

KOPPLIN KUEBLER & WALLACE

THE MOST TRUSTED NAME IN EXECUTIVE SEARCH AND CONSULTING

EXECUTIVE CHEF PROFILE: THE LOXAHATCHEE CLUB JUPITER, FL

(To apply for this position use the link at the bottom of this page.)

THE EXECUTIVE CHEF OPPORTUNITY AT THE LOXAHATCHEE CLUB

“To give real service you must add something which cannot be bought or measured with money, and that is sincerity and integrity.” – Douglas Adams

Located just minutes from the beach in beautiful Jupiter, Florida, The Loxahatchee Club, a *Platinum Club of America*, is looking for an exceptional, hands-on Executive Chef who is passionate about the culinary arts and focused on service excellence. With kitchen and dining room renovations coming in early 2020 and the pleasure of working with a high-performing, service-focused team delivering “The Loxahatchee Experience” to a truly great membership, this is an outstanding opportunity that doesn’t come along every day. Read on to see if you have what it takes to be successful at The Loxahatchee Club!

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

THE LOXAHATCHEE CLUB & COMMUNITY

The Loxahatchee Club is a member-owned private club and gated community. The Signature Jack Nicklaus-designed golf course is the centerpiece of the residential community with 285 homes set on 340 acres with over 71 acres of fresh water lakes and 40 acres of greenbelt. The club and community offer members and residents an intimate environment of casual elegance, uncompromising quality and unparalleled personal service. “The Loxahatchee Experience” is reflected in the golf program, dining operations, throughout the Activities Center, and the custom services that are provided by their Homeowners’ Association.

Located in the Town of Jupiter, in Palm Beach County, the Loxahatchee Club is only 25 minutes from the Palm Beach International Airport, 2.5 miles from pristine beaches on the Atlantic Ocean, and 1.5 miles from I-95 and Florida’s Turnpike. The area offers a true quality of life with beautiful beaches, boating, fishing and other watersports and a multitude of shopping, dining, and cultural activities.

The Loxahatchee Club golf course opened in 1985 and was immediately recognized by *Golf Digest* as the “*Best New Private Course*” the following year. In 1987, its first year of eligibility, the course was recognized by *Golf Digest* as one of its “*Top 100*” courses in America. In 1992, Loxahatchee hosted the USGA Senior Amateur Championship. Over the years, Club Leaders Forum has consistently designated Loxahatchee as one of the “*Top 50 Golf Clubs*” in the country. *The BoardRoom* magazine also recognizes The Loxahatchee Club with its highest “*Distinguished Club*” honor.

Founded by Gordon C. Gray and designed by club member Jack Nicklaus, Loxahatchee is often called a “shot makers course” because of its imaginative design features. Golfers of all skill levels find the course enjoyable and challenging, no matter how often they play. Members appreciate two additional qualities of playing at the club – the short distance between tees and greens, making the course very easily walked and the well-managed caddie program that ranks with the very best and was recognized as such by *Links* magazine in 1998.

The 32,500 square-foot clubhouse offers indoor and *al fresco* a la carte and private dining rooms including a wine room, as well as the golf pro shop and administrative offices. There are plans in the works for an *a la carte* dining room and kitchen expansion.

The 11,300 square-foot Activities Center, located a short golf cart-ride away, includes a state-of-the-art fitness center and spa, three lighted hydro-grid tennis courts, tropical lagoon-style swimming pool, and The Gazebo café which is open during peak times.

THE LOXAHATCHEE EXPERIENCE

“The Loxahatchee Experience” represents the combined efforts of all club team members to deliver a positive and unique sensory experience for all who live, visit and work in The Loxahatchee Club community. The key components of “The Loxahatchee Experience” are that team members are welcoming, sincere, and friendly; bring their personality; exude enthusiasm; treat others with respect; are helpful; are clean in mind, body, speech and appearance; provide security; assist with teamwork; provide quality service and products; and respect, uphold and build upon tradition.

THE LOXAHATCHEE CLUB MISSION

The Loxahatchee Club’s mission is to provide its members, their families and guests with exceptional golf, fitness, dining, and social experiences with unparalleled personalized service that enhances a private club lifestyle, enduring friendships and a sense of community.

THE LOXAHATCHEE CLUB VISION

The Loxahatchee Club’s vision is to be recognized as one of the country’s premier private golf clubs and one of the finest communities in South Florida.

