

EXECUTIVE CHEF PROFILE: MARAVILLA LOS CABOS Cabo San Lucas, Baja California Sur Mexico

(To apply click the link at the bottom of this file.)

THE EXECUTIVE CHEF OPPORTUNITY AT MARAVILLA LOS CABOS

Located along the “Golden Corridor” between Cabo San Lucas and San José del Cabo, on the sparkling waters of the Sea of Cortez and the best sandy beaches in Los Cabos, sits Maravilla Los Cabos (Maravilla) – a private residential community developed by [Ohana Real Estate Investors](#). Maravilla is a tranquil, yet energetic, family-oriented private community that reflects the natural beauty of the Baja. The people and property that are Maravilla personify casual elegance and exemplary service and amenities.

Maravilla is looking for a bilingual (Spanish and English-speaking) leader to join their professional executive team and lead heart-of-the-house culinary operations. Successful candidates are passionate culinarians and servant-leaders that value building and developing a cohesive team, providing “wow” experiences for members and guests, and being an integral part of the growth of this one-of-a-kind community. The candidate must also embody Maravilla’s employee culture which values honesty, passion, anticipation, family, and authenticity.

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

MARAVILLA LOS CABOS

Maravilla Los Cabos is part of the Twin Dolphin Master Plan, a 1,400-acre master planned community that includes the Maravilla Los Cabos club and community; as well as the Montage Los Cabos and the Twin Dolphin Golf Club which are currently under construction. The site was once home to the iconic Hotel Twin Dolphin that once graced the property; one of the first luxury hotels in Cabo.

The 60,000-square-foot clubhouse — Maravilla’s community centerpiece and social hub — features two restaurants, a bar, Mercado café and juice bar, three-level infinity pool with water slide, lap pool, hot and cold plunge pools, Jacuzzi, full-service spa, fitness center and outdoor fitness *palapa*, two-story climbing wall, lawn sports courts, outdoor amphitheater, indoor theater, and a fully equipped, state-of-the-art kids’ activity center complete with kiln!

The Santa Maria Beach Club is a festive, family spot featuring endless opportunities for recreation, relaxation and refreshments — right next to one of the best swimming spots in Los Cabos. The Beach Club is also the home for tennis, beach volleyball, and pickleball activities. Maravilla members have access to two world-class beaches: Santa Maria Beach and Las Viudas Beach.

Maravilla will also feature a majestic, 19-hole, Fred Couples Signature Golf Course featuring dramatic views of the Sea of Cortez from its perch above the Los Cabos shoreline. The semi-private golf course is scheduled to open in the fall of 2018.

The community is being thoughtfully developed in an effort to preserve and highlight the natural beauty of the land. Native landscaping is implemented across the entire community, using plants original to the property that were saved and replanted from a nursery of over 40,000 plants. The entire community will also be served by a sustainable infrastructure, including a state-of-the-art desalination plant, and other design elements to further support our conservation efforts. Though there is variation between elements within the master plan, the overall architectural design is a contemporary Cabo-coastal style that complements the beauty of the site and the character of the land.

LOS CABOS

Maravilla Los Cabos is located at the southern tip of Mexico's Baja California Peninsula in the Mexican state of Baja California Sur; between the nightlife of Cabo San Lucas and the traditional town of San Jose del Cabo. Cabo San Lucas together with San José Del Cabo are known as "Los Cabos."

Los Cabos has a population of 238,487 and covers 1,333 square miles. The area's economy was originally based on commercial fishing, but Los Cabos is now a popular tourist destination and sport fishing and golf are the area's main attractions.

MARAVILLA MISSION

We create pure expressions in residential luxury, recognizing lifestyle needs and translating them into memorable experiences. At Maravilla Los Cabos, we present the best version of ourselves.

MARAVILLA VISION

To create a unique, world-class residential community through our collective talent, expressed as an exceptional level of services.

FOOD & BEVERAGE OPERATIONS

Papalote is Maravilla's family-friendly outlet and is adjacent to the kids' activity center. This is a great place for a family breakfast or casual lunch, with specialties like ice creams, shaved ice, and milkshakes - all created with local Cabo flair. Favorite breakfast dishes here include candied banana pancakes and chilaquiles.

Ecco Restaurant is Maravilla's best sunrise vantage point, poised right between Santa Maria Bay and Las Viudas Beach. It offers fresh fish caught daily, seafood from La Baja, and the finest prime cuts of meat. Casual elegance and open space create a relaxing and romantic atmosphere that can be quickly transformed into a lively place for celebrations. Favorite dishes include Baja Fish Tacos with homemade flour tortillas and fresh fish, and pan-seared sea bass.

