

EXECUTIVE CHEF PROFILE: GRANDFATHER GOLF & COUNTRY CLUB LINVILLE, NC

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

THE EXECUTIVE CHEF OPPORTUNITY AT GGCC

Grandfather Golf & Country Club is looking for a true leader to manage its culinary operations, lead its heart-of-the-house team, and join its club family. This is an excellent, full-time opportunity to work at a seasonal, high-end, family-centric club in a beautiful setting. Noteworthy highlights include managing multiple venues – from casual to fine dining, being a part of a high-performing team and working with a brand-new kitchen. Successful candidates must be detail-oriented as well as visionary leaders. If you think you have what it takes to be successful, then read on!

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

GRANDFATHER GOLF & COUNTRY CLUB AND COMMUNITY

Nestled in the heart of North Carolina's majestic Blue Ridge Mountains in Linville, North Carolina; Grandfather Golf & Country Club (GGCC) is a private club community with a breathtaking location, diverse amenities, and core values which continue to elevate the family experience. The club lies at the base of scenic Grandfather Mountain, the highest peak in the Blue Ridge Mountain Range.

GGCC has two 18-hole golf courses – the Championship and Mountain Springs courses; each designed by Ellis Maples. The Championship course is consistently ranked as one of the finest mountain courses in the Carolinas with a *Golf Digest* "Top 100 Modern Golf Courses" ranking. It is also ranked # 2 in the state of North Carolina by the NC Golf Panel and *Business North Carolina*.

Though golf is the featured recreation at GGCC, there are many other important social and athletic activities available for members including multiple dining venues, indoor and outdoor tennis, hiking, croquet, swimming, trout fishing, beach activities, and sailing and boating on the club's 35-acre lake. The club also features a new, 7,000-square-foot, state-of-the-art fitness center.

The clubhouse, overlooking the eighteenth green and lake, is the focal point for all club activities and food and beverage is integrated throughout. The clubhouse underwent a multi-million-dollar renovation in 2006 that added the Dornie Lounge (a formal bar), a new entry, and new reception area. Another large renovation took place in 2014 which developed a casual dining venue.

GGCC is a highly seasonal, very family-oriented club. It provides well-rounded children's activities comparable to those of a summer camp. Club members hold Sunday morning non-denominational worship services in an outdoor chapel close to the clubhouse.

Although GGCC is located in a scenic area, the amenities of a larger population center are present. Two local colleges provide nationally recognized summer artist and lecture series. The hospital and a new medical center, is only ten minutes away. The fire department/rescue squad is only two miles away. Three of the South's best ski resorts are less than fifteen minutes from the club. This beautiful mountain region is filled with recreational, social, and cultural opportunities throughout the year.

Development within the club has been limited to provide maximum enjoyment of the facilities by all members. The club borders lands either managed or owned by the Nature Conservancy; further protecting the scenic integrity of its surroundings for future generations. The highest operational standards are maintained with the utmost attention to club services, including 24-hour security, in house maintenance, housekeeping and landscaping.

GGCC MISSION

“Grandfather Golf and Country Club (GGCC) is a residential community that provides recreation and social entertainment for the family-oriented membership.

“Nestled within the natural beauty of North Carolina’s Grandfather Mountain, GGCC focuses on golf as the central recreational activity. Other social and recreational activities are offered, and full participation is encouraged by offering the best possible program provided by first class facilities in an atmosphere of warmth and congeniality.

“To achieve the goal of making GGCC a preeminent country club, leadership must be committed to realizing the full potential of the Club to support the Chief Operating Officer concept of Club Management, to be committed to the employees’ development, well-being and safety and to be sensitive to environmental issues. In addition, the Club is committed to maintain a quality membership development program and recognize the worth of people, placing value on the individual, families and social groups within the Club.

“Investment by members in their individual property, as well as the corporate investment in Club facilities, must be protected and preserved so that a variety of living styles can be accommodated.