THE LOXAHATCHEE CLUB VALUES STATEMENT

The following seven values represent the core priorities that will drive leadership decisions:

- Perpetuating the Club culture as a fun place to live and play
- Fostering friendship and high-quality social interaction
- Financial accountability to the membership
- Unwavering commitment to excellence and continuous improvement
- Deployment of resources in the best interest of the club organization
- Transparent decision making and communication to the membership
- Commitment to an ongoing strategic planning process

THE LOXAHATCHEE CLUB BY THE NUMBERS:

- 332 members
- \$100,00 initiation fee
- \$18,050 annual dues
- 32,500 square-foot clubhouse
- \$2.1M annual F&B
- 85% a la carte/15% other
- 52,900 covers per year
- 115 total number of employees (in season)
- 24 kitchen employees in season
- 3 kitchens (main dining room, Turtle Café, pool snack bar)
- 66 average age of members

FOOD & BEVERAGE OPERATIONS

The Loxahatchee Club offers three a la carte dining venues located in the clubhouse – the *al fresco* dining experience (complete with waterfall) offered at the Turtle Café, the casual elegance of the Grill Room with its outstanding views of the golf course and *al fresco* option on The Terrace, and the fine dining experience in the Penna Room.

An additional *a la carte* venue, The Gazebo café, is located poolside at the Activities Center. The Gazebo features light, south Florida-inspired cuisine.

The Clubhouse is open year-round serving lunch nearly every day and dinner six nights a week, November through May. Lunch is extremely popular and offers sandwiches, burgers and fries, casual fare as well as a full bar menu; and dinner features exquisite meals for members and their guests.

In season, the club is very busy; offering breakfast and lunch every day of the week in the Turtle Café. The club also offers a fresh food station called “Lox on the Go” for golfers making the turn and those in need of a quick meal. The Grill Room is also open for lunch on Tuesdays through Sundays in season.

In season dinner service includes Tuesday evenings at the Turtle Café. Members enjoy a fine dining experience in the main dining room on Wednesday and Friday evenings. Saturday evening is always a special fine dining event at the Lox and Sunday evening is a casual social gathering tradition in the Grill Room.

Although the clubhouse is open year-round, there is very limited dinner service from May 15 to October 15 and the club is closed for two weeks in July. Lunch is offered five to six days a week with some occasional dinners during summer months.

The Loxahatchee Club also offers members a Wine Club program which includes wine locker and wine cooler storage, invitations to wine tasting and wine dinner events, and a special wine purchasing program.

In addition to *a la carte*, The Loxahatchee Club offers private dining rooms including the Wine Room and Grout Room for special events and in-home catering is also a popular service.

The club has three kitchens: The main kitchen and the Turtle Café kitchen in the clubhouse and The Gazebo cafe at the Activities Center.

ORGANIZATIONAL STRUCTURE

The Loxahatchee Club operates under the GM/COO organizational structure. The Executive Chef reports to the Club Manager.

The kitchen staff totals approximately 24 team members in season including an executive sous chef, sous chef, and pastry chef.

THE LOXAHATCHEE CLUB WEBSITE: www.theloxahatcheeclub.org

VIDEO ABOUT THE LOXAHATCHEE CLUB: vimeo.com/251646497

EXECUTIVE CHEF JOB DESCRIPTION

The Executive Chef (EC) at The Loxahatchee Club provides day-to-day leadership, supervision, direction, and management of the culinary operation and personnel associated with the culinary program. He or she satisfies the best interests of The Loxahatchee Club’s members and guests and is responsible for operating a fiscally responsible, efficient kitchen and food operation through the technical guidance, skills, controls and resources at hand to obtain budgeted goals and maximize standards of quality.

The EC is a hands-on chef that leads by example. He or she is responsible for all food and beverage Back-of-the-House (BOH) operations while working closely with Front-of-the-House (FOH) staff to ensure the delivery of **quality** and **consistency** of innovative services, products and offerings to members and guests.

The EC leads, manages, motivates, and directs kitchen staff to achieve the objectives set by the Club Manager, GM/COO and 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 – from standard country club fare to innovative offerings and special culinary events throughout all dining venues. The EC understands that quality and consistency in producing and delivering the Loxahatchee Burger is just as important to the member experience as producing a five-course wine dinner and memorable special events; and is responsible to ensure that his or her team approaches each activity with the same focus. Consistency is imperative at The Loxahatchee Club and the EC should have standards and processes in place that ensure consistency in every meal that is served.

The EC creates and updates menus often, incorporating daily specials. He or she develops and documents recipes and controls to ensure consistency. Creativity, not just variety, is essential in planning menus and events for the members of The Loxahatchee Club. The EC should also be flexible and adaptable to make changes if a menu item is not selling.

