

EXECUTIVE CHEF PROFILE: KENWOOD COUNTRY CLUB CINCINNATI, OH

THE EXECUTIVE CHEF OPPORTUNITY KENWOOD COUNTRY CLUB

If you are passionate about the culinary craft, creating and executing quality dining experiences, and mentoring and developing a high-performing team; and want to work at a progressive, family-focused club, in a great city to raise a family; look no further than the executive chef position at Kenwood Country Club. This is an amazing opportunity for candidates with great leadership and culinary skills to serve over 925 member-families at this premier club in a location that has a great quality of life.

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

KENWOOD COUNTRY CLUB & CINCINNATI

Kenwood Country Club, a Distinguished Emerald Club of the World, has a long heritage of tradition and excellence. The overall atmosphere is family-oriented and offers a variety of activities and amenities for all family members. Kenwood Country Club prides itself on being family-friendly and providing a fun environment for all. The Club honors its historic past, embraces an exciting today, while preparing for an incredible future.

In 1929 a group of 11 members of the downtown Cincinnati Club decided to create a golfing country club. The committee considered several tracts of land and hired Donald Ross to recommend the final location. One of the nation's leading golf course architects of that era, William H. Diddel designed the original 36 holes. W. Taylor Boyd accompanied Diddel to Cincinnati to supervise the work and stayed on to become one of only four golf course superintendents in the Club's history.

Kenwood's amenities include two 18-hole championship golf courses; short game and practice range areas; an indoor golf practice building complete with heated hitting bays; a tennis pavilion and deck that overlook four clay and two hard tennis courts as well as four platform tennis courts; a state-of-the-art fitness facility; a heated zero-entry and competition-size swimming pool with diving well; and multiple dining venues and options that appeal to members of all ages. Future renovations include the main lobby, front hall and dining room in 2018 along with irrigation and bunker replacements in 2019.

Kenwood Country Club is located in Cincinnati, Ohio – a beautiful and thriving Midwestern metropolis on the Ohio River in the southwestern corner of the state. The city is the corporate headquarters for many national and global companies and is home to nine Fortune 500 companies and two Fortune 100 companies.

There is a lot to experience in Cincinnati including museums; a world-class zoo and aquarium; a popular, revitalized riverfront with shopping, clubs and restaurants; and professional sports teams such as the Cincinnati Reds (the oldest franchise in Major League Baseball), Cincinnati Bengals (football), FC Cincinnati (soccer) and Cincinnati Cyclones (hockey). The city boasts a thriving arts scene and claims more than 4,000 restaurants (Including more chili restaurants than any other city in the world!).

Kenwood Country Club is in Madeira, an affluent suburb located northeast of downtown Cincinnati and one of the top suburbs in the Greater Cincinnati area. It was recognized by Business Week magazine as the 40th best place to raise kids in the U.S., and received a Silver Medal by US News & World Report for the Madeira City School District which was selected as one of the top public high schools in the country. Many of the Club's members reside in neighboring Indian Hill – an historic and charming community which also boasts an "Excellent" rating from the Ohio Department of Education and its high school was named one of the top 100 in the country by both Newsweek and U.S. News & World Report magazines.

Kenwood Country Club today is a bustling home away from home for 925 members and their families. This accounts for 625 golf and 300 social members. Currently the club is at full membership and there is a wait list of a year.

KENWOOD COUNTRY CLUB MISSION STATEMENT

Our mission is to remain the premier golf and country club in the Greater Cincinnati area. We will continue our tradition of offering a welcoming, inclusive, family-friendly atmosphere with social and recreational activities for members and guests.

KENWOOD COUNTRY CLUB VISION STATEMENT

We will maintain two outstanding golf courses, golf practice facilities, as well as pool and tennis facilities of the highest quality.

We will host superior social events and deliver an excellent dining experience with a focus on service and professionalism.

We will maintain the club's long-term financial stability by having a full membership and through prudent project management and maintenance programs and internal financial control.

We will foster an environment of mutual respect and friendliness among members and we will value the contribution our staff makes to our success.

Our membership will reflect the highest standards for integrity, honesty and fairness both at the Club and in the community.

We will continue our unique position of leadership through consistent governance with a vision for the future that is driven by strategic planning.

We will maintain our rich traditions and history that have created the distinctive culture of KCC.

KENWOOD COUNTRY CLUB BY THE NUMBERS:

- 925 total members (including 625 golf and 300 social)
- \$50,000 Initiation fee
- \$8,244 Annual dues
- \$4.3M F&B revenue
- 66.5% a la carte and 33.5% banquet
- \$700 per half year F&B minimum
- 150 Total employees
- 31 kitchen employees – kitchen and 14 Summerhouse
- 3 kitchens (Main, banquet and Summerhouse)
- 15 weddings per year
- 59 average age of membership

FOOD & BEVERAGE OPERATIONS

The 87-year-old, 80,000-square-foot clubhouse serves as the focal point of the rich heritage that is Kenwood. Inside the impressive clubhouse, members are welcomed into a friendly ambiance with casual and elegant dining alternatives. Diverse menu options range from traditional to cutting edge. Members enjoy fine, upscale casual and casual dining in a true country club atmosphere.

