

EXECUTIVE CHEF PROFILE: FRENCHMAN'S RESERVE COUNTRY CLUB PALM BEACH GARDENS, FL

THE EXECUTIVE CHEF OPPORTUNITY AT FRENCHMAN'S RESERVE

Located in beautiful Palm Beach Gardens, Florida, Frenchman's Reserve is looking for an exceptional, innovative, and humble Executive Chef who can continue a tradition of dining excellence at the Club while developing and mentoring the culinary team. The Club is looking for a Chef that can innovate, provide high quality and varied dining experiences, while maintaining consistency across all products. Communication across all departments, front and back of house as well as to Members is critical. The successful candidate will demonstrate a high degree of emotional intelligence and a mature, developed, calm leadership style promoting development and passion for culinary arts. Frenchman's Reserves mission is *"We are in the happiness business"* and that is felt across this private, sophisticated, member-owned golf course community that has an active, engaged, and welcoming membership. This is an amazing opportunity to be part of a talented culinary team in a beautiful, first class, friendly Club community.

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

ABOUT FRENCHMAN'S RESERVE

Frenchman's Reserve has been recognized as a Platinum Club of America since 2016 and is in the top 150 category. The Club embodies an atmosphere of relaxed luxury with world class amenities and a social, hospitable community of Members. The Club boasts an Arnold Palmer Signature Golf Course, a state-of-the-art Clubhouse, a spa, 12,000 square foot fitness center, seven Hydrogrid clay tennis courts, a multi-sport court, two pickleball courts, a resort style pool, whirlpool and newly renovated kids club and playground. The Club has guest suites available for Member's out of town guests. Inside the two-story Grande Clubhouse is the Library, a Ballroom, which are both great locations for private parties and social events, card rooms and Ladies and Men's locker rooms.

BY THE NUMBERS:

- 474 Members, 64 is average member a
- 45,000 square foot clubhouse
- \$3Million annual F&B revenue
- \$2.1Million food revenue
- 75% a la carte/25% events & catering
- 55% Food cost (target 50%)
- 115 employees year-round 135 during winter season
- 25 kitchen employees (fluctuates between summer and winter seasons)
- 2 kitchens
- 4 Hotel Rooms
- \$1,200 F&B Minimum
- Not for Profit Tax Status
- The Club uses Jonas point of sale

FOOD & BEVERAGE OPERATIONS

Frenchman's Reserve offers formal and casual dining options. Formal dining takes place in the Grill Room which is located inside the Clubhouse and features a bar, patio dining and wine cellar.

The Parc restaurant was built in 2019 and sits behind the Clubhouse. This is a very popular dining venue and offers a more casually elegant experience. They have two pick up windows, one for the golf turn and one that services the resort style pool. It has an open kitchen and large, busy bar along with an outdoor patio dining area. This restaurant serves up to 250 covers for dinner in the winter season (average 120 in the summer) and 150 for lunch (60 in the summer). Breakfast is offered on Sundays and averages around 30 covers and is open 7 days per week in the winter and closed Tuesdays in the Summer.

Easter and Thanksgiving are two of the largest events in the club calendar and are attended by 450-500 people. The club has a busy social events calendar, frequent private parties, and golf tournaments. The club hosts up to 12 weddings per year. The Club closes early every Christmas Eve and Christmas Day.

FRENCHMAN'S RESERVE COUNTRY CLUB WEBSITE: www.frenchmansreservecc.com

ORGANIZATIONAL STRUCTURE

The Executive Chef will report to the Social and Catering Events Director and be an integral part of the senior leadership team. Three Sous Chefs, Pastry Chef and a Purchaser will report to the Executive Chef. The kitchen staff totals approximately 25 team members including cooks, and stewarding. The Club utilizes seasonal H2B employees and offers housing to these employees. The Executive Chef will attend House Committee meetings on occasion.

EXECUTIVE CHEF POSITION OVERVIEW

The Executive Chef at Frenchman's Reserve is responsible for the overall leadership, mentoring and development of the culinary team, and 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 professionalism in the leadership of their team, the quality consistency and variety of their food offerings and exceptional standards of sanitation and cleanliness.

EXECUTIVE CHEF JOB DESCRIPTION

Leadership

- Engage with, observe, learn, and listen to the Members and staff. Earn Member trust by instilling confidence through continued enhanced operations, interaction, and visibility.
- Demonstrate a high level of emotional intelligence, self-awareness, and empathy.
- Create a fun collaborative work environment while being willing to be "hands on" when necessary but understanding when to step back and lead the team.
- Involve associates in the decision-making process of how 'work gets done' and create a work environment people want to come to and participate every day.
- Have a passion and aptitude for teaching and training 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.
- 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.
- Establish and consistently enhance operating standards for personnel in areas of responsibility and consistently evaluate knowledge, understanding, and execution to these high standards.
- 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 and line-ups 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.
- Improve the employee dining experience and quality of employee meals across the club.
- Maintain physical presence during times of high business volume and have experience in an open kitchen environment.

Operations

- Develop and maintain standard recipes and techniques for food preparation and presentation that help to assure consistent, high quality and minimize food costs; exercise portion control for all items served and assist in establishing menu selling prices.
- Evaluate food products to assure that the highest quality standards are consistently attained.
- Ensure that high standards of sanitation, cleanliness and safety are always maintained throughout all kitchen areas. Establish 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.
- Maintain safety training programs; manages OSHA-related aspects of kitchen safety and maintain MSDS's in easily accessible location.

Membership

- Have a heart of hospitality, embrace, appreciate, promote, and elevate the warmth and culture of Frenchman's Reserve.
- Be visible and engaged with Membership throughout the F&B outlets and during events 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 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 innovative 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.
- Consistently monitor payroll and labor resource allocations to ensure they are in line with financial forecasting and goals. Produce variance reports for monthly financial statements.
- 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; project 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 and maintain excellent vendor relationships.

INITIAL PRIORITIES

- Build relationships with the team. Listen, observe, and seek to understand. This includes building a strong foundation of relationships with Front of House leaders and all members of their team.

- Live and breathe the Golden Rule, listen, show humility and promote a positive, fair and professional work environment that works towards excellence daily.
- Prepare and support the current team so they are ready for a busy and productive winter season.
- Listen to Member feedback and make appropriate adjustments and adaptations based on sound data and careful thought.
- 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 product, while working closely and positively with the front-of-house team.
- 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 producers.
- Be visible, engage with Membership and become familiar with dining requirements and preferences.

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 a high level of Emotional Intelligence, and well-developed people leadership skills.
- Has achieved or is working towards 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.
- Is experienced with technology including Chef Tech, Jonas, and Microsoft Excel, Word, Outlook, 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. Please be sure your image is not present on your resume or cover letter; that should be used in your LinkedIn Profile.

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 Paul Mroz, CCM, General Manager/COO, Frenchman’s Reserve and clearly articulate why you want to be considered for this position at this stage of your career and why and the Palm Beach Gardens 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 October 16th. Candidate selections will occur in Mid-October with first Interviews expected in early November and second interviews a short time later. The new candidate should assume his/her role in late November/early December.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter Frenchman’s Reserve”

(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

LEAD SEARCH EXECUTIVE

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