

EXECUTIVE CHEF PROFILE: LOBLOLLY HOBE SOUND, FL

THE EXECUTIVE CHEF AT LOBLOLLY

The Executive Chef opportunity at Loblolly is in one of Hobe Sound's most established communities and an excellent opportunity for candidates with exceptional culinary talent and leadership—a perfect opportunity to continue their culinary reputation by opening a new Clubhouse and signature kitchen. The clubhouse, kitchen, and inspiring chef gourmet market are brand new and perfectly positioned for success. An Executive Chef who can see the vision shared by club leadership and committee, while developing concepts together will completely align with such a celebrated role. Food and Beverage is a key amenity to all 325 members in the club's diverse dining venues, high-end catering operations, and well-designed kitchen. This position is best suited for candidates with experience in high-quality and high-touch environments frequently enjoyed by Members. Creativity will be required to enhance the club traditions along with new events.

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

ABOUT LOBLOLLY AND THE COMMUNITY

Loblolly is a private club and community located on Florida's southeastern coast in beautiful Hobe Sound on the Intracoastal Waterway. This convenient location is just north of Jupiter Island and Palm Beach.

The Club's genesis was a deliberate journey, founded on a passion for sports and family bonding. The original members imbued Loblolly with its defining attributes – a familial ambiance, unassuming elegance, warmth, hospitality, and a zest for life. The establishment of the Loblolly Bay Yacht Club and Marina marked the inception, offering a haven for boating enthusiasts, anglers, and beach lovers alike. The club's allure transcended geographical boundaries, attracting members from diverse locales. Their enthusiasm for the game of golf led to the opening of Loblolly Pines Golf Club across the road.

The two clubs were then merged in 2000 to create the member-owned Club that is now simply called Loblolly. An invitation-only membership ensures those joining the Loblolly family will have similar ideals and values. Pete and P.B. Dye originally designed Loblolly to challenge golfers of all skill levels. Loblolly is recognized as one of the top courses in Florida with surprising changes in topography seldom found in a coastal setting.

The Clubhouse, a bastion of classic charm and sophistication, serves as the focal point for social gatherings and celebrations. A full-service Spa with an extensive menu of services is situated at the Clubhouse and features treatment rooms and a separate nail salon. Loblolly's state-of-the-art Fitness Center is equipped for aerobics, strength training, stretching, and physical therapy. Its panoramic vistas and inviting terraces provide the perfect backdrop for shared moments over meals, drinks, and camaraderie. Meanwhile, the rejuvenated Yacht Club tantalizes palates with its exquisite culinary offerings, complemented by a curated selection of wines and fresh seafood.

The Club offers tennis with ten Har-Tru courts. Two separate pools complement Loblolly's recreational amenities. The Marina and Yacht Club are nestled in a natural inlet on the Intracoastal Waterway, surrounded by lush mangroves and adjacent to the Hobe Sound Wildlife Refuge. Members enjoy many recreational water sports and activities. At the community's eastern edge, the 79 slip, deep-water marina offers dockage on a seasonal or annual basis for yachts up to 100 feet.

LOBLOLLY WEBSITE: www.loblollyinfo.com

LOBLOLLY BY THE NUMBERS:

- 325 members (4 categories)
- 69 average age of membership
- 32,000 sq ft clubhouse
- 2M annual F&B revenues
- 56% food cost (target 51%)
- 59% Kitchen labor cost (target 55%)
- 62,054 covers per year
- 6,000 sq ft. kitchen
- 28 kitchen employees
- Leadership (Yacht Club Chef, Pastry, Sous Chef, Executive Sous Chef, Turn Chef, Chefs Market Chef)
- 138 FTE employees (seasonal) / Off-site housing for H2B employees
- 3 kitchens (5 outlets) – 2019 - year last kitchen renovation
 - Yacht Kitchen 2023
 - Main Kitchen 2024 – (pastry venue kitchen)
 - Bay Pool Kitchen
- 501(c) (7) Tax Status
- Premier Space in the new Clubhouse for Member Events and Weddings
- The Club uses the Club Essentials system for POS
- Limited Club service – June 1 to October 1 / Full Service – October to May

FOOD & BEVERAGE OPERATIONS

Yacht Club Dining – 107 seats (Inside, Patio, and Bar) – 2nd floor of the Yacht Club, formal setting.

