

## EXECUTIVE CHEF PROFILE: JOHN'S ISLAND CLUB VERO BEACH, FL

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

### THE EXECUTIVE CHEF OPPORTUNITY AT JOHN'S ISLAND CLUB

Nestled between three miles of sandy beaches along the Atlantic Ocean and the majestic Indian River Lagoon, John's Island Club is looking for an executive chef to lead the culinary operations of its three clubhouses and six kitchens that are part of this luxury gated community. John's Island Club is listed # 6 on the Platinum Club of America's top country clubs in the country and has a history of culinary leadership excellence under Chef John Farnsworth's watch over the last 25 years.

The executive chef position at the John's Island Club is an amazing opportunity to be a part of a high-performing leadership team; in an active, food-focused club, offering a variety of *a la carte* and private dining venues. Successful candidates have a track record of hands-on, exemplary leadership skills; excellent organizational skills ensuring quality and consistency throughout all culinary operations; large and complex F&B operations management experience; and recruiting, mentoring and engaging all levels of staff; and they exude a professional yet personable demeanor.

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

### JOHN'S ISLAND CLUB

From the beginning, John's Island was envisioned as a very private, family-oriented club community that took full advantage of its barrier island location. The community's plans laid out by the legendary developer, E. Llwyd Ecclestone, Sr., called for strategically placed homes in the shadow of majestic live oaks and careful preservation of the pristine natural environment.

Since its inception in 1969, John's Island has grown and evolved; the original golf clubhouse and beach clubhouse have been replaced and first-class recreational facilities have been added. But one thing has remained constant since Ecclestone's heirs sold the club to its members in 1986: John's Island Club remains one of the only private clubs in the nation with vertical membership, allowing three, even four generations of a family to fully utilize everything the club has to offer under one membership.

Today John's Island Club is a private, member-owned, not-for-profit club located in the John's Island community in Vero Beach, Florida. The Club offers three clubhouses with classic to casual dining facilities, three 18-hole championship golf courses, 17 Har-Tru clay tennis courts, 6 pickleball courts, singles and doubles squash courts, a state-of-the-art fitness and wellness center, two croquet lawns, and an active calendar of social, educational and recreational activities.

### WORKING AT JOHN'S ISLAND CLUB

The employees of John's Island Club are very proud of their first-class facilities and outstanding reputation of friendly, thoughtful and courteous service to members and each other. The club and staff have superior standards and continually strive to surpass, not just meet, members' high expectations.

John's Island Club was organized for the exclusive purpose of providing first-class facilities and service for its members and their guests. Through the governance of its board of directors, John's Island Club embraces the highest standards of excellence in its continuing pursuit of these specific objectives:

- Attract, select and maintain the highest caliber of membership.
- Provide members with top quality facilities for golf, tennis, croquet, squash, beach, pool, and fitness.
- Provide members with top quality food and beverages at prices competitive with other outstanding Florida clubs and restaurants.
- Deliver courteous service to the members in all areas of club operations and activities by hiring, training and rewarding top notch staff employees.
- Maintain, improve and add club facilities and equipment as needed, keeping them in first class, up-to-date working condition at all times.
- Preserve and protect the beauty of the natural resources that enhance our club property.
- Establish and maintain frequent and open communications with club members, providing them with full and timely information about important functions, activities, major changes and club financial matters.
- Prepare and administer annual operating and capital expenditure budgets which are adequate to accomplish these objectives.
- Solicit member input from time to time on projects or issues that may affect them.
- Ensure the safety and security of members and employees on club property.

#### JOHN'S ISLAND CLUB BY THE NUMBERS:

- 1,383 members
- \$10.4M annual F&B volume
- 80% *a la carte*/20% banquet
- 366,578 covers in 2019 (average *a la carte* covers in season: B-61; L-743; D-701)
- 560 employees
- 120 kitchen employees in season/ 60 employees during the off season
- 6 kitchens
- 72 is the average member age

#### FOOD & BEVERAGE OPERATIONS

John's Island Club has a reputation for producing high quality, locally sourced food throughout its high volume, dining and banquet operations. Three extremely active clubhouses are part of the John's Island community: The Golf Club, Beach Club and West Club. The 74,000-square foot Golf Club is located on the west side of A1A Highway, across the highway from the Beach Club. The Golf Club has four *a la carte* outlets: Jack's (seats 176) is open daily for lunch and dinner, the popular Wine Bar and Oak Room (256 seats) is open daily for dinner, and The Market, which features grab and go items, grocery items, smoothies, etc., is open for breakfast, lunch and dinner. The Golf Club also has a halfway house that offers lunch daily for golfers. The clubhouse provides 80-100 carry out meals as well.

Lunch and dinner are served at the 50,000-square-foot Beach Club in the Ocean Room, Hearth Room and Ocean Terraces which together seat 466 people. Breakfast, lunch and dinner are served at the Rafters, Rafters Terrace and Outdoor Living Room (138 seats). Lunch is also served daily (weather permitting) at a satellite Beach Grill located on the beach during Christmas break and throughout the Spring, serving up to 400 beachgoers in chaise lounge chairs. The Beach Club is located on the beach of the Atlantic ocean and offers scenic vistas.

The 20,000-square-foot West Club is located 7.5 miles northwest of the Golf Club in Sebastian and offers lunch daily in the dining room (seats 98) and the halfway house.

The clubhouses also offer many locations for private dining, meetings and banquets. The Golf Club has eight designated meeting and banquet rooms. Additionally, *a la carte* dining rooms may be used for events when they are not in use for *a la carte* dining.

