



RCS Hospitality Group
a new generation of hospitality management
6412 Brandon Ave. #339 Springfield, VA 22150
www.consultingRCS.com

Position Available:
EXECUTIVE CHEF
Wilderness Country Club
Naples, FL

A quality culinary leadership opportunity is now available with Wilderness Country Club in Naples, Florida as their Executive Chef. Wilderness Country Club is one of the oldest and most select private clubs in Southwest Florida. Their residential country club attracts members who enjoy superb golf, tennis, and dining facilities in a smaller, more intimate community. The right candidate will enjoy their first year with the Club and its members as they celebrate the club's 50th year with the grand opening of a new clubhouse!

POSITION OVERVIEW

Wilderness Country Club (WCC) and its members are looking for a leader who has an engaging personality and collaborative management style to serve as our Executive Chef (EC). He/she will report to the General Manager and will continue to elevate the service standards and uphold the tradition and reputation of the club. He/she will formulate respectful relationships with all department heads and communicate extensively with the Clubhouse Manager on planned activities. The EC will also understand the seasonality and demands of the Southwest Florida market.

The Executive Chef (EC) at WCC 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 WCC members and guests and is responsible for operating an efficient kitchen and food operation through 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 of innovative services, products, and offerings to members and guests. The EC leads, manages, motivates, and directs kitchen staff to achieve the objectives set with the General Manager. 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 should promote a culture of excellence, have a positive can-do outlook and a servant's heart.

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 menu variety, quality and consistency in producing and delivering every meal and is responsible to ensure that his or her team approaches each activity with the same focus -- from the Club's signature burger to a five-course wine dinner or memorable special event.

Consistency is imperative at WCC 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, incorporating chef specials. 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 WCC.

The EC is responsive to 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 talented and creative individuals. 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, cleanliness and safety, and ensures that all BOH staff



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approach the standards with the same level of focus. The EC is responsible for leading the product knowledge training for FOH personnel through daily pre-meal meetings and other training programs.

The EC is the face of culinary operations and should be comfortable conversing and interacting in both back and front-of-the-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 also directs and orchestrates cooking demonstrations and cooking classes for members. The EC has a proven track record of leading the BOH initiative relative to accident prevention, training and retention of staff, and sanitation and safety standards 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 mid-month action as needed to assure that financial goals are met using Jonas Software.

KEY CHARACTERISTICS

- Creativity in all areas of food production, menu composition, and presentation.
- A mentor to all food and beverage personnel BOH as well as FOH.
- An excellent communicator skilled at relating to all levels of staff and club membership.
- A team player who displays an excellent can-do attitude putting members first.
- An engaging personality who can function as “the face” of the food and beverage operation to the membership and community.
- Open-minded to new ideas and creative thinking.
- Strong leadership qualities.

ESSENTIAL JOB FUNCTIONS

- Monitors the performance of all daily operations, functions, and services; assures the highest standards and exceeds member and guest satisfaction.
- Seamlessly balances the need for visibility and administrative duties.
- Develops and effectively manages the BOH budget in collaboration with the CFO and General Manager.
- Ensures the accurate recording of hourly labor and timely payroll processing.
- Attends committee meetings and Board Meetings as invited by the General Manager.

QUALIFICATIONS

The successful candidate:

- Has a proven track record of high-level country club relationship dining expertise.
- Private club experience required; five (5) + years culinary experience and three (3) + years in a managerial role. Sous Chefs who are ready to take on Executive Chef responsibilities at a private club are encouraged to apply.
- 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 unquestionable 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.



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- 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 owners and providing innovative options for those 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 in his or her career while in the club’s employ.

Note: The above description is not all-encompassing, nor is it intended to anticipate every duty or responsibility that may arise throughout the course of managing the department and other duties outside of the department that would be expected of a member of the club’s executive management team and overall service staff. Other duties will arise and evolve over time.

COMPENSATION & BENEFITS

The Executive Chef opportunity offers a salary range of \$125,000-\$150,00, commensurate with experience.

The benefits package per company policy Wilderness Country Club covers the basic health insurance for the employee, Dental, Vision, short- and long-term disability and life insurance. After reaching the probation period, employees have a safe harbor 401K plan available that matches dollar for dollar on the first 3% of the employee's pay and fifty cents per dollar on the next 2% of their pay. Wilderness employees enjoy flexible PTO based upon years of service.

CLUB OVERVIEW

Centrally located in the heart of beautiful Naples, Florida, Wilderness Country Club provides a lush tropical paradise with an “Old Florida Charm.”

The Arthur Hills-designed golf course winds its way through 200 acres of tropical forest, with numerous lakes and its accompanying wildlife. For both the competitive and leisure player, the 18-hole course measures 6,652 from the Championship tees with four other sets available. Beautiful Paspalum fairways lead up to mounded TifEagle® greens with deep bunkers strategically located. Wilderness CC is a jewel of a golf course. A unique feature of Southwest Florida is there is no trail fee. Members and guests are able to carry their clubs, use pushcarts, or drive the golf cart that is included in the purchase of every condominium. On the property there are five heated saltwater swimming pools, four Har-Tru tennis courts, four Har-Tru bocce courts, a regulation croquet lawn and a five-acre dog park. As the closest bundled community to the beach and Old Naples, Wilderness Country Club provides the ultimate luxury.

Currently, food and beverage is operating out of temporary trailers during our clubhouse construction. Our new clubhouse is planned to open in the fall of 2023 and will be an understated gathering place for our 300 members and their guests. The facility features both formal and informal dining areas, an 18-person bar, a private meeting room, a cardroom/library, and a business center for members.

CLUB DETAILS

- 300 Members
- \$7.3M Gross Volume
- \$24,434 Annual Club Dues
- \$900,000 - F&B Volume pre-covid (expect to reach \$1.2M in new clubhouse)
- Peak Season: 67 Club Employees; Off-season: 50 Employees



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- 11 Board Members
- 7 Standing Committees (Finance, Governance, Traditions, Golf, House, Tennis/Bocce and Croquet, Marketing/Membership and Strategic Planning)
- Average age of membership is 72
- Website: <https://www.wildernesscc.com/>

[CLICK HERE TO APPLY](#)