

EXECUTIVE CHEF PROFILE: GROSSE POINTE YACHT CLUB GROSSE POINTE SHORES, MI

(Click the link at the end of the document to apply)

THE EXECUTIVE CHEF OPPORTUNITY AT GROSSE POINTE YACHT CLUB

The Executive Chef position at Grosse Pointe Yacht Club (GPYC) is an exciting opportunity to work at a Platinum club that is proud of their premier food and beverage program. We are searching for a hands-on Executive Chef that is a great leader, mentor and culinarian. Successful candidates have a positive attitude and the ability and experience to balance leading the culinary team in the day-to-day operations while focusing strategically on the club's long-term F&B success.

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

GROSSE POINTE YACHT CLUB

Located on beautiful Lake St. Clair and centrally located to all the Great Lakes, Grosse Pointe Yacht Club (GPYC) is an active, family-centric club, with facilities and activities that engage the entire family. Amenities, in addition to world-class yachting facilities and a 268-slip harbor, include a premier, year-round food and beverage program; a state-of-the-art swimming pool complex; tennis and paddle tennis facilities; and bowling lanes.

A newly constructed Family Recreation Center will open in the Summer of 2017 which will include a children's splash pad, pickleball courts, bocce ball courts, basketball court, and four new Har Tru tennis courts. In the Harbor, a Marine Activity Center will open in May 2017 and will feature personal water craft dockage, kayak and paddle board storage, and their new fleet of J-70 sailboats.

The GPYC prides itself in being members' home away from home. Their services and programs are centered on the idea that they are all members of one big family sharing in like interests and enjoying the community of a shared passion for the GPYC.

HISTORY

Grosse Pointe Yacht Club was established in 1914 and celebrated its 100-year anniversary in 2014. GPYC was formed by 25 local men in order to pursue their interests in sailing and ice boating on Lake St. Clair.

Guy Lowell, a well-known Boston architect and yachtsman of the 1920's, was responsible for the unique 18th century Italian Renaissance design of the clubhouse, which was dedicated on July 4, 1929.

The clubhouse's harmonious blend of sun-splashed creamy stucco, red tile, rhythmic curving arches, and elaborate gothic windows are dominated by a 187-foot bell tower, which serves as a navigational aid to Lake St. Clair boaters.

Club facilities have been updated several times; the harbor has been enlarged and improved as its membership has quadrupled. However, the integrity of Lowell's original design and spectacular view of Lake St. Clair have been meticulously maintained.

GROSSE POINTE YACHT CLUB CULTURE

MISSION STATEMENT

The idea of family and community is so integral to the GPYC club culture that they have woven it into their mission statement: *“Continue to be a premier yacht club, amongst the finest in North America, also providing high-quality family and social programs to its members.”* The mission statement is a constant reference point upon which decisions are made, programs are developed, and activities are organized.

SERVICE PRINCIPLES

The employee culture at Grosse Pointe Yacht Club is one of teamwork and the “spirit of service.” The GPYC team operates on a simple principle that courtesy makes the world a happier place in which to live. This service mentality is why members have chosen GPYC as their “home away from home” and the high-quality F&B program as well as the gracious service exuded by its employees, sets GPYC apart and above the rest. The seven service principles at GPYC are:

- Stimulate happiness
- Anticipate need before those who need it know it.
- Give dignity to those you serve.
- Know the details.
- Act and think clean.
- Be a presence.
- See it... do something about it.

GPYC FOOD & BEVERAGE OPERATIONS

With 761 members, an average age of 58, and annual F&B revenues of approximately \$3.8M, GPYC has a very active, year-round food and beverage program. Approximately 57% of F&B revenue is *a la carte* and the remaining 43% is banquet business.

Dining rooms at Grosse Pointe YC include the Spinnaker Restaurant (seats 60), Binnacle Restaurant (80), Wine Cellar (10), Tower Pub (40), seasonal Terrace Dining (50), and seasonal Harborside Grill & Gazebo Deck Dining (100).

Banquet rooms include the Main Dining Room (150), Commodore’s Room (20), Ballroom (275), Venetian Room (70), Lakeshore Room (50), Fo’c’sle at the Bowling Center (100), and the seasonal East Lawn (500). Grosse Pointe YC has a main kitchen and small kitchen adjacent to the Harborside Grill.

GROSSE POINTE YACHT CLUB BY THE NUMBERS

- \$7,500 initiation fee
- \$7,512 annual dues
- \$9.3M gross revenue
- \$3.7M F&B revenue
- 58% *a la carte* and 42% banquet
- 254 total number of employees in season
- 101,539 covers per year/239 covers per day (B,L,D)
- 27 kitchen employees
- 58 average age of members

ORGANIZATIONAL STRUCTURE

Grosse Pointe Yacht Club operates under the General Manager/COO organizational structure. The Executive Chef reports to the GM/COO.

The EC coordinates closely with other key department heads, primarily as it relates to cooperative efforts surrounding planning, scheduling, special events and implementation of Club functions.

