

# KOPPLIN KUEBLER & WALLACE

THE MOST TRUSTED NAME IN EXECUTIVE SEARCH AND CONSULTING

## **EXECUTIVE CHEF PROFILE: CINCINNATI COUNTRY CLUB CINCINNATI, OH**

### **EXECUTIVE CHEF AT CINCINNATI COUNTRY CLUB**

The Executive Chef position for Cincinnati Country Club is an exceptional opportunity to work at a premier, progressive, and culinary-focused club. This is a satisfying opportunity for candidates with great leadership and culinary skills to serve over 830 total members and their families in a location with a great quality of life. The new chef should bring a creative and innovative approach to our culinary offerings, adding fresh perspectives while respecting tradition, as the club continues to evolve. This club offers a variety of a la carte dining venues, extensive and diverse banquet operations, multiple kitchens, and a high-performing team both in the kitchen and front of the house.

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

### **ABOUT CINCINNATI COUNTRY CLUB**

Cincinnati Country Club, nestled in the heart of the city, is a prestigious and historic private club that offers an unparalleled experience for its members. Established in 1895, the club is renowned for its classic elegance, top-tier amenities, and rich traditions. The beautifully maintained 18-hole championship golf course, designed to challenge and inspire players of all skill levels, is one of the finest in the region. Beyond golf, members enjoy a wide range of luxurious amenities including tennis courts, paddle tennis courts, squash courts, fitness, pickleball, exquisite dining experience, a vibrant social calendar, and a family-friendly pool area.

From elegant gatherings in the stunning clubhouse to memorable events under the stars, the club offers a lifestyle of sophistication and leisure, where tradition meets contemporary comfort. With its breathtaking surroundings and commitment to excellence, Cincinnati Country Club remains a cherished destination for those seeking a refined and fulfilling private club experience.

### **CINCINNATI COUNTRY CLUB BY THE NUMBERS**

- 830 memberships
- \$14M Total Club Revenue
- \$3.1M Combine F&B Revenues
- \$2.07M Food revenue
- \$1.02M Beverage revenue
- 54% a la carte 46% banquets
- 4-5 Average Annual Weddings
- 35 kitchen employees – In Season
- 70k Total Covers (Annualized)
- 200 Daily Covers (B – L - D)
- 3 Kitchens (2 in the clubhouse – 1 Sports Building)
- 9 - Dining Locations – 3-Bars – operational seasonally
- 43 % food cost – historically budgeted
- 60 is the Average Age of Membership
- Total Employees - 160 off-season – 225 in season

**CINCINNATI COUNTRY CLUB WEBSITE:** [www.cincinnati-country-club.com](http://www.cincinnati-country-club.com)

## **CINCINNATI COUNTRY CLUB FOOD & BEVERAGE PROGRAM:**

The Cincinnati Club has two unique main dining venues on its campus. The sports activity building (SAB) dining and the Main Clubhouse dining feature catering year-round and various seasonal spaces. The ideal food and beverage offerings migrate from each clubhouse based on the time of year. Each clubhouse has a fully renovated stylish kitchen with full services for seamless delivery of food and beverage excellence.

### **SPORTS ACTIVITY BUILDING: (MAY – OCTOBER)**

**Fine Dining** – Classic dining space with pine trim and traditional dining table set up. A celebrated space for special events on the lobby level of the sports building.

**Patio** – Classic porch setting, perfect for the summer season with beautiful views of the golf course and manicured grounds. This dining area is ideal for perfect-weather dining and gathering.

**Grill / Bar** – Classic Grill-like setting opposite the fine dining space, with a full bar along the back wall of the room. This serves as a casual a la carte dining space should the weather not support the patio dining space.

### **MAIN CLUBHOUSE:**

**Upper and Lower Grill** – The lower floor of the clubhouse features two dining spaces that step down into each other. These spaces are ideal for fine dining, family gatherings, and club celebrations.

**Lani Bar Lounge** – Beautiful centerpiece bar with a la carte dining table around. Perfect for pre-or post-dinner drinks and light dining between service hours or lunch/dinner.

**Pub Bar** – As the name implies, casual space is tucked into the back of the clubhouse with various individual dining zones in the floor plan. Ideal for family-focused dining and fun.

**Concession Stand** – Is the pool grab and go, for walk-up dining spaces. The classic bar/quick pick up in a casual setting when the pool is in operation.

**Cabana Bar** – Modern beautiful view space of the entire golf course. Set above the pool patio features a main squared bar with seating both at the bar and tableside. This location is perfect for warm summer dining and sunsets.

