

KOPPLIN KUEBLER & WALLACE

EXECUTIVE CHEF PROFILE: ABERDEEN GOLF & COUNTRY CLUB BOYNTON BEACH, FL

THE EXECUTIVE CHEF OPPORTUNITY AT ABERDEEN GOLF & COUNTRY CLUB

Located in one of the most desirable areas in the country, the Executive Chef role at Aberdeen Golf & Country Club (Aberdeen) is one that offers the opportunity to join a club with fully renovated and expanded amenities, a full membership, and an exciting culinary team. The Club has had a history of stability and enjoys a group of well-regarded senior managers. The successful candidate will be a hands-on leader with a proven record of building cohesive and collaborative teams focused on excellence in the delivery of high-quality culinary experiences across all areas of dining at the Club.

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

ABOUT ABERDEEN GOLF & COUNTRY CLUB AND COMMUNITY

Aberdeen Golf & Country Club is a 36-year-old, member-owned, predominately Jewish full-service country club. There are 25 contiguous villages on the property over 1,600 homes ranging from condos to estate-sized homes, single family dwellings, and attached villas and coach homes, most with lake and golf course views. The club is supported by an active year-round membership that regularly utilizes the Club's facilities and services on daily basis.

The expansive and modern clubhouse is the hub of activity for Aberdeen and offers a range of excellent dining options from casual food and drinks to extravagant buffets and sit-down dinners. The Panache Dining Room offers lunch, Sunday brunch and evening dinners as well as the venue for special functions. The Sunset Lounge is located near the Panache Dining Room and offers a fully stocked Lounge Bar in a relaxed, informal setting. The new outside seating area provides a casual atmosphere overlooking the magnificently maintained golf course and new bocce courts. The Oasis Café offers a distinctive menu from the other club dining areas and is located in the Fitness Center and provides an intimate dining venue with exquisite food offerings, cocktails, and an outside veranda that provides an exceptional view.

Amenities abound at Aberdeen and, as with most Florida clubs, golf is the focal point. With the unsurpassed architecture and beauty of its Jim Fazio designed 18-hole golf course Aberdeen is both challenging and playable for golfers at all skill levels, providing seven tees from which to choose. Complimented by newly renovated and exceptional practice facilities and a first-class pro shop, the golf experience at Aberdeen is exceptional.

The tennis complex includes 14 Har-Tru tennis courts, a fully equipped pro shop, and a stadium observation area, providing an inviting and exhilarating environment for the beginner or advanced player. With pickleball being the country's fastest growing new racquet sport, Aberdeen offers 4 pickleball courts as well as organized bocce.

The state-of-the art exercise facility features modern equipment, with personalized audio/visual components designed to offer easy accessibility, comfort, and views of the tropical pools and golf course.

The Fitness Studio offers many daily classes that contribute to the physical well-being of our members. Personal instructor lead and virtual classes are available.

The multi-tiered aquatics complex caters to all members, their guests and families amidst lush tropical landscaping, a cascading waterfall and cabanas that help create a resort-style setting around 3 pools.

A busy, year-round social calendar provides Aberdeen Members with live entertainment, showtime concerts and organized social outings in addition to numerous family Holiday and charitable events.

Aberdeen delivers a relaxed and private club atmosphere, combining personalized service, championship golf and tennis, exciting activities, and excellent cuisine to create a memorable lifestyle for its membership.

ABERDEEN GOLF & COUNTRY CLUB BY THE NUMBERS:

- Approximately 1,850 memberships in various categories with an extensive waiting list.
- Initiation fee is dependent on category, but for the top category of Full Golf Membership, \$45,000 is due at closing with \$20,000 refundable equity upon the sale of the home in the future (there are non-resident memberships and other resident categories as well)
- Annual F&B Minimum - \$1,250 for family
- Approximately 24,000 rounds of golf with no outings
- Gross Revenues of approximately \$12.65 million
- F&B Volume – approximately \$1.1 million during COVID, more than \$2.0M in other years
- Approximately 50% of food revenue is at lunch and 50% at dinner
- 60% Food Cost
- Employees: Approximately 140 year-round with another 38 H2B seasonally
- Average age of membership – 74
- The Club uses JONAS for its accounting and POS
- The Club is organized as a 501(C)(7) Corporation

ABERDEEN GOLF & COUNTRY CLUB WEB SITE: www.aberdeencountryclub.com

ABERDEEN GOLF & COUNTRY CLUB EXECUTIVE CHEF POSITION OVERVIEW

The Executive Chef at Aberdeen Golf & Country Club (AG&CC) is responsible for all food production, including that sold in the restaurants, banquets, and other outlets. He or she develops menus, food purchase specifications and recipes, and develops and monitors food and labor budgets for the department. The Executive Chef maintains the highest professional food quality and sanitation standards.

The EC is an energized, *positive* presence who displays a strong work ethic and impeccable integrity. The position requires a motivating, committed, and dedicated professional who weaves their presence into the fabric of the club with drive and enthusiasm and a “lead from out front” style. They need to recognize that during the height of the season, long workdays are needed to achieve a high level of member satisfaction and also encourage staff to take time to re-energize and find a balance of dedication to the Club and personal time.

The EC at AG&CC is a 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.