The \$4.3M F&B revenue is approximately 66% a la carte dining and 34% banquet/special events business. There are three kitchens at Kenwood Country Club – the main kitchen, banquet kitchen (adjacent to the main kitchen), and the Summerhouse kitchen located in a separate building adjacent to the pool.

Kenwood Country Club has lots of options for *a la carte* dining. The Mixed Grill offers beautiful golf course views, a grand limestone fireplace, seasonal menu options, and a variety of cuisines; the Terrace which is located off the Mixed Grill, offers *al fresco* dining. Together the Mixed Grill and Terrace seat 210 people and are open for lunch and dinner, Tuesday through Sunday. They are also open for brunch on Sunday.

The cozy, wood-paneled Tavern seats 65 and opens at 11:00 a.m. on Tuesday through Sunday offering a limited menu. This is a popular, casual spot to enjoy drinks and appetizers while members gather and catch their favorite games on television.

The Family Room seats 80 and is popular with members who want a more casual atmosphere for their children or grandchildren. The Family Room is open for dinner on Tuesday through Sunday and features video games, a popcorn machine, and family television programming.

The Men's Grill seats 80 and is located on the lower level of the clubhouse. It is popular for lunch before and after a round of golf. It is also a fun spot to watch sporting events.

The 19th Hole is a casual dining room located on the lower level and seats 100. It is open for lunch and dinner on Tuesday through Sunday and has a terrace for *al fresco* dining.

The Pavilion Bar, located alongside the pool, offers beverage, lunch and dinner service in the spring, summer and fall. It also offers members a fire pit and six big screen TVs. The Summerhouse, located on the opposite end of the pool, has its own kitchen and services the Snack Shack for swimmers (at the pool) and golfers.

Carryout service is also available at Kenwood Country Club and orders can be placed from a special carryout menu during regular dining hours with the exception of Friday after 7pm. The pick-up area is located at the front of the club in a designated spot.

For more information about Kenwood Country Club's *a la carte* dining venues and menus [click here](#).

Kenwood Country Club's elegant Ballroom can accommodate 160 guests (and can be combined with connected rooms to accommodate up to 400). Other private dining rooms include the East (seats 40), Central (seats 20) and West (seats 40) dining rooms; the Garden room (seats 80); the Starlight room (seats 20); and the Kenwood room (seats 60).

The Club hosts approximately 15 weddings a year and large member events including Mother's Day (800-1,000 people) and Christmas Eve dinner (700-900 people). Other large-scale, annual events include the Winter Party in February, Easter Egg Hunt and Brunch, Fourth of July, Lobster Bake in August, Halloween Hayride, and the Children's Christmas Party. Attendance for these annual club events ranges from 350 to 700 members and guests.

The clubhouse is closed for food and beverage service on Mondays from April through December, except for major holidays (in which case the club is closed the following Tuesday). However, food and beverage service is available every day at the Summerhouse in the summer months (Memorial through Labor Day). From January through March there is no food and beverage service on Mondays and Tuesdays.

For more information about Kenwood Country Club's banquet venues and menus [click here](#).

ORGANIZATIONAL STRUCTURE

Kenwood Country Club operates under the Chief Operating Officer structure. The Executive Chef reports to the Assistant General Manager, attends weekly executive staff meetings, and participates with the Food, Beverage and Entertainment Committee and the Health and Wellness Committee.

The Club has 31 kitchen staff members including a sous chef and banquet sous chef. In addition, 14 staff members run the Summerhouse snack shack in season. The Club also has a purchasing director that works closely with the executive chef.

KENWOOD COUNTRY CLUB WEBSITE: www.kenwoodcc.com

EXECUTIVE CHEF JOB DESCRIPTION

The executive chef (EC) at Kenwood Country Club is responsible for all food production including *a la carte*, banquets, grab-and-go, carry-out, and employee meals. The EC develops menus, food purchase specifications and recipes; supervises production staff; develops and monitors food and labor budgets for the department; maintains the highest professional food quality and sanitation standards; and ensures a high level of member satisfaction.

The EC is a working chef who leads, manages, motivates and directs a team of 31 (plus 14 in the summer months) to achieve the objectives set by the COO, AGM, 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 a hands-on leader who leads by example.

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 F&B operations. The EC understands that quality and consistency in producing and delivering the KCC Burger is just as important to the member experience as producing an innovative wine dinner; and is responsible to ensure that his or her team executes all culinary production with the same high level of focus and passion.