“Members must assume responsibility for insisting that Grandfather Golf & Country Club remain a sociable, friendly and warm community that offers the best available social and recreational activities...then Grandfather can be developed to its fullest potential for the enjoyment and benefit of all.”

GGCC BY THE NUMBERS:

- 463 member families
- \$75,000 initiation fee
- \$11,375 annual dues
- \$1.7M annual F&B
- 75% a la carte/30% banquet
- 200+ employees in season
- 35 kitchen employees in season
- 4 kitchens (Main, Scottish Grill, Beach Pavilion, 10th Tee)
- 26,000 covers per year in the main clubhouse
- 67 average age of members

FOOD & BEVERAGE OPERATIONS

The approximately 45,000-square-foot clubhouse offers both upscale and casual dining options in the restaurants, lounge, reception area, great room, Golf Shop, card room and covered deck. Several intimate seating areas are situated around fireplaces with spectacular views of the lake. Cuisine varies from exquisite gourmet, to light and healthy, to short-order selections (from the Beach Pavilion Snack Bar). Every meal is a special event in its own unique way.

A la carte venues on the clubhouse’s first floor include The Dining Room which seats 135. The seasonal dinner menu and weekend menu offer everything from pasta and fresh seafood to center-cut prime ribeye. In 2017, The Dining Room also offered Tuesday Casual Night, Wednesday Night Wine Dinners, Saturday Prime Rib, and Sunday Burgers & Music on the Patio. In season The Dining Room is open for dinner on Tuesdays – Sundays (from 6:00 p.m. to 9:00 p.m.) and on Fridays and Saturdays (from 6:00 p.m. to 10:00 p.m.). The venue also serves an ala carte Sunday Brunch from 10:30 a.m. to 2:30 p.m. The Dining Room is closed in the off-season.

Members enjoy cocktails and wine by the fireplace in the Dornie Lounge, which seats up to 90 people, while enjoying the views of the 18th green and the club's lovely mountain lake. The Dornie porch is also the location of the "Weekday Wine Down" which is a wine tasting every Friday on the Dornie Porch in season. The Dornie Porch offers an *al fresco* experience and seats up to 120. Dining is also offered in the Men's Card Room on the first floor.

The Scottish Grill is located on the second floor of the clubhouse and combined with the MacRae Room seats 106. The Scottish Grill features hearty snack food, burgers, flat bread pizza, seafood and steak in a relaxing atmosphere. Growler service is also available at the Scottish Grill. In season, the Scottish Grill is open on Mondays and Wednesdays – Saturdays from 11:00 a.m. to 9:00 p.m. and on Tuesdays and Sundays from 11:00 a.m. to 4:00 p.m. This venue has "after season" hours: open from 4:00 p.m. to 9:00 p.m. on Saturdays in October and November.

Also located on the second floor the Porch (seats 90), the Card Room (seats 120), and the Living Room used for private parties, wine dinners and receptions

The Beach Pavilion, open from Memorial Day – Labor Day offers a relaxed atmosphere. Entrees include hamburgers, hot dogs, sandwiches, wraps, quesadillas and signature salads, and handcrafted pizzas from the wood burning pizza oven. Smoothies, shakes and sodas are available as well as beer and wine selections. The Beach Pavilion can seat up to 275 people (100 seats are under cover).

In season, the Beach Pavilion is open for lunch seven days a week and dinner on Friday and Saturday nights. On Sundays, a buffet breakfast is served in conjunction with Sunday services at Chapel by the Lake. In 2017, the Beach Pavilion offered Friday night Mexican food and Saturday Night "Blackboard Seafood Specials."

Overlooking the golf course, the 10th Tee snack bar is a popular spot for a light snack, sandwich or for a cup of coffee, soda or an ice-cold beer. The 10th Tee is open in season on Sunday – Thursday from 11:00 a.m. to 4:00 p.m. and on Friday and Saturday from 11:00 a.m. to 5:00 p.m. The 10th Tee has seating for 40 people.