While the Beach Club has no designated banquet rooms, it does have a large grass lawn where tents are installed for various events throughout the year. The Beach Club hosts weddings from 100 to 400 people.

The West Club does not have banquet rooms but is often used for dinner events, serving from 30 to 250 people.

John's Island Club has extremely active F&B operations with multiple dining outlets and events offered throughout the year. Two popular events are the Spring Jamboree on the Thursday before Easter and the Jingle Bell Jamboree on December 28. Both events attract 1,200 to 1,500 each year. These events feature a buffet dinner, carnival rides and games in the Golf Club parking lot (set up and broken down in one day!). The club also averages approximately 14 weddings a year.

John's Island Club has six kitchens. The grill kitchen, prep kitchen and pastry kitchen are located at the Golf Club. The grill kitchen includes a smaller separate banquet line. The Beach Club has a main kitchen with a larger separate banquet line and the Rafters kitchen. There is one kitchen located at the West Club also.

The club's season operates between late October through mid-May. All holidays are busy at the club. The July 4th week is very busy in the summer. Christmas is the busiest week of the year in all departments and peak season is from President's week through the end of April.

During the summer (mid-May through late October) the Golf Club and West Club close their dining rooms. The Market in the Golf Club stays open during the summer, scaling back the production of fresh-made products. From June 1 through late October, all F&B services are closed on Mondays except for the Snack Bar at the Beach Club, the Halfway House and the employee dining room.

[Visit this link](#) for information and videos about the locally sourced food which is a "source of pride" at John's Island Club.

## **ORGANIZATIONAL STRUCTURE**

John's Island Club operates under the General Manager organizational structure. The Executive Chef reports directly to the Assistant General Manager and interfaces with the House and Activities Committee.

The kitchen staff totals 120 team members including the executive sous chef, Golf Club chef, Beach Club chef, banquet chef, sous chefs, executive kitchen steward and pastry chef. The club offers off-site housing for seasonal staff.

**JOHN'S ISLAND CLUB WEBSITE:** [www.johnsislandclub.org](http://www.johnsislandclub.org)

## **EXECUTIVE CHEF JOB DESCRIPTION**

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

The EC leads, manages, motivates and directs kitchen staff to achieve the objectives set by the GM, AGM 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 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 consistently producing the best "Jack's Burger" is just as important to the member experience as producing an elegant, 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 and his or her team create and update menus daily, incorporate daily features, and develop and documents recipes and controls to ensure consistency. Creativity, not just variety, is essential in planning menus and events for the members of John's Island Club. With excellent resources at the culinary team's disposal, thinking "outside-of-the-box" for member dining experiences and events is welcomed and encouraged!

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. With the multitude of *a la carte* and banquet events taking place at the three clubhouses every day, the EC, the staff and the kitchen must be extremely organized and clean at all times: from walk-ins to *mise en place*.

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 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 welcomes others' opinions yet holds his or her ground to maintain the highest level of quality and standards. The EC welcomes feedback, constructive criticism and suggestions from members and staff. He or she also understands that the club is continuously evolving and is able to deliver on the changing desires of the membership.

The EC is a hands-on 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 participation in ACF competitions for its EC and culinary team.

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

The EC works as a strategic and operational partner with the managers and staff of John's Island 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 responsible for providing quality employee "family" meals for up to 560 team members twice a day.

Ultimately, the Executive Chef of John's Island 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 on each constituency he or she interfaces with while performing his or her duties. 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. The EC is a team player that is interested and engaged in making John's Island Club among the best places in the world for staff to work, vendors to supply and members to play!

## **INITIAL PRIORITIES OF THE EXECUTIVE CHEF**

- Learn members' names and culinary and dining preferences. Understand the members in order to meet their requirements and understand what matters most to them. Earn member trust by instilling confidence through continued 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.
- Continue to focus on delivering **consistency** and the **highest quality** in *a la carte* and banquet operations.
- Provide new and exciting culinary experiences for John's Island Club members and guests in *a la carte* and member and private dining events.
- Learn local vendors, farmers, etc., to continue the strong tradition of locally sourced, quality ingredients.
- After observing and understanding member and staff needs, define culinary direction, evaluate and update menus daily, and deliver new and creative menu options.
- 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 of end product, 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 John's Island Club. Previous private club and/or luxury hotel experience is desirable.
- Has successfully led dynamic culinary operations. Additionally, those with a proclivity for healthy, locally-sourced and seasonally driven menus are preferred.
- 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, hands-on leadership, financial performance, and people skills.
- Has expert knowledge of various cooking methods, preparation of soups, sauces, and stocks; butchering; product identification; food purchasing functions; *garde manger*; advanced pastry and baking; and has the ability to perform all functions of the cooks, leading and training by example.
- Is a confident, proactive team builder who has a history of attracting, developing and retaining high performing staff.
- Has experience in developing internship, externship and/or apprenticeship programs.
- Has strong administrative and organizational skills, with the ability to meet tight deadlines and manage multiple food outlets serving 100-1,000 meals daily.
- Is knowledgeable about wine and has extensive experience pairing wines, beer and spirits with menu items. John's Island Club has an extensive wine program and offers 42 wines by the glass.
- Has strong communications skills.
- 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 Clubessential POS software and Food Trak inventory software is a plus.

## EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

The successful candidate:

- Has a Culinary Arts degree from an accredited school and/or is an apprentice program graduate.
- Has a minimum of 10 years' prior culinary management experience at luxury resorts, hotels and/or clubs.
- Must be certified in food safety.
- Certification through the American Culinary Federation (ACF) as a Certified Executive Chef is desirable.

## **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 John's Island 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

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