

EXECUTIVE CHEF PROFILE: MOUNTAINTOP GOLF & LAKE CLUB CASHIERS, NC

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

THE EXECUTIVE CHEF OPPORTUNITY AT MOUNTAINTOP

Mountaintop Golf & Lake Club (Mountaintop) is located amidst the grandeur of the Blue Ridge Mountains, where the air is fragrant and fresh, natural springs cascade through ancient hardwood forests and life is tempered with the genteel charm and rich traditions of the Carolinas. This seasonal, high end, family-centric club community is looking for a true leader to manage its culinary operations, lead its heart-of-the-house team, and join its family. If honesty, enthusiasm, hospitality, quality, and fun are important to you (the Mountaintop team core values), then read on!

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

MOUNTAINTOP

The Mountaintop experience embodies casual luxury. The property includes a Tom Fazio-designed golf course, premier dining, a world-class spa and state of the art wellness center, a resort-style swimming pool, tennis facilities, and a private Lake Club seven minutes away on the shores of picturesque Lake Glenville. Mountaintop has been described as “Mayberry with money.”

Mountaintop provides convenient and comfortable access to a host of summertime family recreational activities and inviting outdoor adventures including backcountry hiking trails, fly-fishing, white water rafting and luxury overnight camping (“glamping”).

Mountaintop is nestled between the historic North Carolina mountain towns of Highlands and Cashiers at an elevation of 4,000 feet. The property includes 251 estate lots, ranging in size from one-half acre to five acres and 75 luxurious cabins and lodges spread amidst 731 acres.

The property was originally developed by [Discovery Land Company](#) (a Scottsdale-based real estate firm specializing in the creation of world-class golf and residential communities). The property was acquired by the members in January 2015.

MOUNTAINTOP TEAM MISSION STATEMENT

“Our Mission is to deliver high quality experiences through services focused on our core values and aimed at enriching the lives of each family member at Mountaintop!”

MOUNTAINTOP VISION

“Our Vision of Mountaintop is a Club built on family values where members and their friends enjoy a relaxed lifestyle supported by high quality amenities and services delivered by an enthusiastic, genuinely friendly staff.”

MOUNTAINTOP TEAM CORE VALUES

- Honesty
- Enthusiasm
- Hospitality
- Quality
- Fun

MOUNTAINTOP BY THE NUMBERS:

- 350 member families
- \$150,000 initiation fee
- \$19,000 annual dues
- \$1.6M annual F&B
- 95% a la carte/5% banquet
- 230 employees in season
- 25 kitchen employees in season
- 5 kitchens (clubhouse, general store, pool, golf course and Lake Club)
- 36,000 covers per year
- 55 average age of members

FOOD & BEVERAGE OPERATIONS

The premier activities and adventures available at Mountaintop are well-matched to the culinary offerings that the 350+ members and their guests enjoy — the cuisine is described as “comfort food with a gourmet twist.”

Annual food and beverage revenues are approximately \$1.6M and the menus are updated daily. Breakfast, lunch and dinner are served in the clubhouse seven days a week from May through November. The 43,000-square foot clubhouse has dining facilities that seat 200 members and guests. The clubhouse kitchen was recently renovated in 2017.

The Lake Club, a 3,000-square foot facility located 15 miles from the main clubhouse, seats 40.

Mountaintop also has a 10th hole food outlet and three comfort stations on the golf course, as well as a pool outlet that is open from Memorial Day to Labor Day.

In addition to the premier dining services available throughout the property, Mountaintop has a General Store that stocks homemade goodies such as ice cream, beef jerky, malted milk balls, and assorted flavors of fudge and candied nuts.

ORGANIZATIONAL STRUCTURE

Mountain Golf and Lake Club operates under the General Manager/CEO organizational structure. The Executive Chef reports to the GM/CEO. There are approximately 25 kitchen staff at Mountaintop in season including an executive sous chef and 3 sous chefs.

MOUNTAINTOP WEB SITE: mountaintopgolfclub.com

EXECUTIVE CHEF JOB DESCRIPTION

The essential functions of the Executive Chef (EC) at Mountaintop are to establish maximum operational efficiency for all Club kitchens and to ensure that food products prepared and served are of the highest quality level obtainable. The executive chef is responsible for planning meals, leading and coordinating the development and work of all kitchen employees, ensuring that food preparation is economical and technically correct, and purchasing and requisitioning food supplies. Essentially, the executive chef is responsible for all culinary operations.

The EC 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.

The EC leads, manages, motivates and directs a staff of 25, to achieve the objectives set by the GM/CEO 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.

The EC is responsible for ensuring that all food is **consistently outstanding** – from standard club fare to special culinary events throughout all food venues. The EC understands that quality and consistency in producing and delivering popular club menu items is just as important to the member experience as producing memorable and sophisticated culinary specialty dinners, and is responsible to ensure that their team approaches each activity with identical focus.

Consistency is imperative at Mountaintop 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 is a positive and enthusiastic face for culinary operations for the Club, and is comfortable conversing and interacting in both back and front of house settings as they interface with diverse constituencies (members, staff, etc.) throughout the day. Developing solid relationships is important in this position.

The EC at Mountaintop 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 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.

The EC has a proven track record of controlling food and labor costs. The EC is adept at creating and managing a budget and executing and reporting to defined business standards.

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 Mountaintop. The EC should also be flexible and adaptable to make 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 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 ongoing education and participation in ACF competitions for its EC and 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 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 approachable. The EC directs and orchestrates cooking demonstrations and cooking classes for members and creates other opportunities to engage members.

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

The EC 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 epitomizing the perspective of being 'readily open and embracing of input,' as well as is approachable by both members and staff.

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.

The EC is responsible for providing quality and healthy employee meals for approximately 230 employees in season.

Ultimately, the Executive Chef of Mountaintop 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, and is a strong influencer on each constituency they interface with while performing their 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.
- Manage to budgeted food and labor goals.
- Continue to attract high quality staff who return every season.

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 Mountaintop 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.
- Has a minimum of five years prior management experience as an executive chef in a premier private club and/or resort environment including banquet, casual and fine dining operations.
- Has success in farm-to-fork, locally grown or procured provisions, with a proclivity for healthy, yet innovative options will be favored.
- 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 U.S. and International wine appellations, vineyards, and wineries, as well as an understanding and talent for wine and food pairings. 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 \$1.6M.
- Has strong management skills with verifiable strengths in inspirational leadership, financial performance, and people skills.
- Has culinary knowledge 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 Mountaintop.
- The ability to direct staff with a true spirit and embrace the company philosophy and culture at Mountaintop. Must be able to think constructively and solve problems. Ability to 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 Mountaintop team core values of honesty, enthusiasm, hospitality, quality, and fun.

EDUCATIONAL & CERTIFICATION QUALIFICATIONS

- Has a Culinary Arts degree from an accredited school or equivalent experience.
- Has a minimum of four years' prior management experience as an executive chef and at least five years of diversified kitchen and hospitality industry experience including a la carte and banquet operations.
- Certification by the American Culinary Federation is preferred.
- 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 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 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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