



Executive Sous Chef

OUR PURPOSE

We each have a job title, but that is our function not our Purpose. Our Purpose is much bigger. It is not bound by an organizational chart or department lines. Our Purpose acts as our communal north star, guiding us collectively towards a common goal – **Whatever it Takes to Deliver The Ibis Experience™**.

OUR VALUES

Integrity • Belonging • Innovation • Shared Vision

Our story of success begins with our internal cultural of lateral service and acceptance. We have many voices, many faces, and many backgrounds, which are united by a Shared Vision. Our different perspectives and unique talents are balanced by our Common Purpose, our Core Values (the Core4), and a bold commitment to service excellence.

IBIS FACT FACTS

- Ibis is an equity club, serving 1,634+ member families.
- Total of 1,871 proposed residences, among 33 community neighborhoods.
- Four uniquely themed dining outlets; buffet, fast-casual, upscale bistro, and fine dining.
- Private dining rooms, a Chef's Table, and Banquet space to accommodate groups up to 500+.
- Three uniquely beautiful 18-hole Jack Nicklaus family designed golf courses.
- 16 Hydrogrid tennis courts and four pickleball courts.
- Sports Complex houses a state-of-the art fitness center, luxury spa, bistro-style restaurant, zero-entry resort-style pool, lap pool, kiddie pool, and Jacuzzi.

POSITION SUMMARY

Provides outstanding service to members and guests in a professional and courteous manner. Assists in meal planning, labor costs, equipment/supply requirements for the department. Maintains accountability for cost, utilization, and performance of employees and equipment. Performs all methods of cookery, portion control, and garnish all dishes in accordance with standards set by the company. Through teamwork, assists other members of department in achieving departmental vision and goals.

ESSENTIAL DUTIES RESPONSIBILITIES

- Assists Executive Chef in maintaining highest quality standards of product and food management.
- Oversees kitchen operations in accordance with company standards.
- Manages 4 subordinate supervisors who supervise 50+ employees in the areas of general Culinary, Garde Manger, and Pastry.
- Recognizes and controls food cost percentages and protects all food product in storage and in production.
- Upholds safety standards and proper usage of equipment and ensures employees are in compliance.
- Supervises employees to make certain quality of food production meets member/guest satisfaction.
- Prepares all menu items according to standard recipes and ensures employees meet the standards established by the company. Provides ongoing training to Sous Chefs, Pastry Chef, Garde Manger Chef, and Line Cooks.
- Instructs Culinary employees the details of preparing new menu items according to recipe cards.
- Supervises Dishwashers to ensure high quality of sanitation standards are being met.
- Assumes responsibility as the Kitchen Supervisor during all meal periods, including banquets, along with or in the absence of the Executive Chef.
- Ensures staff adheres to schedules and controls kitchen labor costs.

OTHER FUNCTIONS

- Leads by example to ensure professionalism and high morale amongst all kitchen staff.
- Operates within all established guidelines, policies, standards, and constraints as set by company.
- Assists in the set-up and break-down of events which may include ice displays.
- Assists the Executive Chef with the ordering of product and ensuring that it is to quality standards upon delivery.
- Assists in maintaining internal controls for the Food & Beverage Department to include the monthly inventory process.
- Assists Executive Chef in the development of new menu items and daily specials.

This position guide does not state or imply that the above are the only duties and responsibilities assigned to this position. Employees holding this position will be required to perform any other job-related duties as requested.

EDUCATION

Associate's degree (A. A.) or equivalent from two-year college or technical school; or three to five years related experience and/or training; or equivalent combination of education and experience. Culinary Arts Diploma Preferred.

CERTIFICATIONS, LICENSES, REGISTRATIONS

- ServSafe Certification, or ability to obtain upon hire
- Valid Florida Driver's License

COMPUTER SKILLS

- Strong knowledge Jonas or similar POS software
- ChefTec knowledge preferred
- Knowledge of inventory software and order processing systems
- Advanced MS Office proficiency

OTHER QUALIFICATIONS

- Ability to visually inspect food preparation.
- Must be able to read and follow recipes.
- Maintains responsibilities for precisely requisitioning product needed for operation.
- Demonstrates and upholds the Ibis Common Purpose, Core Values, and Service Principles.
- High level of demonstrated integrity and ethical standards, with a strong sense of urgency, operational focus, and results driven.
- Demonstrates a professional demeanor and appearance; acting as an ambassador of the Club, on and off property.
- Able to effectively lead a team towards achieving operational and budgetary goals.
- Must be fluent in English, both oral and written.
- Must be able to effectively communicate to subordinate employees, vendors, and members.
- Highly organized and self-directed.
- Energetic and an innovative problem solver.
- Prior management/supervisory experience preferred.
- Prior country club, resort/hotel or hospitality experience in a similar role preferred.

COMPENSATION & BENEFITS

- Great compensation package, free employee meals, professional growth opportunities, employee perks and discounts, awesome work environment!
- Comprehensive benefits package (including medical, dental, vision, life, disability, pet, and accident, FSA/HSA accounts), 401(k) with generous employer match, 529 College Savings Plan, paid time off, complimentary employee meals, employee discounts - and most importantly, a great work environment!

APPLY ONLINE TODAY!

- Visit www.clubatibis.com to apply online. All inquiries will be confidential.
- Please be sure to complete the required pre-hire assessment that immediately follows the online application.
- For more information, contact Michelle Moran, Director of Human Resources mmoran@clubatibis.com.