

## **EXECUTIVE CHEF PROFILE: HIDEAWAY GOLF CLUB LA QUINTA, CA**

### **THE EXECUTIVE CHEF OPPORTUNITY AT THE HIDEAWAY GOLF CLUB (Hideaway)**

An amazing opportunity exists for candidates with a successful track-record of leadership and exceptional culinary operations management in private clubs or high-end establishments in the hospitality industry. We are conducting the Executive Chef search for the Hideaway Golf Club, part of the luxury lifestyle brand, Discovery Land Company.

Successful candidates have a track record of leading multiple a la carte operations as well as banquet events. If you have a track record of leading high quality, creative and consistent culinary operations, as well as a passion for hospitality and mentoring future culinarians, look no further than this executive chef opportunity at Hideaway Golf Club.

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

### **HISTORY OF HIDEAWAY GOLF CLUB**

The Hideaway is part of an international group of luxury communities developed by Discovery Land Company. Founded in 1994 by Michael S. Meldman, Discovery Land Company specializes in building luxury residential private club communities and resorts throughout North America, as well as Mexico, the Caribbean and Europe. Discovery has grown to be the premier player in the high-end resort residential niche with more than 20 world-class projects in its portfolio. The communities are distinct with their own architectural styles, world-class amenities, and high levels of service.

### **HIDEAWAY GOLF CLUB**

The Hideaway Golf Club embodies the best qualities of California's Coachella Valley, long known as a place for rejuvenation and relaxation. Located in La Quinta, the property's 600 acres are surrounded by stunning mountain vistas and the scenic expanse of Southern California's desert. Luxurious and private, the Hideaway offers championship golf, world-class amenities, exclusive residences, and superb service.

The two stunning 18-hole courses—one by Clive Clark and the other by Pete Dye—are imaginatively landscaped and designed to showcase the spectacular desert and mountain setting. Presenting a challenge for players of all levels, golf at the Hideaway is the sport at its best.

Beyond the community gatehouse, citrus-lined Hideaway Club Drive leads to the impressive Spanish-style clubhouse. Here, Hideaway members and their guests can dine in several venues or on the outdoor veranda with breathtaking mountain and golf course views. The menu includes exceptional dishes prepared by their expert culinary team, perfectly paired with wine selections by their club sommelier. State-of-the-art spa and fitness facilities, sports courts, and lounge and locker areas allow members to lead a healthy, active, and engaged lifestyle.

The Hideaway Golf Club is a private club that offers a unique opportunity to enjoy outstanding recreational facilities in the Southern California desert. The club is situated in the Hideaway residential community in La Quinta, California, with 447 homes that include villas, bungalows, custom residences, and lots.

Exceptional service is the cornerstone of every Discovery property, and members and guests at the Hideaway experience an unparalleled level of service.

At all times, personal attention from staff members is comprehensive, thorough, and friendly. Hideaway staff take it upon themselves to get to know each member by name, leading to longstanding relationships and a remarkably welcoming ambiance throughout the club. Hideaway's service culture is truly distinctive.

#### HIDEAWAY GOLF CLUB BY THE NUMBERS

- 580 Members, all categories
- \$3M F&B Revenue (60% a la carte/40% banquet)
- 30 kitchen employees
- 2 kitchens

#### HIDEAWAY FOOD AND BEVERAGE OPERATIONS

Hideaway's 38,000-square-foot clubhouse is home to the main dining room. The main dining room provides a casual elegance offering American and Continental cuisine complimented and influenced by creative culinary cultures from around the globe. Breakfast, lunch, and dinner are served daily from November through May. Dining is also available in the locker rooms.

The "Snicky Snack" is Hideaway's halfway house that is located at the turn and is open from 10:30 a.m. to 3:30 p.m. during the golf season which opens in mid-November. The Snicky Snack Bar is open during the same hours.

The club typically hosts five weddings a year. Hideaway's largest member event is the Men's Rabble Rouser Member-Guest tournament which takes place over four days and hosts 240 golfers plus their spouses.

The club has two kitchens: the main clubhouse kitchen and the Snicky Snack kitchen. Major restaurant and kitchen renovations are under review and would include a kitchen footprint remodel.

Hideaway is busy year-round. In the summertime, the club is closed on Monday and Tuesday and serves breakfast and lunch only on Wednesday through Sunday. The club is closed early on Christmas Eve and is closed on Christmas Day.

#### ORGANIZATIONAL STRUCTURE

The executive chef reports to the general manager. There are approximately 30 kitchen team members including an executive sous chef and a sous chef.

**HIDEAWAY GOLF CLUB WEBSITE:** [Hideaway Golf Club](#)

#### EXECUTIVE CHEF POSITION OVERVIEW

The executive chef at Hideaway is responsible for all food production, including that sold in 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. He or she understands that all food must be consistently outstanding, innovative and ensures that the consistency and quality of food is just as important at the Snicky Snack (the club's halfway house) as it is in five-course wine dinners and special events. The executive chef also understands the importance of appropriate systems and technology to assist in the management of cost, pricing, and scheduling.

#### EXECUTIVE CHEF JOB DESCRIPTION

##### **Leadership**

- Be a 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 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.
- Implement safety training programs; manages OSHA-related aspects of kitchen safety and maintains MSDSs in easily accessible location.

### **Membership**

- Have a heart of hospitality, appreciate, promote and elevate the culture of The Hideaway Golf Club
- Is visible and engaged with Membership throughout the F&B Outlets at the Club.
- Welcome and encourage 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; have a belief in a service philosophy of “the answer is ‘yes,’ what is the question?”
- Consistently elevate and innovate around comfort stations and signature offerings at the Club.

### **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 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.
- Evaluate the calendar and align with the GM/COO on enriching traditions, creating new experiences, and focusing the operation on a plan to stimulate excitement and patronage of the Hideaway dining alternatives.
- Focus on delivering consistency and the highest quality in *a la carte* and banquet operations.
- Evaluate and continue to develop, train, and mentor the culinary team while promoting fairness and consistency within.
- 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 vineyards and fishermen.

#### CANDIDATE QUALIFICATIONS

The successful candidate:

- Has a degree in Culinary Arts and/or other Hospitality Management focus.
- Has eight 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 team player, within the kitchen, with the FOH team and with all Club and team members.
- Has experience pairing/matching wine, craft beer, and spirits with food.
- Is experienced with technology including POS systems such as Northstar, and Microsoft Excel, Word, Outlook, Avero, Cheftech, etc.

#### SALARY & BENEFITS

Salary is open and commensurate with qualifications and experience. The Club offers an excellent bonus and benefit package including 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.

**Preparing a thoughtful letter of interest and alignment, clearly articulating your “fit” with the profile and the above noted expectations and requirements is necessary. Your letter should be addressed to Mike Finnell, General Manager, and clearly articulate why you want to be considered for this position at this stage of your career and why HGC and the La Quinta area will likely be a “fit” to you, your family and the Club if selected.**

***You must apply for this role as soon as possible but no later than May 21, 2021. Candidate selections will occur in the end of May with first interviews expected in mid-June 2021 and second interviews a short time later. The new candidate should assume his/her role in late-June/early July 2021.***

**IMPORTANT:** Save your resume and letter in the following manner:  
“Last Name, First Name - Resume” &  
“Last Name, First Name - Cover Letter, Hideaway Golf Club”  
(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.

[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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