Tide Bar and Seating – 39 seats (Bar, Inside, and Screen Patio) – light tapas in the afternoon, transitioning to dinner later. Perfect multi-venue space

Bay Pool – 126 seats (Inside, Awning Coverage, Pool Area) – light pool fare Seasonal and utilized for member events in featured holiday celebrations.

Grill Room – 189 seats (Main Dining Room, Bar/Lounge, and Patio) – various dining zones, with views of the golf course. This is a new concept, kitchen, and clubhouse space, the restaurant features a beautiful wine wall.

Private Dining Room – 18 seats – perfect for small private events. Placed into the new clubhouse with direct access to the new kitchen. Ideal space for Chef inspired concepts, and members desired celebrations.

Chef Market – 18 seats (Inside/Outside) – top tier grab and go, with personalized creations inspired by the location and dining trends of the membership. Open from morning to evening, the centerpiece of the market is the hearth pizza oven. From a quick juice to a full lunch. The main kitchen has seamless access to the market for chef stations.

The Turn – 16 seats (Outside) – as in the name, position between the golf tracks. The Turn is perfect for a quick snack, beverage, and customized favorites. The personalized kitchen allows for interaction with the chefs.'

Multi-Purpose Catering Venue – 176 seats – positioned in the new clubhouse, with views of the golf course. A perfect space to grow with catering/member signature events. Artfully designed with direct access to the new kitchens.

EXECUTIVE CHEF POSITION OVERVIEW

The Executive Chef at Loblolly is responsible for the overall leadership, mentoring, and development of the culinary team and all food production of the club's Food and Beverage. 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. Loblolly has been known for its world-class cuisine since its inception.

KEY PRIORITIES FOR SUCCESS

LEADERSHIP

- Take full ownership of the culinary team; build trust with them by engaging, observing, learning, and listening to their wisdom, experience, and needs.
- Earn members' trust by instilling confidence through continued enhanced operations, interaction, and visibility.
- Create a fun collaborative work environment while being "hands-on" when necessary.
- Involve associates in the decision-making process of how "work gets done" and create a work environment of mutual respect in which people want to come to and participate every day.
- 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 ensure 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.

OPERATIONS

- Plan, organize, and run a busy seasonal operation, with multiple events happening at the same time across multiple locations as well as a la carte dining.
- 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 an easily accessible location.
- Continue to maintain the positive culture of healthy employee meals and understand the importance they have over the morale of the team.

MEMBERSHIP

- Have a heart of hospitality, embrace, appreciate, promote, and elevate the warmth and culture of Loblolly.
- 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. Loblolly prides itself on having a "say yes" culture.
- Drive consistent innovation, elevate, and build exciting food programs for members to enjoy.
- 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 OF NEW EXECUTIVE CHEF

- Work with senior leadership on the renovation/opening plan for the new clubhouse and kitchen, creating, evaluating, and implementing systems for a successful opening.
- Build relationships with the team. Listen, observe, and seek to understand. This includes building a strong foundation of relationships with the executive team, front-of-house leaders, and all members of their team.
- Treat others with respect, listen, show humility, and promote a positive, fair, and professional work environment.
- Create a clear game plan for seasonal staffing, recruitment, and execution. The club re-starts each year, with returning culinary talent and new faces each year.
- Listen to member feedback and make appropriate adjustments and adaptations based on sound data and careful thought.
- Find ways to build in variety and different offerings throughout the season.
- 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.
- Be visible, engage with membership, and become familiar with dining requirements and preferences.

CANDIDATE QUALIFICATIONS

- Has five years' experience in a similar role.
- Has a degree in Culinary Arts and/or other Hospitality Management focus.
- Has ten years of food production and management experience.
- 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 a proven track record of maintaining food quality and sanitation standards.
- Is experienced with technology including Jonas POS, and Microsoft Excel, Word, Outlook, etc.

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. The club offers an excellent bonus and benefits package including association membership.

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 Loblolly General Manager/CEO Mr. Mike Reilly and clearly articulate your alignment with this role and why you want to be considered for this position at this stage of your career and why Loblolly and the Hobe Sound, FL area will be beneficial to 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 12th of March 2024. Candidate selections will occur mid-March with first Interviews expected in late March and second interviews a short time later. The new candidate should assume his/her role in early to mid-May.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - Loblolly”

(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: bethany@kkandw.com

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