

EXECUTIVE CHEF PROFILE: THE QUECHEE CLUB QUECHEE, VT

(Click the link at the bottom of this page to apply.)

THE EXECUTIVE CHEF OPPORTUNITY AT THE QUECHEE CLUB

The Quechee Club – Vermont’s premier four-season club located in the Quechee Lakes community – is looking for an exceptional, hands-on executive chef to lead their multifaceted culinary operations. The Quechee Club provides year-round outdoor activities for its members and guests and offers the best in dining and social activities to match. This is an amazing opportunity to work in a beautiful setting with a high performing team that is passionate about the hospitality industry and provides stellar service to members and guests.

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

THE QUECHEE CLUB & COMMUNITY

The Quechee Club is located in the village of Quechee, Vermont, a popular resort community, which is part of the town of Hartford -- Vermont’s Gateway Community. The picturesque countryside is breathtaking, with quaint covered bridges over waterways, and is rich with tradition and rooted with family. Quechee has retained much of its historic character thanks to the Quechee Lakes Corporation that preserved most of the old buildings. There is a gamut of recreation activities to pursue, including golf, tennis, swimming, skiing, snowboarding, hiking, biking, kayaking, and more.

In 1970 the Quechee Lakes Landowners’ Association, Inc. (QLLA) was formed to “hold, manage, regulate and maintain” the common land and amenities of the development. The Quechee Lakes community is made up of individuals who own a home site, a completed home or condominium. Property ownership automatically confers membership in The Quechee Club. The members own and control all amenities at QLLA. Renters or tenants are allowed the privilege of using the amenities while residing within the community association.

The Quechee Club is bustling in the summertime with racquet sports, recreation programs, swimming and fitness (the new aquatics complex and fitness center addition opened earlier this year), and two championship, 18-hole golf courses – the Lakeland and Highland courses. The Highland Course has the distinction of being rated in the top ten in the State of Vermont by *Golf Digest* magazine.

The Club is active in the wintertime as well. The Quechee Club’s “Ski Quechee” is enjoyed by members, guests, and the public. A network of groomed, cross country trails is located on the golf courses, as well as in a deep, forested area of the complex, offering a rustic escape. The club also offers platform tennis.

Murphy Farm overlooks Lake Pinneo and is the location for QLLA’s highly acclaimed Mini Crew and Q-Crew Kids’ Camps that take place during the summer. During the winter season, the farmhouse transforms into Murphy’s Tavern, a bistro and bar hosting some of the area’s most talented musicians.

The Base Lodge is the home of Ken Kramberg’s Ski School, Henderson’s Ski Rental’s, the Recreation Center, and Food Court.

QUECHEE LAKES LANDOWNERS' ASSOCIATION, INC. MISSION

To provide the members with a quality four season community sensitive to the natural beauty of the valley.

GOALS OF THE QUECHEE CLUB

1. Develop and enhance the sense of community and fellowship among our new members.
2. Preserve the natural beauty, rural character and setting of the valley.
3. Develop, operate and maintain a broad range of four-season amenities and activities for the benefit of our members and guests.
4. Recognize and respond to the diversity of our membership as policies are established and implemented.
5. Constantly improve the quality of all aspects of the Association's performance.
6. Be a constructive and contributing member of our village, Town and State community.
7. Preserve and enhance all the assets of the Association and its members.
8. Manage the Association to maximize its value to its members.
9. Provide the Association's staff with challenging jobs, quality training, competitive compensation and opportunities for personal growth in a professional environment.

EMPLOYEE MISSION

- To possess a passion for the hospitality industry and provide stellar service to our members and guests while maintaining a professional, courteous and friendly disposition.
- To offer unconditional support to Club Management and fellow employees in meeting their goals to preserve the integrity of The Quechee Club as Vermont's premier four season club, all while striving to improve and expand its amenities.
- To respect all Club property in a safe, honest and financially prudent manner, preserving it for generations to come.

