinary team, while managing staff scheduling to optimize productivity.
- Creating innovative and diverse menus, developing recipes, and maintaining comprehensive recipe documentation.
- Overseeing all food and ingredient procurement, ensuring high-quality sourcing and cost efficiency.
- Directing food production with a commitment to excellence in quality, consistency, and variety, tailored to meet the preferences of the membership.
- Upholding the highest standards of kitchen cleanliness, safety, and sanitation to deliver a safe and enjoyable dining experience.
- As the visionary behind the Club's culinary offerings, the Executive Chef is instrumental in delivering a world-class experience that exceeds expectations and aligns with the Club's mission of excellence.
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Talbot Country Club offers an enticing compensation package, an exceptional work environment, and unparalleled opportunities for professional growth.

About the Ideal Candidate

The ideal candidate for the Executive Chef role is a **seasoned professional** with extensive experience leading culinary operations in highly regarded, multi-outlet, and high-volume private clubs. They bring a proven track record of achievement, stability, and leadership, showcasing a career marked by progressive responsibility and consistent success.

Key qualifications include:

- **Culinary Expertise:** Demonstrates mastery across a range of cuisines and styles, staying ahead of industry trends through ongoing research and innovation. The ideal candidate will excel in developing creative menus and programming that resonate with the diverse preferences of members.
- **Versatility:** Equally adept in banquet and à la carte production, with significant experience managing multi-outlet operations and executing high-quality, large-scale events.
- **Operational Excellence:** Strong knowledge of maintaining organized, efficient, and safe kitchen environments while effectively coordinating simultaneous banquet, à la carte, and buffet services.
- **Team Leadership:** A natural team builder who fosters collaboration between front-of-house and culinary staff. Exhibits a calm, approachable demeanor, inspiring trust and respect while holding teams accountable to the highest standards.
- **Staff Development:** Proven success in recruiting, onboarding, training, and retaining top culinary talent. He/she acts as a coach and mentor, developing internal staff while implementing effective culinary training programs.



- **Exceptional Communication:** Skilled in engaging with members, staff, and management at all levels. Personal visibility and approachability on the floor during key dining periods enhance the overall member experience.
- **Adaptability and Open-Mindedness:** Receptive to feedback and constructive criticism, the ideal candidate use input to drive continuous improvement and foster a collaborative, innovative environment.
- **Strategic Thinker:** Proactive in planning and coordinating dining events and specials, considering volume, scheduling, and the club's dynamic needs.
- **Financial Acumen:** Expertise in financial management, including inventory control, labor costs, purchasing, menu engineering, and budget forecasting. Skilled at minimizing waste and improving cost efficiencies while maintaining exceptional quality.
- **Commitment to Excellence:** Certified in food safety standards such as "Serve Safe" or similar programs, with a deep understanding of sanitation codes and a commitment to maintaining the highest levels of cleanliness and safety in food operations.

This candidate embodies creativity, leadership, and a passion for exceeding member expectations, delivering an unparalleled culinary experience that sets the standard for excellence at Talbot Country Club.

Apply for This Position

Interested candidates should complete the online candidate profile form and submit a compelling cover letter and resume for consideration to DENEHY Club Thinking Partners at <http://denehyctp.com/apply-for-a-position/>. If you have any questions or to recommend a candidate, please contact Carolyn Kepcher at carolyn@denehyctp.com.