GROSSE POINTE YACHT CLUB WEB SITE: www.gpyc.org

EXECUTIVE CHEF (EC) POSITION DESCRIPTION

The Executive Chef at Grosse Pointe Yacht Club:

- 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 quality and innovative services, products and offerings to members and guests.
- Leads, manages, motivates and directs a staff of 27, including two sous chefs, to achieve the objectives set by the 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.
- Is responsible for ensuring that all food is consistently outstanding – from standard country club fare to special culinary events throughout all food venues. The EC understands that consistency in producing and delivering the best GPYC Burger is just as important to the member experience as producing five course wine dinners, and is responsible to ensure that their team approaches each activity with identical focus.
- Is expected to be a positive and regular ‘face’ for culinary operations at the Club, and needs to 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, etc.) throughout the day.
- Is a team builder who mentors kitchen staff and develops a pipeline of talented and creative individuals and interns/externs by building a reputation as an excellent learning and training ground for up and coming culinarians. Additionally, the EC leads by example and will step in to work any place on the line as needed, but is expected to be the executive lead in these areas on a day-to-day basis.
- 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.
- Has a proven track record of controlling food and labor costs. The EC is adept at creating and managing a budget and executing/reporting to defined business standards.
- Provides food purchase specifications to control food quality and costs. The EC oversees the purchases of food product and sources quality products and ingredients from multiple vendors; and manages storage areas to minimize quantity and maximize quality.
- Leads the member service initiative in all F&B BOH areas and consistently strives for and meets or exceeds higher scores in the member survey and in industry standards, than prior years.
- Is responsible for leading the product knowledge training for FOH personnel through daily pre-meal meetings and special food knowledge training programs.

- Creates and updates menus on a regular basis and develops and documents recipes and controls to ensure consistency.
- Works as a strategic and operational partner with the managers and staff of Grosse Pointe YC to develop information sharing, good communication, superior internal and external customer relationships and high performance teamwork to achieve club objectives.
- Is someone who looks at mistakes as opportunities for improvement, and instills this mindset and outcome into his/her team, while at the same time is readily open and embracing of input, and is approachable by both members and staff.
- Coordinates internally and is very involved with F & B managers and other club service personnel on a daily basis to ensure timely, knowledgeable and efficient service. The EC is obsessed with doing things well, consistently better, and has a strong back door focus to achieve financial goals and expectations.

Ultimately, the Executive Chef of Grosse Pointe Yacht Club is a critical and positive face of culinary operations at the Club and an integral part of the overall success of the operation. He or she is a strong influencer on each constituency with which he or she interfaces 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.

CANDIDATE QUALIFICATIONS

The ideal candidate:

- Is a strong and passionate leader and culinary professional with a proven track record of providing high-level services with a personality that is commensurately appropriate to the Grosse Pointe YC membership.
- Has a minimum of five years prior management experience as an Executive Chef in a busy, private club or full service resort or hotel environment and at least eight years of diversified kitchen and hospitality industry experience to include banquet, fine dining, café, and theme restaurant operations.
- Has successfully lead larger scale, dynamic culinary operations in a private club or full service resort or hotel environment.
- Has success in 'farm-to-table,' locally grown or procured provisions, with a proclivity for healthy, yet innovative options will be favored.
- Has track record for sourcing quality products and ingredients from multiple vendors, if necessary.
- Has a broad knowledge of U.S. and International wine appellations, vineyards, and wineries, as well as an understanding and talent for wine and food pairings. He or she also has the ability and interest to share that knowledge and enthusiasm with staff.
- Has exceptionally strong food and beverage credentials, and most importantly, 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 with revenues of over \$3.8M.
- Has culinary knowledge and experience across multiple ethnic and cultural cuisines.
- Is a professional with a verifiable, positive career track, unblemished by inappropriate behavior of any sort that would be potentially detrimental or embarrassing to the membership of Grosse Pointe YC.
- Must be in compliance with and actively support a drug-free workplace.
- 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 one location. Experience with Jonas software is a plus.

- Must understand and practice the member service philosophy at the Club and be fully engaged in and fulfilled by providing members with consistent, high quality food and innovative plate presentation.
- Is meticulous about food handling, cleaning, and organizing the kitchen and insists that all BOH staff do the same.
- Continually looks for opportunities to improve BOH service and learns and incorporates lessons from prior experiences. Must be willing to listen to staff and members for input and understands that the EC and entire BOH department are there to fulfill members' needs.
- Is a well-respected, proactive member of the management team and is able to generate thoughts and ideas that result in increased sales and improved member satisfaction.
- Has excellent financial skills, with the ability to quickly assimilate numbers and reports; and is knowledgeable regarding typical club BOH F&B critical benchmarking and financial metrics that lead to proactive responses to trending curves.
- Possesses strong organizational skills especially in preparing for and executing multiple events simultaneously and successfully.
- Is an innovative leader in all aspects of the position and fosters an innovative and creative environment in the kitchen.
- Has exceptionally strong communication and facilitation skills, both written and verbal, with the appropriate personal presence, and a desire and ability to interact effectively before diverse constituencies of members, staff, vendors and others who are part of the success of GPYC.
- Understands that quality and consistency are key drivers of the private club experience in all food offerings. The EC is just as passionate about producing the best chicken fingers and French fries as preparing the most complex dishes and exploring the latest culinary trends.
- Understands that Clubs are all things to all people and enjoys producing diverse offerings from casual to gourmet to cutting-edge.
- Proactively solves problems, develops and proposes solutions to problems that occur, anticipates the needs of staff and members, and can react quickly.
- Manages time and establishes priorities. Is a self-starter and well organized.
- Has been a "difference maker" wherever he/she has been in the past.
- Has proven integrity and honesty.
- Is well-traveled and enjoys exploring culinary experiences all over the world.
- Is committed to professional growth and development, for him/herself and his/her team of associates.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Culinary arts degree from an accredited school or equivalent experience.
- 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 link below. You should have your documents fully prepared to be attached when prompted for them during the online application process.

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

"Last Name, First Name Resume" &

"Last Name, First Name Cover Letter"

(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.

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

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

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

LEAD SEARCH EXECUTIVE:

Lisa Carroll
Search Executive
561-596-1123
lisa@kkandw.com