The EC proactively ensures that his or her team has the accountability, authority and resources necessary to manage, plan and execute the culinary program's culture of excellence. He or she approaches work with a sense of urgency and purpose and instills that into the team and those around them, allocates time and resources effectively when facing competing demands and deadlines, overcomes obstacles to accomplish objectives that contribute to the member experience, and promotes feedback and ideas from team members.

The EC at Kenwood Country Club is a strong team builder who mentors and challenges himself or herself and the staff to continue to create and produce at a higher level. The EC develops a pipeline of talented and creative individuals by building a reputation as an excellent learning and training ground for up and coming culinarians. Additionally, the EC encourages staff to participate in generating ideas and draws on staff members' strengths and specialties for continuous improvement of the culinary program. He or she earns respect from the culinary team through inspired coaching, consistent culinary expectations, and daily follow-through.

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, organization, and safety, and ensures that all BOH staff approach the standards with the same high level of focus.

The EC has a proven track record of budgeting and controlling food and labor costs. He or she is adept at creating and managing multiple budgets 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 daily corrective action as needed to ensure that financial goals are met.

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 on a seasonal basis at a minimum, and develops and documents recipes and controls to ensure consistency. Daily specials are offered throughout the various dining venues. The EC understands that variety in specials and menu offerings increases member engagement and use of the club.

The EC works as a strategic and operational partner with the other managers and staff of Kenwood Country Club 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 or her team, while at the same time epitomizing the perspective of being readily open and embracing of input. The EC is approachable by both members and staff.

The EC is responsible for planning and providing quality and healthy employee meals for approximately 150 employees.

The EC is an energized, positive presence who displays a strong work ethic. The position requires a high-energy, committed, and dedicated professional who recognizes that during the height of the season, long work days are needed to achieve a high level of member satisfaction. The Club also encourages staff to take time to re-energize and find a balance of dedication to the Club and personal time.

INITIAL PRIORITIES OF THE EXECUTIVE CHEF

- 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; resulting in great food that is executed consistently well, using high quality products and high-quality execution. The EC and his or her staff create meals that are an experience.
- Evaluate, build, continue to develop and mentor a cohesive, high performing team.
- Look for ways to continually improve *a la carte* dining food quality, consistency, timing, and financial results.
- Communicate and connect with members and staff to learn names and culinary/dining requirements (allergies, etc.) and preferences.
- Create an innovative, relevant, consistently interesting *a la carte* menu that changes at least seasonally while maintaining those “must keep” member favorites. Create new signature items that become Club favorites.
- Continue to raise the bar with member events by infusing creativity and variety into favorite club events.

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 positive personality that is engaging and genuine.
- Has a minimum of three 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. Executive sous chefs that have been successful at larger country clubs, hotels or resorts that are ready for an executive chef role will be considered.
- Has successfully led dynamic and high volume culinary operations with multiple dining outlets. The EC must have excellent organizational skills.
- Has success in farm-to-table, locally grown or procured provisions, with an emphasis on creative cuisine that is always on the cutting edge of the current trends while embracing traditional club favorites.
- Can 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.
- Is passionate about education and learning and has a proven track record of developing and mentoring the culinary team. The EC should seek out continuing education and certifications through culinary professional associations and encourage their team members to participate as well.
- Exhibits strong communication skills including verbal, listening and writing and has strong presentation skills.
- Makes decisions effectively and influences others positively.
- Must have computer skills including but not limited to Microsoft Outlook, Word, and Excel. Experience with Jonas POS software is a plus. Experience communicating with and engaging members and/or customers using social media is a plus.

TRAITS, SKILLS AND COMPETENCIES

- The EC must understand and practice the Club’s member-focused service philosophy and be fully engaged in and fulfilled by providing members with consistent, high quality food and innovative menu offerings and plate presentations.
- The EC is an innovative leader in all aspects of the position. He or she is creative with menu design — both menu selections and daily specials; tries new and imaginative buffet displays and stations; and is innovative when planning events in less than ideal conditions (such as outdoors) to ensure that the preparation and delivery are of the highest quality and seamless to members and guests.
- The EC is a visionary and trend setter yet understands and is respectful of long-standing Club culinary traditions and can balance both in creating menus, specials, and event offerings. In addition to being a visionary, he or she pays close attention to details.
- The EC is meticulous about food handling, sanitation, and organizing the kitchen and insists that all staff do the same.
- The EC continually looks for opportunities to improve BOH service and must be willing to listen to staff and members for input. The EC understands that the entire team is there to fulfill members’ needs.
- The EC is extremely organized and possesses exemplary technical skills to successfully manage multiple dining venues, multiple functions and staff efficiently and effectively.
- The EC understands that flavors and consistency are key drivers of the private club experience in all food offerings.
- The EC should have a solid understanding of wine and experience with wine and food pairings.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Culinary arts degree from an accredited school or equivalent experience.
- Certified Executive Chef designation is desirable.
- Private club experience preferable but not required.
- 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 and professional development.

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

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