THE QUECHEE CLUB BY THE NUMBERS:

- 1,381 families (not including renters and guests)
- \$4,857 annual membership fee
- \$2,825 additional full golf amenity fee
- \$10M annual gross revenue
- \$2.2M annual F&B revenue
- 70% *a la carte*/30% banquet
- 39,700 covers per year
- 257 employees in peak season; 140 off peak
- 20 kitchen employees in peak season; 12 off peak
- 3 kitchens – Main Kitchen, Murphy Farm, Base Lodge
- 50-65 is the average member age

FOOD & BEVERAGE OPERATIONS

The Quechee Club has multiple restaurants in several locations that are all open to the public. Davidson's (seats 110) is a popular, farm-to-table restaurant located in the Main Clubhouse that has magnificent views and is open year-round. In addition to the farm-to-table menu, the restaurant also offers a Pub Night menu every Sunday night Memorial Day-Labor Day as well as Chef Attended Italian Night buffet every Wednesday evening. In the fall and winter, a theme night occurs once a month.

Dewey's Deck (seats 250 max) offers *al fresco* dining and is open daily for lunch during the summer and on Tuesday evenings for dinner. The venue is closed during the winter although upcoming plans to enclose the deck will extend the outdoor dining availability. Dewey's Deck is also located at the Main Clubhouse.

Murphy's Tavern (seats 60), located at Murphy's Farm (a 2.7-mile drive from the Main Clubhouse), was recently renovated and is open for dining and libations in the winter months. The Tavern renders a quaint, casual atmosphere showcasing a new custom crafted bar and roaring fireplace. Murphy's Tavern is open for dinner on Fridays and Saturdays from December through March.

The Food Court (seats 120) at the Base Lodge is a casual dining venue that offers something for every palate including seasonal fresh salads, home-style soups and chili, mouth-watering burgers, and hand crafted sandwiches. The Food Court is open daily for breakfast and lunch and is closed in November and April. The Base Lodge is approximately 500 feet from the Main Clubhouse.

Other food outlets include the 10th Tee open daily for breakfast and lunch during the golf season and the Pool Snack Shack open daily for lunch and dinner from Memorial Day to Labor Day. The Club also offers dinner take-out service via TQC Food To-Go, on Thursday – Saturday nights. Food is picked up at Davidson's.

The Main Dining Room at the Clubhouse is used for special events and seats 220 people. The club has tented events also. The Quechee Club hosts typically 20 weddings per year. Their largest event takes place on the Fourth of July at Murphy Farm when they serve 1,500-2,000 people.

THE QUECHEE CLUB WEB SITE: www.quecheeclub.com

EXECUTIVE CHEF JOB DESCRIPTION

The Executive Chef (EC) at The Quechee Club is a hands-on leader who is responsible for all food production, including that used for restaurants, banquet functions and other outlets. He or she develops menus; creates food purchase specifications and recipes; supervises production staff; develops and monitors departmental food and labor budgets; and maintains the highest professional food quality and sanitation standards.

The EC leads by example and 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 the delivery of high quality and consistently innovative services, products and offerings to members and guests. The EC is responsible for leading product knowledge training for FOH personnel through daily pre-meal meetings and special food knowledge training programs.

The EC is responsible for ensuring that all food is consistently outstanding – from standard country club fare to innovative offerings and special culinary events throughout all dining venues. The EC understands that quality and consistency in producing and delivering the Davidson's Vermont Burger is just as important to the member experience as producing a five-course wine dinner and memorable special events. Consistency is imperative at The Quechee Club and the EC should have standards and processes in place that ensure consistency in every meal that is served in every outlet.

The EC creates and updates menus often, incorporating specials, and developing and documenting recipes and controls to ensure consistency. Creativity, not just variety, is essential in planning menus and events for the members and guests of The Quechee Club.

The EC is a team builder who mentors kitchen staff and develops a pipeline of talented and creative individuals and interns by building upon its reputation as an excellent learning and training ground for up and coming

culinarians. The club fully supports ongoing education and participation in ACF for its EC and staff. The EC treats all employees with respect and, in return, requires that of his or her team. The EC works to ensure that a positive working atmosphere is maintained at each F & B outlet.

The EC leads the BOH initiative in 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.