Annual food and beverage revenues are approximately \$1.7M. Lunch and dinner are served in the clubhouse seven days a week from May through October. Dining is also available on Saturdays in November, Thanksgiving Weekend (Thanksgiving lunch, Friday and Saturday nights), Christmas Eve, and New Year's Eve. The club is busiest from June through August.

The clubhouse serves 26,000 covers per year and averages 30 – 40 for lunch and 120 – 180 for dinner. The 10th Tee serves an average of 30 covers for lunch as well as servicing all golf traffic. The Beach Pavilion averages 80 covers for lunch and 100-120 covers for weekend dinner service.

Wine is important to the members of GGCC. The club hosts approximately five special wine dinners per year. Members can join the wine club which offers discount pricing on wine and participation at special wine events.

Because of its location in the scenic mountains of Western North Carolina, at the base of Grandfather Mountain, the club has earned a reputation as one of the area's most memorable venues for all types of occasions. The beautiful clubhouse, white sandy beach and award-winning golf course all combine to make GGCC a great setting for special and member events. The club hosts approximately five weddings a year and five outside golf outings a year.

GGCC has four kitchens (Main, Scottish Grill, Beach Pavilion, and 10th Tee). The main kitchen was built in 2015 and the other three kitchens have been updated with new equipment.

GGCC has an active internship program and housing is available for interns and some seasonal staff.

ORGANIZATIONAL STRUCTURE

The Executive Chef position is a full-time position. The Executive Chef reports to the Director of Food, Service and Clubhouse Operations. There are approximately 35 kitchen staff at GGCC in season including three full-time sous chefs, a seasonal pastry chef, and a full-time purchasing clerk. The Executive Chef works closely with the Food & Service Committee.

GGCC WEB SITE: www.grandfatherclubnc.com

EXECUTIVE CHEF JOB DESCRIPTION

The Executive Chef (EC) is responsible for food and pastry production, including that used for restaurants, banquet functions and other outlets. The EC develops menus, food purchase specifications and recipes. The EC purchases all food and other necessary food supplies and leads and supervises production and pastry staff. The EC monitors the food and labor budget for the department and meets budgeted goals. The EC maintains the highest professional food quality and sanitation standards, ensures that food production consistently exceeds the expectations of members and guests, and instills in staff the fact that member satisfaction is of the utmost importance.

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 35, to achieve the objectives set by the GM/COO, Director of Clubhouse Operations, 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 HOH 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, such as the GGCC Burger, 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 GGCC 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. 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 works as a strategic and operational partner with the managers and staff of GGCC to develop information sharing, strong communication, superior internal and external customer relationships and high-performance teamwork to achieve club objectives.

The EC at GGCC 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 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 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 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 GGCC. 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 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 over 200 employees in season.

Ultimately, the Executive Chef of GGCC is an important and positive face of culinary operations and is an integral part of the overall success of the club. 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

- Listen to members and learn member and staff names and culinary/dining requirements (allergies, etc.) and preferences. Learn the culture of the club and build trust with members and morale with staff.
- 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 and respect for fellow employees.
- Consistently exceed member expectations for quality, taste, presentation, variety and creativity.
- 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 team.
- Manage to budgeted food and labor goals.
- Continue to attract and train 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 GGCC 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. Experience developing and managing an internship program is a definite plus.
- Strives to continually improve his or her skills, experiment with trends, and continuously evolve the menus and offerings.
- 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 \$1.7M.
- 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 GGCC.
- 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 POS and Microsoft Outlook, Word, and Excel. This position also requires technical skills to effectively manage multiple restaurants simultaneously.

EDUCATIONAL & CERTIFICATION QUALIFICATIONS

- A Culinary Arts degree from an accredited school or equivalent experience.
- A minimum of five years prior management experience as an executive chef in a premier private club and/or resort environment with multiple outlets is preferred.
- Certified Executive Chef designation by the American Culinary Federation is preferred.
- Certified in food safety is required.

SALARY & BENEFITS

Salary is open and commensurate with qualifications and experience. The Club offers an excellent benefits 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

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