

EXECUTIVE CHEF PROFILE: BELLERIVE COUNTRY CLUB ST. LOUIS, MO

(Click the link at the bottom of this file to apply.)

THE EXECUTIVE CHEF OPPORTUNITY AT BELLERIVE COUNTRY CLUB

Renowned for its championship golf course and for hosting major championships, Bellerive Country Club (Bellerive) is looking for an executive chef to aid in furthering its mission to be the preeminent family country club in St. Louis. This is an opportunity to join a high-performing executive team at a Platinum Club of America (Bellerive is listed in the top 30) and Platinum Club of the World (top 100) and grow its food and beverage program and team while opening four brand new *a la carte* dining concepts within the next eight months. If you are a driven and creative culinarian and passionate leader who has a successful track record of innovation, collaboration and team development, this may be the right fit for you!

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

BELLERIVE COUNTRY CLUB & COMMUNITY

Traditionally golf has been a major focus since Bellerive Country Club's inception in 1897 and what a history it has!

In 1965, Bellerive became the "youngest" course to host the U.S. Open. The 1965 U.S. Open was the first of many national and world championships held at Bellerive including the PGA Championship (1992), the U.S. Senior Open (2004), the BMW Championship (2008), the Senior PGA Championship (2013) and the 100th PGA Championship (2018). In fact, Bellerive is only the third club to host all four men's major championships (U.S. Open, PGA Championship, U.S. Senior Open and Senior PGA Championship).

Although known mostly to the outside for golf, Bellerive members also enjoy a very family-centric experience with active racquet, aquatics, youth and food and beverage programs. The Club has enjoyed 100-plus years of traditions rich in serving families and hosting golf championships on its nationally recognized golf course.

Currently the hub of membership activity centers around a magnificent, 70,000 square foot clubhouse that provides extensive dining and entertaining options from casual to formal experiences; indoor to *al fresco*. The club is currently undergoing an \$18+M renovation and construction project that will result in new dining outlets, refreshed banquet spaces in the clubhouse as well as a brand new, 6,000+-square-foot building located adjacent to the pool and overlooking the 18th fairway and green that will provide a casual venue for swimmers, golfers, and families alike.

Bellerive is also home to a recently renovated outdoor racquet sports facility including lighted tennis and pickleball courts and state of the art platform tennis courts. Its aquatic complex has an active summer swim team calendar and the manicured bocce ball courts offer members additional sport and social opportunities. The club also hosts a popular junior camp every summer. "Camp Bellerive" offers kids the opportunity to receive professional instruction in golf, tennis and swimming, as well as participate in other fun activities.

St. Louis is the largest metropolitan area in Missouri and the 20th largest in the United States. The city has many points of interest including its iconic Arch on the west bank of the Mississippi River in the heart of downtown, (commonly referred to as "The Gateway to the West") and the beautiful, 1,300-acre Forest Park – a gem of the city.

St. Louis is home to the Cardinals baseball team (winning the World Series most recently in 2011), the Blues hockey team (winning the Stanley Cup earlier this year), and just announced future home of a Major League Soccer team. St. Louis offers residents a plethora of great restaurants, a vibrant arts and cultural scene and highly rated schools.

BELLERIVE COUNTRY CLUB MISSION STATEMENT

Our mission is to be the preeminent family country club in St. Louis, responsibly serving the dining, recreational and social needs of our members while maintaining a nationally recognized golf course.

BELLERIVE COUNTRY CLUB BY THE NUMBERS:

- 500 members
- \$2.7M annual F&B volume
- 60% *a la carte*/40% banquet
- 18,000 *a la carte* covers per year
- 200 employees
- 18 kitchen employees
- 1 kitchen (second kitchen opening Spring of 2020 in the new building)
- 55 is the average member age

FOOD & BEVERAGE OPERATIONS

Typical member dining hours are Tuesday through Sunday for lunch and dinner. Once the clubhouse renovations are finished *a la carte* venues will include four new concepts: the 1897 Room open for dinner only (upscale dining that seats 30), Mixed Grill (casual/family dining that seats 46), Normandy Lounge (adult-friendly bar/lounge that seats 48), and the Normandy Terrace (covered terrace with multiple seating areas, a fireplace lounge, bar and dining tables that seats 125). The Men's Grill, located in the men's locker room, also serves lunch and select meals and events.