The EC and culinary team know, anticipate and prepare for individual members' special dietary needs. Anticipating member culinary preferences and dietary requirements is very much a part of the Loxahatchee culinary culture.

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 is a team builder who mentors kitchen staff and develops a pipeline of talented and creative individuals and culinary school interns/externs by building upon its reputation as an excellent learning and training ground for up and coming culinarians. The club fully supports ongoing education and participation in ACF competitions for its EC and staff. The EC also treats all employees with respect and, in return, requires that of his or her team. The EC is also responsible for leading and promoting the product knowledge training for FOH personnel through daily pre-meal meetings and special food knowledge training programs.

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

The EC is the face of culinary operations and should be comfortable conversing and interacting in both back and front of house settings 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 directs and orchestrates cooking demonstrations and cooking classes for members.

The EC works as a strategic and operational partner with The Loxahatchee Club team to develop information sharing, good communication, superior internal and external customer relationships and high-performance teamwork in order to achieve club objectives and deliver "The Loxahatchee Experience."

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. He or she also keeps a close watch on minimizing waste. The EC pays close attention and takes corrective action as needed to assure that financial goals are met.

The EC is responsible for providing quality and healthy employee meals for approximately 115 employees in season and 60 employees off season.

Ultimately, the Executive Chef of The Loxahatchee Club 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.

INITIAL PRIORITIES OF THE EXECUTIVE CHEF

- Develop a culinary plan for the upcoming winter season to provide new and exciting culinary experiences for The Loxahatchee Club members and guests in both *a la carte* dining and member events while embracing traditional club favorites. “Memorable” is an expectation with every meal at the Club!
- Find and maintain a balance among member dining needs from classic country club fare to new, innovative dining options. The executive chef will need to offer menu options that appeal to tenured members as well as newer, more active, younger members.
- Recruit, evaluate and continue train and mentor the culinary staff for the upcoming season.
- 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 the end product, while working closely with the FOH management team.
- Manage to budgeted goals.
- Deliver consistency and high quality in *a la carte*, banquet, and catering operations.
- Learn staff and members’ names and culinary and dining requirements (allergies, etc.) and preferences.
- Provide creative plate and buffet/action station presentations as well as deliver value to the membership.
- A clubhouse renovation will include enhancing dining and kitchen areas. The EC will take part in planning the renovations that will begin in February 2020 and a well-thought out, temporary operational plan will be required during renovations.

CANDIDATE QUALIFICATIONS

The successful candidate:

- Is a strong and passionate culinary professional and leader with a proven track record of providing Platinum-level services with a personality that is commensurately appropriate to The Loxahatchee Club. Previous private club experience is highly desirable.
- Is focused on culinary excellence and continuous improvement in processes, products and skills. The candidate should enjoy staying current on culinary trends and challenge their team to bring new ideas to menu development and events as well.
- Has successfully led dynamic culinary operations – including *a la carte*, banquet and in-home catering operations.
- Has the ability to consistently define and achieve goals and objectives. This includes proven and verifiable leadership qualities with demonstrated ability to direct, coordinate and control all facets of an active food and beverage operation.
- Has strong management skills with verifiable strengths in inspirational leadership, financial performance, and people skills.
- Is a confident, proactive team builder with a history of attracting, developing and retaining high performing staff.
- Must possess verifiably strong written and oral communications skills.
- Must have 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 is a plus.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Has a Culinary Arts degree from an accredited school or equivalent experience.
- Has a minimum of four years' prior management experience as an Executive Chef and at least five years of diversified kitchen and hospitality industry experience including *a la carte* and banquet operations. An executive sous chef at a larger club who is ready for their first executive chef opportunity will also be considered.
- Certification by the American Culinary Federation is preferred.
- Must be certified in food safety.

SALARY & BENEFITS

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

INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter (in that order) using the application link below. We recommend you review our recommendations (in the paragraph below) as you compile your cover letter. Please have your documents fully prepared to be uploaded when prompted 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 clearly articulate why you want to be considered for this position and why The Loxahatchee Club and the Jupiter area will likely be a fit for you, your family and the Club if selected.

IMPORTANT: Name your resume and letter in the following manner before uploading (these documents should be uploaded in Word or PDF format):

"Last Name, First Name Resume"

"Last Name, First Name Cover Letter"

Note: Once you complete the application process for this search, you are not able to return and upload additional documents.

For directions on how to upload your resume and cover letter, [visit this page](#).

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

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

Lead Search Executive:

Lisa Carroll, SHRM-SCP

Search Executive

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