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 is the face of culinary operations and should 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, vendors, etc.) throughout the day. The EC is visible and responsive to club member and team member requests striving to find creative ways to accommodate reasonable requests.

The EC works as a strategic and operational partner with the managers and staff of The Quechee Club to develop information sharing, good communication, superior internal and external customer relationships and high performance teamwork in order to achieve club objectives.

The EC works with the Clubhouse Manager to develop the annual operating budget for each revenue outlet and initiates, monitors and consistently evaluates outcomes to meet the desired goals. He or she takes necessary corrective action to assure goal attainment and therefore must have clear and regular understanding of budget and actual outcomes on a timely basis. He or she ensures that reliable and necessary monitoring of results is in place in order to quickly respond to negative trending and to further enhance positive outcomes in each of the food and beverage outlets.

The EC is someone who seeks opportunities for improvement, and instills this mindset into his/her team, while at the same time epitomizing the perspective of being readily open and embracing of input.

The EC ensures that effective and efficient staffing and scheduling occurs at all The Quechee Club outlets, balancing financial appropriateness with member satisfaction desires.

Ultimately, the Executive Chef of The Quechee Club is an important and positive face of culinary operations at the Club. He or she is an integral part of the overall success of the operation. 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 OF THE EXECUTIVE CHEF

- Maintain the quality, standards and consistency of the current culinary program while continuing to provide new and exciting culinary experiences for The Quechee Club members and guests in both *a la carte* dining, banquet and member events.
- Recruit and continue to build, develop, train and mentor the culinary team.
- Plan menus and events for the upcoming season.
- Provide creative plate and buffet/action station presentations.
- Find and maintain a balance among member dining needs from classic country club fare to new, innovative dining options. The Executive Chef and his/her team will need to offer menu options that appeal to tenured members as well as newer, more active, younger members.
- Manage to budgeted goals.

- Learn members' names, their culinary and dining requirements (allergies) and preferences.
- Integrate healthy menu options to coincide with the new fitness facility opening.
- 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 end product, while working closely with the FOH management team.
- Continue the reputation of The Quechee Club as one of the top dining experiences in the area.

ORGANIZATIONAL STRUCTURE

The Quechee Club operates under the General Manager/COO organizational structure. The Executive Chef reports directly to the Assistant General Manager.

The kitchen staff totals approximately 20 team members in season including an executive sous chef, PM sous chef, AM sous chef, banquet chef, line cooks, dishwashers and purchasing agent. There are approximately 12 employees in the winter season.

The EC works closely with the House and Safety Committees to ensure that member expectations are met and attends all food and beverage staff and management meetings. The EC conducts weekly meetings with his/her department to provide open lines of communication and share pertinent club information.

CANDIDATE QUALIFICATIONS

The successful candidate:

- Is a strong and passionate leader and culinarian with a proven track record of providing premier services in a multiple facility and membership constituency environment, and with a personality that is commensurately appropriate to The Quechee Club culture.
- Private club or resort experience is highly desired.
- Has successfully led dynamic culinary operations. Additionally those with success in farm-to-fork, locally grown or procured provisions, with a proclivity for healthy, yet innovative options are likely to be favored.
- Is a confident, proactive team builder who has a history of attracting, developing and retaining high performing team members.
- Has exceptionally strong culinary skills and 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 culinary operation.
- Has strong management skills with verifiable strengths in inspirational leadership, financial performance, and people skills.
- Has strong written and verbal communications skills.
- Possesses computer skills including but not limited to Microsoft Outlook, Word, and Excel. This position also requires technical skills to effectively manage restaurants in multiple locations. Experience with POS software is a plus.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Bachelor's degree in Culinary Arts and/or other Hospitality Management degree and eight years food production and management experience; or
- 15 years relevant experience; or any equivalent combination of experience and training that provides the required knowledge, skills and abilities.
- Certification from the American Culinary Federation or other professional hospitality association is preferred.
- Must be certified in food safety.

SALARY & BENEFITS

The Quechee Club offers an excellent compensation and benefits package based on the candidate's qualifications and experience.

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 apply and upload your resume and cover letter.

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

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