

## EXECUTIVE CHEF PROFILE: MIRABEL SCOTTSDALE, AZ

(To apply click the link at the bottom of this page)

### THE EXECUTIVE CHEF OPPORTUNITY at MIRABEL

Located in beautiful Scottsdale, Arizona, Mirabel is looking for an exceptional Executive Chef. Mirabel is a private, member owned country club with a lively, intimate, and welcoming membership who enjoy an active lifestyle. This is an amazing opportunity to be part of a talented culinary team in a first class, friendly country club community.

### MIRABEL & COMMUNITY

First class, inviting, and neighborly describes the heart of the Mirabel Experience. This private, award-winning Golf Club community is home to one of Tom Fazio's beautiful desert courses. With gorgeous mountain views and desert vistas, the refined, upper-scale Scottsdale homes and real estate are some of the most beautiful and breath-taking in the world.

Mirabel is located in North Scottsdale which boasts a nearly ideal climate, incredible natural beauty, and provides its residents and visitors an exciting, varied lifestyle that cannot be duplicated. Voted one of the "Most Livable" cities in the United States, Scottsdale offers a fascinating array of recreation, cultural attractions, and activities. From art galleries to theater, historic museums to cinema, sporting events, concerts or even a rodeo, there is always something to do.

Arizona has many country clubs, but Mirabel's location in the North Scottsdale area is one of a kind. The private, member owned country club offers members a beautifully designed and challenging golf course, tennis, fine dining, elegant parties, and social opportunities. Mirabel's 38,000 square foot Desert Lodge Clubhouse offers ambience, activities, service and dining to rival any five-star private Club or resort.

At the center of this exceptional North Scottsdale golf community is the glowing beauty of the spectacular Desert Lodge Clubhouse. It encompasses an indoor/outdoor lifestyle that inspires friendly, free flowing camaraderie. The clubhouse features an award-winning dining indoors and out with fire-lit patios, relaxing settings for cocktails, comprehensive fitness facilities, full service spa and salon, beautiful resort-size pool with cabanas, and the championship-caliber Tennis Garden with four Har-Tru clay courts.

### MIRABEL AWARDS:

- Platinum Club of America- 2016
- *Golfweek Magazine* 2015 – *Top 100 Best Residential Courses*
- *Distinguished Club of the World* by The BoardRoom Magazine
- *Arizona Foothills 2014 Best of the Valley*
- *Golfweek Magazine* 2014 – *Top 100 Best Residential Courses*
- *Arizona Foothills Best of the Valley 2012* – Best Golf Community and Best Private Club
- *Best Private Course 2012* – Arizona Golf Association AZ Golf Insider
- *Golf Digest's Best in State 2011 – 2012*
- *Rolex World's Top 1000 Golf Courses 2012*
- *Golf Digest's Top Rated Golf Courses for Arizona 2005*

## MIRABEL VISION

Built on a foundation of shared values and a tradition of excellence, Mirabel is widely known as *the* premier golf and country club in the Southwest.

## MIRABEL MISSION

To provide a unique country club environment by delivering the *Mirabel Experience* - featuring superior facilities and programs, unparalleled service, and shared values that allow our Members to embrace and celebrate Mirabel in their own way.

## MIRABEL SHARED VALUES

The foundation of the *Mirabel Experience* is based on five values that differentiate Mirabel from other clubs. Mirabel members and staff pledge to honor these values at all times:

- Sense of Community
- Close Friendships
- Engagement
- Superior Member / Employee Experience
- Commitment to Our Community

## MIRABEL BY THE NUMBERS:

- 275 golf members; 42 social members
- \$45,000 - 75,000 initiation fee
- \$16,740 annual dues
- \$8.1M gross volume
- 38,000 square foot clubhouse
- \$903,000 annual F&B
- 80% a la carte/20% other
- 10,000 covers per year (dinner only)
- 110 employees
- 10-12 kitchen employees
- 1 main kitchen
- 20,000 rounds of golf per year
- 63 is average member age

## FOOD & BEVERAGE OPERATIONS

Mirabel's dining experience is best described as quality, high-end, approachable food in an upscale yet relaxed and informal environment, integrating innovative twists on comfort food in specials and menu offerings with standard club favorites.

The dining room seats approximately 100 people and the adjacent bar seats up to 40 people.

All-important breakfast and lunch are served from Tuesday through Sunday and dinner is served Wednesday, Thursday, Friday, Saturday and Sunday. Sunday evenings are traditionally a supper buffet. The club hosts special member events on Tuesdays and Thursdays four to five times a month from February through April. From June to mid-October, the dining drops to five days with three to four dinner services.