The Refreshment Stands (3 in Maravilla and 3 at the Golf course) are the place to refresh and fuel up after enjoying the nearby activity areas. Grab-and-go snacks, as well as a refrigerator stocked with favorite beverages are available for members.

The pizza oven is one-of-a-kind in Cabo. This is a gathering space where guests can participate in cooking classes and chef demonstrations, as well as enjoy making pizza with the whole family.

Located on the second level of the Santa Maria Beach Club, a full-service bar and restaurant offers unobstructed views of the Sea of Cortez and seats 80 people. This is the perfect setting to enjoy innovative cocktails and beverages, all created with local ingredients. The bar also features a selection of private label Maravilla draft beers brewed in Cabo San Lucas.

Located at the entrance of the club, El Mercado evokes a classic Mexican barrio store with a unique hometown ambience. It offers morning coffee or espresso, with varietals from Chiapas, Oaxaca and Veracruz, as well as fresh morning pastries, paninis, fresh-squeezed juices, smoothies, gifts, and sundries. El Mercado is a community hub that seats 40 and features special events such as cigar rolling and mezcal tastings.

A very important component of the Club's Food and Beverage operation is the activities and social calendar which includes a number of social events celebrating the traditional annual holidays as well as theme nights, cooking demonstrations, and other multigenerational community events.

Additional dining outlets/kitchens scheduled to open within the next year will include the Twin Dolphin Golf Club which will seat 40 in the clubhouse, a camp site ("glamping") kitchen, and The Park outdoor kitchen.

The club is open year-round however peak season is Thanksgiving through Memorial Day weekend.

ORGANIZATIONAL STRUCTURE

Maravilla operates under the General Manager organizational structure. The Executive Chef reports to the GM. There are approximately 22 kitchen staff members, including a sous chef, a pastry sous chef and a chef de partie.

MARAVILLA WEB SITES & SOCIAL MEDIA LINKS

maravillaloscabos.com

www.instagram.com/maravillaloscabos/ (#onlyatmaravilla)

www.facebook.com/maravillaloscabos/

ohanare.com

EXECUTIVE CHEF JOB DESCRIPTION

The Executive Chef (EC) at Maravilla Los Cabos provides the highest quality culinary experience to Club members and guests. The EC is responsible for the development and oversight of the overall strategic vision of the culinary program including effective leadership of a cohesive team, effective financial management, excellent communication and customer service skills, and supervision of departmental requirements and standards.

The EC is responsible for all food and beverage Heart-of-the-House (HOH) operations while working closely with Front-of-the-House (FOH) staff to ensure quality and innovative services, products and offerings to members and guests.

The EC leads, manages, motivates and directs a staff of 22, to achieve the objectives set by the GM 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.

Consistency is imperative at Maravilla and the EC should have standards and processes in place that ensure consistency in every meal that is served. – in both *a la carte* and banquet operations. Hot food should be delivered hot and cold food should be delivered cold. Processes, planning and training should also ensure that ticket times are kept to a minimum.

The EC at Maravilla is a strong team builder who mentors and challenges himself/herself and the staff to continue to create and produce at a higher level. Additionally, the EC encourages staff to participate in generating ideas and draws on individual staff member's strengths and specialties for continuous improvement of the culinary program.

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.

The EC is truly a visionary who contributes to the overall member experience by generating ideas to deliver the "wow" experience that is Maravilla Los Cabos. He or she is active in planning the short-term and long-term growth of the culinary program while also focusing on the details. He or she understands that delivering on the small details leads to excellence in the big picture.

The EC leads the HOH 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 HOH staff approach the standards with the same level of focus.

The EC is responsible for leading the product knowledge training for FOH personnel through daily pre-meal meetings and special food knowledge training programs.

The EC creates and updates menus often, incorporating daily specials. He or she develops and documents recipes and controls to ensure consistency, and stays current with regional, national, and global culinary trends. Creativity, not just variety, is essential in planning menus and events for the members of Maravilla. The EC should also be flexible and adaptable to making changes.

The EC is responsive to club and team member requests and strives to find creative ways to accommodate reasonable requests. He or she believes in the service philosophy: “the answer is ‘yes,’ what is the question?”

The EC is the primary F&B representative for media outlets – both print and televised. He or she must be an effective communicator (in both Spanish and English) and is comfortable speaking on camera as well as in front of a group of members or prospective members.