### **CATERING:**

**Main Clubhouse Ballroom** – Featured in the main lobby of the clubhouse is the grand Ballroom with a perfect view of the club grounds and golf course. This area can accommodate 200-300 depending on the style of entertainment. This hosts several member event experiences as well as weddings.

**Board Room** – Classic size and shape of a traditional boardroom setting. In the lower area of the clubhouse off from the a la carte dining venues.

**Private Meeting Space** – Generous space off from the pub dining area, for members gathering in a casual yet private location.

**Pavilion Tent** – Open-air permanent space covered for various club and catering events. It sits directly off from the family pool and is perfect for outside events.

### **EXECUTIVE CHEF – POSITION OVERVIEW**

The EC is a key leader in an experienced food and beverage team who is responsible for the execution of cuisine to the well-traveled club membership. This role demands seamless and consistent standards for the culinary excellence the club is known for. The next EC will continue a great culinary history, securing wisdom in leadership and defining an authentic style of a strong culinary vision and culture for the club.

### **LEADERSHIP**

- Be a collaborative team player who is willing to work with and train the team each day doing whatever it takes to deliver the best Member experience.
- Empower the culinary team and delegate appropriately, so they can focus on growth; be confident that the operation can run well in EC's absence.
- Be an active recruiter of team members and someone who inherently enjoys developing and building his/her team and leading them to significant, positive membership satisfaction outcomes.
- 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.
- Maintain existing 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 ensure a cohesive experience that continually exceeds the expectations of Members and guests.
- Engage with, observe, learn, and listen to the Members and staff. Earn Member trust by instilling confidence through continued enhanced operations, interaction, visibility, and consistency.
- Remain current and continue education regarding diverse and new culinary trends and cuisines.
- Maintain physical presence during times of high business volume.
- Create a welcoming, approachable, and inclusive kitchen atmosphere for all club staff based on mutual respect.

#### **OPERATIONS**

- Maintain existing standard recipes and techniques for food preparation and presentation that help to assure consistent high-quality food.
- Maintain a rotation of varied and creative food offerings that feature global cuisines. Evaluate food products to ensure that quality standards are always attained.
- Maintain opening and closing cleaning checklists for each area/station within the kitchen and develop a weekly/monthly cleaning checklist.
- Safeguard all food-preparation employees by implementing training to increase their knowledge about safety, sanitation, and accident-prevention principles.
- Maintain safety training programs; manage OSHA-related aspects of kitchen safety and maintain MSDSs in an easily accessible location.

#### **FINANCIAL**

- Plan menus for all food outlets in the club and special occasions and events. Schedule and coordinate the work of chefs, cooks, and other kitchen employees to ensure 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, the club has a strong finance department that provides monthly and bimonthly updates to the EC.
- 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.

#### **CANDIDATE QUALIFICATIONS**

- Has 5+ years of luxury culinary experience as an Executive Chef in a large operation, multi-outlet experiences are a must.
- Successful experience in both a la carte and banquet operations in previous hotels, clubs, or resorts.
- The EC is a lifelong learner and instills that characteristic into his or her team.
- Is extremely organized to successfully manage and lead multiple a la carte and banquet venues simultaneously as well as prepare for and execute successful banquet events.
- Has a successful track record of controlling costs, standardizing recipes, planning budgets, and has the skills necessary to perform all kitchen tasks and train others to properly execute those tasks.
- Is a visionary and a trendsetter yet understands and respects the club's long-standing culinary traditions and can balance both in creating menus, specials, and banquet offerings.
- Must have computer skills including but not limited to Microsoft Outlook, Word, and Excel. Experience with Club Essential POS software is a plus.

## **EDUCATIONAL & CERTIFICATION QUALIFICATIONS**

- A culinary arts degree from an accredited school is preferred.
- Certified Executive Chef (ACF) or Pro Chef (CIA) certification is preferred.
- Certification in food safety is mandatory.

## **EMPLOYMENT ELIGIBILITY VERIFICATION**

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

## **SALARY AND BENEFITS**

The salary is open and commensurate with qualifications and experience. Cincinnati Country Club offers an excellent benefits package including professional development. Salary Range: \$175,000 - \$195,000

## **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 on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to **Mr. Joe Zinchini, General Manager/COO**, clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why CCC and the Cincinnati, Ohio area will benefit you, your family, your career, and the Club if selected.

**You must apply for this role as soon as possible but no later than the 1<sup>st</sup> of December 2024. Candidate selections will occur mid-December, with the first Interviews expected in January 2025 and the second interviews a short time later. The new candidate should assume his/her role in early/mid-February 2025.**

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – Cincinnati CC”

(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 Bethany Taylor: at [bethany@kkandw.com](mailto:bethany@kkandw.com)

## **LEAD SEARCH EXECUTIVES:**

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