



EXECUTIVE SEARCH

EXECUTIVE SEARCH SERVICES FOR THE PRIVATE CLUB AND HOSPITALITY INDUSTRY



Candidate Profile

Executive Sous Chef
Aberdeen Golf and Country Club
Boynton Beach, Florida
<https://www.aberdeencountryclub.com/>

Organization

Aberdeen Golf & Country Club is a 36 year-old, member-owned, predominately Jewish full service country club with approximately 1850 members whose average age is 74. The community has approximately 2,400 homes, consisting of villas, homes and condominiums that are surrounded by beautiful golf and lake views. The membership is active year round and regularly utilizes the Club's facilities and services on daily basis. Centrally located in Palm Beach County, Florida, the country club capital of the world, Aberdeen Golf & Country Club consistently distinguishes itself, through its forward thinking, innovative and fiscally sound approaches, focused on delivering an affordable membership experience at a tremendous value. Aberdeen's world class facilities, including a Jim Fazio championship golf course, state-of-the-art and resort style Fitness and Aquatics center, fourteen har-tru tennis courts, four pickleball courts and a modern and relaxed Clubhouse has attracted homebuyers, at all ages, who are looking for a "low key" country club lifestyle. In addition to its first-rate facilities, Aberdeen also distinguishes itself by offering a variety of membership categories as well as a wide array of suitable lifestyle activities commensurate with what one comes to expect in a field of fine private country club communities in Florida. At a time a time when membership in Country Clubs is declining, nationally, Aberdeen's membership has been growing, steadily. As a result of consistent, progressive leadership on the part of its Management and Board of Directors, Aberdeen continues to position itself as the "understated gem" and is recognized as a Distinguished Club of the World. Aberdeen is located in the heart of Palm Beach County with very attractive residential areas, several fine schools and is near a wide array of athletic and cultural activities.

Position Summary

The club seeks an Executive Sous Chef (ESC) who embraces the values and traditions found at Aberdeen Golf and Country Club. The ESC will be a working, hands-on leader and manager who is passionate about developing a team who can deliver a premium resort/club dining experience that rivals the best offered in South Florida. The ESC will assist in the development and execution of standards and food service with the Executive Chef to ensure the rich culinary tradition at the club is not only continued but enhanced. The ESC will assist the Executive Chef to implement and supervise all day-to-day culinary operations, leading a diverse and dedicated team. This is a hands-on/working chef opportunity. The ESC must support an environment of harmony and collaboration between not only the front and back of the house but each operational department of the club. The ideal candidate must have *multi-outlet experience preferably* in a resort or private club setting. The ESC is expected to be innovative and be on the cutting edge of current trends and best practices in our industry. The successful candidate will understand the importance of constant training and mentoring which leads the development of a cohesive and loyal team who is committed

to meeting and exceeding member expectations every day. The ESC must be an organized planner who manages daily operations and will be responsible for culinary operations in the absence of the Executive Chef. The candidate will be proactive and have a high degree of integrity, setting the standard for excellence in his/her department.

Key Responsibilities

- Provide visible, professional and positive direction to the staff. The goal is to leverage the club traditions, and along with the Executive Chef define a vision for member dining offerings.
- Develop and maintain a collaborative leadership approach that supports the positive service culture for which Aberdeen Golf and Country Club is known. The ESC will adopt and support the tradition of a member-centric service culture.
- Assist the Executive Chef to maintain proper standards for health, sanitation and safety for all culinary operations.
- Strictly adhere to club policies and departmental procedures. The ESC is expected to bring club industry best practices to the culinary program. Although the club will maintain its traditional culinary style, the ESC's goal is to provide a dining experience found at many fine clubs throughout the nation.
- Assist the Executive Chef to develop and introduce new menus for all dining areas .
- Ensure all food purchased and served to the members is of the highest quality where items are fresh and club-made. The emphasis on fresh, consistent quality and member value is paramount.
- Be visible and engaging with members and their guests on a regular basis.
- Assist the Executive to establish standardized recipes and specifications to ensure a high level of consistency every day.
- Under the direction of the Executive Chef, recruit, train, develop and evaluate a loyal culinary staff who shares and will execute the Chief Operating Officer/General Manager's vision of excellence. Evaluations will be ongoing to include a formal "annual review" for all staff members. On a consistent basis, implement and enforce employee policies following the employee handbook and state/federal laws.
- Develop a mentoring philosophy with the culinary team that employs continual learning and ongoing training programs.
- Proactively respond to member comments, complaints and requests in a timely and decisive manner with the goal of maximizing member satisfaction.
- Conduct monthly inventories and the appropriate organization of all food storage areas.
- Review existing food controls with the goal of improving efficiencies resulting in better utilization of club resources.
- Assist in the planning of annual operations and work within the parameters of the budget.
- Review profit and loss statements in collaboration with the Controller, Executive Chef and Food and Beverage Director for member and non-member events.
- Meet regularly with the management to ensure the planning, preparation and execution of all events/menus, which includes appropriate staffing.
- Conduct pre-shift training for all meal periods in cooperation with the Food and Beverage management team.
- Meet with the Food and Beverage Director and other senior team members on a regular basis to foster an atmosphere of cooperation between the kitchen and service staff.
- Attend committee and planning meetings as requested.

Key Candidate Qualifications & Requirements

- A minimum of three years as an ESC, Sous Chef or comparable position in high-quality, high-end private clubs, hotels, resorts or restaurants with F&B revenues in excess of \$2 million and responsibility for multiple venues.
- Recognition as a skilled teacher and mentor with a verifiable record of staff/team development and promotion from within.
- Recognition as a chef who introduces new culinary trends to their respective member/customer base.
- A career path marked with stability and professional achievement.
- Responsibility in operations with multiple facilities is a plus.
- A culinary degree from an accredited institution is preferred.
- The desire to achieve the "CEC" designation.
- A broad-based culinary background. Knowledge of club traditional and regional cuisine is a plus as well as a working knowledge of current culinary trends.
- A working knowledge of computer programs and POS (Jonas) system is a plus.
- Impeccable and verifiable references.
- A commitment to work in a drug/alcohol-free environment.

Competitive Compensation and Benefits

- A base salary and performance bonus potential that is commensurate with qualifications and experience.
- Annual professional dues and educational allowance with an emphasis on continuing education.
- Standard benefits to include vacation/personal time, health insurance and participation in the club's 401(k) plan after appropriate eligibility waiting periods.

A full background check and potential drug testing will be conducted on candidates. Professionals who meet or exceed the established criteria are encouraged to contact:

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