The EC is responsible for ensuring that all food is consistently outstanding – from beloved favorites to creative daily & weekly specials and culinary focused events throughout all dining venues and functions. The EC understands that quality and consistency in producing and delivering popular club events such as wine dinners and member tournaments are just as important to the member experience as producing *a la carte* service on a day-to-day basis; and is responsible to ensure that his/her team approaches each activity with identical focus.

The next Executive Chef at AG&CC will be leading a team across multiple dining outlets and should have experience in similar Club or Resort style settings.

Leadership

- Be a positive and collaborative team player who is willing to be “hands on” when necessary but understands when to step back and lead the team.
- Be an active and dynamic recruiter of team members and someone who inherently enjoys developing and building his/her team and leading them to significant, positive membership satisfaction outcomes.

- Involve associates in the decision-making process of how 'work gets done' and creates a work environment people want to come to and participate every day.
- Have a passion and aptitude for teaching and training for 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.
- Establish and consistently enhance operating standards for personnel in areas of responsibility and consistently evaluate knowledge, understanding, and execution to these high standards.
- Conduct and/or oversee training programs for food service personnel on various issues including service techniques, knowledge of menu items and daily specials, sanitation, team building, and conflict resolution; regularly test and evaluate knowledge and understanding of these expectations
- Work closely with the front of house food and beverage managers to assure a cohesive experience that consistently exceeds the expectations of members and guests.
- Hold daily/weekly staff briefings with direct reports to keep them informed of necessary and relevant activities and expectations at the Club. Assist in planning and be responsible for ensuring special club events are well-conceived and executed.
- Attend food and beverage staff and management meetings.
- Cook or directly supervise the cooking of items that require skillful preparation.
- Engage with, observe, learn, and listen to the members and staff. Earn member trust by instilling confidence through continued enhanced operations, interaction, and visibility.
- Maintain physical presence during times of high business volume.

Operations

- Develop and maintain standard recipes and techniques for food preparation and presentation that help to assure consistent, high quality and minimize food costs; exercises portion control for all items served and assists in establishing menu selling prices.
- Evaluate food products to assure that quality standards are consistently attained.
- Ensure that high standards of sanitation, cleanliness and safety are always maintained throughout all kitchen areas. Establishes controls to minimize food and supply waste and theft.
- Safeguard all food-preparation employees by implementing training to increase their knowledge about safety, sanitation, and accident-prevention principles.
- Establish and maintains a regular cleaning and maintenance schedule for all kitchen areas and equipment.
- Maintain safety training programs; manages OSHA-related aspects of kitchen safety and maintains MSDSs in easily accessible location.

Membership

- Have a heart of hospitality, embrace, appreciate, promote and elevate the warmth and culture of the Club
- Be highly visible and engaged with Membership throughout the F&B outlets at the Club.
- Welcome, encourage and engage in regular feedback from members.
- Be responsive to members' requests for menu selections, event planning, etc., and strive to find creative ways to accommodate reasonable requests
- Consistently elevate and innovate around comfort stations and signature offerings at the Club.
- Consistently innovate, elevate and build on a core selection of Club favorites and signature dishes.
- Create a menu that the Membership has a hard time choosing from with regular features and specials.

Financial

- Clearly understand the metrics for successful attainment of financial goals and objectives in F&B operations, and consistently review these expectations with his or her direct reports to ensure understanding and 'buy-in' from those contributing to their attainment.

- Plan menus with the Food and Beverage Managers and General Manager 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.
- Ensure effective and efficient staffing and scheduling for all facilities and functions while balancing financial objectives with member satisfaction goals.
- 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; projects 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.

INITIAL PRIORITIES

- Evaluate current operations and set appropriate and necessary standards of operation, processes, 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 and positively with the front-of-house team.
- Be visible, meet, engage with and learn the Memberships names and preferences and dining requirements.
- Learn about, evaluate and continue to develop, train, and mentor the culinary team while promoting fairness and consistency within.
- Provide new innovative and exciting culinary experiences for Members and guests in both a la carte dining and Member events.
- Collaborate with the General Manager, other departments and team on elevating the variety of F&B offerings club wide.
- Meet budgeted food and labor cost goals by proactively monitoring and controlling food and labor costs.
- Explore and, where appropriate, secure local food sourcing, including farms and local/regional producers.

CANDIDATE QUALIFICATIONS

The successful candidate:

- Has a degree in Culinary Arts and/or other Hospitality Management focus.
- Has ten years food production and management experience.
- Has achieved Certified Executive Chef (CEC) certification through the American Culinary Federation (ACF) or Pro Chef II certification through the Culinary Institute of America.
- Has exceptional cooking skills.
- Has experience planning and monitoring all food-production-related costs.
- Successful experience developing food purchase specifications and standard recipes.
- Has a proven track record of maintaining food quality and sanitation standards.
- Is a known and respected leader and team player, within the kitchen, with the FOH team and with all Club and team members.
- Is experienced with technology including POS systems such as Jonas, and Microsoft Excel, Word, Outlook, Avero, Cheftech, etc.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. The Club, along with the typical senior staff benefits, offers an excellent bonus and benefit 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 in your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to Ms. Karen Henry, Director of Human Resources and clearly articulate why you want to be considered for this position at this stage of your career and why Aberdeen and the Palm Beach County 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 August 31st, 2021. Candidate selections will occur Early September with first Interviews expected later that month and final selection Late September. Ideally, the new Executive Chef will commence his/her role no later than Mid October, 2021.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – Aberdeen Executive Chef”

(These documents MUST 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

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