Other food outlets include a snack bar at the pool and outdoor "comfort stations" that feature snacks and drinks after the 4<sup>th</sup> and 13<sup>th</sup> golf holes. Golfers can also experience on-course delicacies on the 8th tee ranging from handmade steak fajitas and lobster corndogs to Mirabel's legendary homemade beef jerky. Daily continental breakfast and soup lunches are available in both the Ladies' Locker Room and Men's Grille.

Mirabel offers a full complement of catering services for members, including in-home catering, party-planning services for private functions, and their unique wine-buying program. Winemaker dinners turn up a full house, Spaghetti Sundays are very popular, and seasonal and holiday special menus are exciting and change often.

**MIRABEL WEB SITE:** [www.mirabel.com](http://www.mirabel.com)

### **EXECUTIVE CHEF JOB DESCRIPTION**

The Executive Chef (EC) at Mirabel provides day-to-day leadership, supervision, direction and management of the culinary operation and personnel associated with the culinary program. He or she satisfies the best interests of Mirabel's members and guests and is responsible for operating a profitable and efficient kitchen and food operation through technical guidance, skills, controls and resources at hand to obtain budgeted goals and maximize standards of quality.

The EC is a hands-on chef that leads by example. He or she 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 quality and consistency of innovative services, products and offerings to members and guests.

The EC leads, manages, motivates and directs kitchen staff to achieve the objectives set by the General Manager. 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 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 Mirabel Classic Burger is just as important to the member experience as producing a five-course wine dinner and memorable special events; and is responsible to ensure that his or her team approaches each activity with the same focus.

Consistency is imperative at Mirabel and the EC should have standards and processes in place that ensure consistency in every meal that is served. 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 creates and updates menus often, incorporating daily 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 of Mirabel. The EC should also be flexible and adaptable to make changes if a menu item is not selling.

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

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, and is expected to be a regular presence in the Dining Room. Building and nurturing relationships with Mirabel members is a critical success factor for this position.

The EC works as a strategic and operational partner with the managers and staff of Mirabel to develop information sharing, good 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.

The EC is responsible for providing quality employee meals for up to 110 employees in season and 70 employees off season.

Ultimately, the Executive Chef of Mirabel 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 he or she interfaces with 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 OF THE EXECUTIVE CHEF

- Provide new and exciting culinary experiences for Mirabel members and guests in both *a la carte* dining and member events.
- Achieve consistency in all meal periods and special events.
- Create Mirabel signature dishes that will delight the members. Infuse recipes of years past that were very successful, along with new and innovative recipes.
- Collaborate with the General Manager, Food and Beverage Director and other department heads and staff.
- Evaluate and continue to develop, train and mentor the culinary staff.
- Embrace existing, long-standing members of the culinary staff and synergize the culinary team.
- Provide creative plate and buffet/action station presentations and value to the membership.
- Continue to move forward with innovative dining concepts.
- Find and maintain a balance among member dining needs from classic country club fare to new, innovative dining options. The executive chef will need to offer menu options that appeal to tenured members as well as newer, more active, younger members.
- 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.
- Manage to the budgeted goals.
- Learn members' names and culinary and dining requirements (allergies) and preferences.
- Continue reputation of Mirabel as one of the best dining experiences in the local community.

#### ORGANIZATIONAL STRUCTURE

Mirabel operates under the General Manager organizational structure. The Executive Chef reports directly to the General Manager.

The kitchen staff totals approximately 10-12 team members including a sous chef, pastry chef, cooks, dish staff and course chef.

## **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 is commensurately appropriate to Mirabel. Previous private club and/ or resort experience is required.
- Has successfully led dynamic culinary operations.
- 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.
- Has strong management skills with verifiable strengths in inspirational leadership, and financial performance.
- Has strong people skills and has the ability to build and nurture relationships with members, staff and the leadership team.
- Is a confident, proactive team builder who has a history of attracting, developing, and retaining high performing staff.
- 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 multiple locations. Experience with Jonas POS software is a plus.

## **EDUCATIONAL AND CERTIFICATION QUALIFICATIONS**

- 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 banquet and *a la carte* operations. An executive sous chef at a larger club who is ready for their first executive chef opportunity will also be considered.
- Must be certified in food safety.

## **SALARY & BENEFITS**

Salary is open and commensurate with qualifications and experience. The club, along with the typical ACF benefits, offers an excellent bonus and benefit package.

## **INSTRUCTIONS ON HOW TO APPLY**

Please upload your resume and cover letter (in that order) using the link below. Please have your documents fully prepared to upload when prompted during the online application process.

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

**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.

[Click here](#) to apply for this position and upload your resume and cover letter.

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

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