Targeted for completion in May 2020, the new building will include indoor and outdoor *a la carte* seating and will also service the golfers as a Halfway House on the lower level and swimmers on the upper level. The dining room has fireplaces, a bar and 120+ seats and will serve lunch and dinner during the summer pool season and will have limited hours in the off-season. The Halfway House will be open from 7:00 a.m. daily during the golf season.

Bellerive offers numerous private dining venues including the Field Club Room (seats 20), Bellerive Room (seats 30), Blue Room (seats 75), Centennial Room (seats 60), Williamsburg Room (seats 60), and Ballroom (seats 180).

Bellerive averages 7-10 weddings a year and the largest member event takes place on the Fourth of July serving 700 members and guests. The club also can host up to eight golf outings a year on Mondays, held in the spring or fall.

After the new building is completed, Bellerive will have two kitchens – one in the clubhouse and the other in the new building.

The Bellerive campus sits on 235 acres with ample room for a chef's garden, etc.

ORGANIZATIONAL STRUCTURE

Bellerive Country Club operates under the GM/COO organizational structure. The executive chef reports directly to the GM/COO. The kitchen staff totals 18 team members including the executive sous chef, two sous chefs, and a pastry chef. The executive chef also interacts with the House Committee.

BELLERIVE COUNTRY CLUB WEBSITE: www.bellerivecc.org

EXECUTIVE CHEF JOB DESCRIPTION

The Executive Chef is responsible for all food and pastry production on Bellerive's campus; developing concepts, menus, recipes and food purchase specifications; supervising all culinary team members and concept execution; maintaining the highest professional food quality and sanitation standards; developing and monitoring departmental food, labor and supply budgets; hiring talent and developing skills in a member-focused environment where team members are led by example. He or she collaborates and works closely with other departments to ensure the club's strategic plan and goals are met.

CULINARY EXCELLENCE

The Executive Chef (EC) at Bellerive Country Club is responsible for all food production including *a la carte*, banquets and other outlets. He or she develops menus, food purchase specifications and recipes; trains, mentors and supervises production staff; monitors and manages food and labor costs for the department; and maintains impeccable professional food quality and sanitation standards.

The EC is responsible for ensuring that all food is consistently outstanding. The EC knows that quality and consistency are essential to successful culinary operations and understands that producing the Bellerive Burger is just as important to the member experience as producing a five-course wine dinner. The EC is responsible to ensure that the culinary team takes pride in the meals that they produce and approaches each item on the plate with equal motivation and focus.

The EC creates and updates menus often, incorporates daily specials, and develops and documents recipes and controls to ensure consistency. Creativity, not just variety, is essential in planning menus and events for the members of Bellerive Country Club.

The EC stays current on all culinary trends and is well-versed in accommodating a wide variety of food allergies and intolerances. The EC incorporates gluten-free items on the menu and trains all staff in the proper handling of gluten-free dishes and requests.

The EC is responsible for providing quality employee "family" meals for up to 200 team members; offering both traditional employee favorites and healthy alternatives.

TEAM DEVELOPMENT

The EC leads, manages, motivates and directs kitchen staff to achieve the objectives set by the GM/COO and the EC. 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 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 and safety, and ensures that all BOH staff approach the standards with the same level of focus.

The EC is a team builder who mentors kitchen staff and develops a pipeline of talented and creative individuals and interns by building upon its reputation as an excellent learning and training ground for up and coming culinarians. The EC shows a genuine interest in the future and personal growth of the staff.

The EC leads a trained and respectful staff. He or she teaches and mentors the staff but is also teachable. The EC realizes that he or she can learn from every team member (kitchen and FOH staff). The club also fully supports ongoing education and professional development for its executive chef and team members.

The EC is responsible for leading the product knowledge training for FOH personnel through daily pre-meal meetings and special food knowledge training programs.