The EC is a team builder who mentors kitchen staff and develops a pipeline of talented and creative individuals by building a reputation as an excellent learning and training ground for up and coming culinarians. The Club fully supports professional development and ongoing education for the EC and the staff. The EC also treats all employees with respect and, in return, requires that of his or her team.

The EC is the face of culinary operations and should be comfortable conversing and interacting in both heart-of-house and front-of-house settings as he or she interfaces with multiple and diverse constituencies (members, staff, vendors, etc.) throughout the day. The EC is visible and approachable. The EC directs and orchestrates cooking demonstrations and cooking classes for members and creates other opportunities to engage members. Developing solid relationships with all constituencies is imperative in this position.

The EC works as a strategic and operational partner with the executive team, managers and staff of Maravilla to develop information sharing, strong communication, superior internal and external customer relationships and high-performance teamwork to achieve club objectives.

The EC has a proven track record of controlling food and labor costs. He or she is adept at creating and managing a budget and provides food purchase specifications to control food quality and costs. He or she also keeps a close watch on minimizing waste. The EC pays close attention and takes corrective action as needed to assure that financial goals are met.

Through a third-party vendor, the EC is responsible for overseeing the production of quality and healthy employee meals for approximately 375 employees.

Ultimately, the Executive Chef of Maravilla is an important and positive face of culinary operations at the Club. He or she is an integral part of the overall success and growth of the operation, and is a strong influencer on each constituency that he or she interfaces with (including members, prospective members, guests, employees, and vendors) 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.

INITIAL PRIORITIES

- Consistently exceed member expectations for quality, presentation, and creativity.
- Evaluate and develop team members’ skills and abilities and continue to create a culture among the staff that encourages creativity and passion for the work that they perform.
- Maintain a high level culinary reputation and continue to evolve, experiment and change with current culinary trends.
- Listen to staff and members and learn members’ names and culinary and dining requirements (allergies, etc.) and preferences.

- Evaluate and set appropriate and necessary standards of operation, execution and delivery within the culinary operation; taking ownership for the entire experience from production to final delivery of the end-product, while working closely with the FOH management team.
- Plan menus and events for the next season.
- Manage to budgeted food and labor goals.
- Continue to attract high quality staff.

CANDIDATE QUALIFICATIONS

The successful candidate:

- Is a strong and passionate leader and culinary professional with a proven track record of providing high-level services with a personality that fits the Maravilla culture. Previous private club experience is highly desirable.
- Has successfully led dynamic, multi-outlet culinary operations – both *a la carte* and banquet.
- Is a confident, proactive team builder with a history of attracting, developing and retaining high performing staff that want to return each season.
- Strives to continually improve his or her skills, experiment with trends, and continuously evolve the menus and offerings.
- Is a visionary as well as detail-oriented. Can envision the big picture and contribute to the department's growth while always focusing on the details that deliver excellence.
- Has 10+ years progressive work-related experience with demonstrated proficiency in multiple disciplines/technologies/processes related to the position.
- Has a minimum of three years' experience as an executive chef in a premier private club and/or luxury resort environment including casual and fine *a la carte* dining as well as banquet operations.
- Speaks English and Spanish.
- Has a track record for sourcing quality products and ingredients from multiple vendors, if necessary.
- Can consistently define and achieve goals and objectives. This includes proven and verifiable leadership qualities with the demonstrated ability to direct, coordinate and control all facets of an active food and beverage operation.
- Has a broad knowledge of international wine appellations, vineyards, and wineries, as well as an understanding and talent for pairing food with wine, craft beer, and spirits. The EC 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 \$580,000 and growing.
- Has strong management skills with verifiable strengths in inspirational leadership, financial performance, and people skills.
- Has culinary knowledge across multiple ethnic and cultural cuisines with a strong understanding of regional, coastal 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 Maravilla.
- Has the ability to direct staff with a true spirit and embrace the company philosophy and culture at Maravilla. The EC must be able to think constructively and solve problems as well as develop control systems for the kitchen.
- Must comply 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 simultaneously.
- Embodies the Maravilla team core values of honesty, passion, anticipation, family, and authenticity.

EDUCATIONAL & CERTIFICATION QUALIFICATIONS

- Has a Culinary Arts degree from an accredited school or equivalent experience.
- Must be 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 a generous housing allowance.

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 Ctrl + click here.](#)

To apply for this position and upload your resume and cover letter, [click here.](#)

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

LEAD SEARCH EXECUTIVE:

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