BUSINESS ACUMEN

The EC has a proven track record of controlling food and labor costs. He or she is adept at creating and managing a budget and provides food purchase specifications to control food quality and costs.

The EC works as a strategic and operational partner with the managers and staff of Bellerive Country Club to develop information sharing, good communication, superior internal and external customer relationships and high-performance teamwork in order to achieve club objectives. The EC is a “courageous thought partner.”

The EC is self-motivated and sets SMART goals – both short and long-term – for him or herself and his or her team and completes the steps to achieve those goals.

MEMBER RELATIONS

The EC is the face of culinary operations and needs to be comfortable conversing and interacting in both the kitchen and dining rooms 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 is responsive to club 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 welcomes feedback, constructive criticism and suggestions from members and staff. He or she also understands that the club is continuously evolving and must be able to deliver on the changing desires of the membership.

The EC is someone who looks at mistakes as opportunities for improvement and instills this mindset and outcome into his or her team, while at the same time epitomizing the perspective of being readily open and embracing of input—The EC is approachable by both members and staff.

Ultimately, the Executive Chef of Bellerive Country Club is an important and positive face of culinary operations. He or she is an integral part of the overall success of the operation and is a strong influencer. 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.

INITIAL PRIORITIES OF THE EXECUTIVE CHEF

- Provide new and exciting culinary experiences for members and guests in *a la carte* and member and private dining events.
- Continue focusing on delivering consistency and high-quality food and service in *a la carte* and banquet operations.
- Learn members’ names and culinary and dining preferences. Understand the members in order to meet their requirements and understand what matters most to them.
- Prepare for the opening of the new dining concepts in the clubhouse and new building by defining culinary direction for each outlet, creating the menus, delivering new and creative dining options, and differentiating the dining venues.
- Earn member trust by instilling confidence through enhanced operations and visibility.
- Gain the staff’s trust, as well as evaluate and continue to develop, train and mentor the culinary team while promoting fairness and consistency within.
- Evaluate and set appropriate and necessary standards of operation, execution and delivery within the culinary operation; taking ownership for the entire experience from production to final delivery, while working closely and positively with the FOH management team.

CANDIDATE QUALIFICATIONS

The successful candidate:

- Is an effective and passionate leader and culinary professional with a proven track record of providing high-level services with a personality that is commensurately appropriate to Bellerive Country Club. Previous private club and/or luxury hotel/resort experience is desirable.
- Has successfully led dynamic culinary operations while providing seasonally driven menus with healthy options.
- Has exceptionally strong culinary credentials and, most importantly, the ability to consistently define and achieve goals and objectives. This includes proven and verifiable leadership qualities with a demonstrated ability to direct, coordinate and control all facets of an active, high volume food and beverage operation.
- Has strong management skills with verifiable strengths in inspirational leadership, financial performance, and people skills.
- Has a successful track record of running multi-venue *a la carte* operations as well as banquet operations.
- Is a confident, proactive team builder who has a history of attracting, developing and retaining high performing staff.
- Has an interest and experience in building internship, externship and/or apprenticeship programs.
- Is knowledgeable about wine and has extensive experience pairing wines, beer and spirits with menu items.
- Has strong organization and communication skills.
- Understands the Club will only be successful if all departments work together and leads his or her team as such.
- Has restaurant concept development and outlet opening experience.
- Has solid computer skills including, but not limited to, Microsoft Outlook, Word, and Excel. This position also requires technical skills to effectively manage multiple restaurants in multiple locations. Experience with Jonas POS software a plus.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

The successful candidate:

- Has a Culinary Arts degree from an accredited school and/or is an accredited apprentice program graduate with at least eight years of food production experience.
- Has a minimum of five years' experience as an executive chef at a club or luxury hotel.
- Must be ServSafe certified.

SALARY & BENEFITS

Salary is open and commensurate with qualifications and experience. The club offers a competitive benefits package including ACF membership and 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.

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

- *"Last Name, First Name Resume"*
- *"Last Name, First Name Bellerive Country Club Cover Letter"*

(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.

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

If you have any questions, please email Nan Fisher: nan@kkandw.com

LEAD SEARCH EXECUTIVE

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