

Candidate Profile

Executive Chef

Dairymen's, Inc.
Boulder Junction, Wisconsin



Organization

Dairymen's, Inc. is a 90 year old private resort club located in northern Wisconsin close to the Upper Peninsula of Michigan and the Canadian border. The club was founded on tradition, excellence, and the preservation of one of the most pristine properties in the country. The property includes 6,700 acres of woods, 1,600 acres of lakes, and 85 miles of trails.

The club has 49 cabins to accommodate 655 members in the summer months and 29 cabins are winterized. There are two full service lodges offering three meals per day in an a la carte setting during the summer season, May through October, and one lodge serving limited meal service during the winter months of December through February. The larger lodge, Home Lake Lodge, had a complete \$1.2 million kitchen renovation in 2016. The other lodge, Wolf lake Lodge, was added to Dairymen's in 2006. There is no meal service March, April, and November. There are also no outside events and no banquet events except member special events during the summer, fall, and holiday seasons. There is also no regular alcohol served except for certain member events. The majority of members are from the Chicago area and also Wisconsin with the rest spread from all over the country. Quality food service is very important to the members and their families as they are well traveled and have other club memberships.

Dairymen's has a 9-hole course that plays as 18 with multiple greens and tees on numerous holes and is open from mid-May through mid-October. Summer activities include water sports, boating, fishing, golf, tennis, hiking, and biking. Winter activities include snowmobiling, cross country skiing, ice skating, sledding, ice fishing, and cookouts. Dining also takes place in the individual cabins and can be catered by the Chef and kitchen staff.

Club food and beverage revenues: Approximately \$1million due to seasonality and no outside events. Total kitchen staff reaches 20-24 full and part time.

Responsibilities

Dairymen's seeks a well-rounded, flexible, and experienced culinary professional to provide quality and hands-on leadership to a dedicated kitchen staff. With the club's traditions and high standards, this working chef must possess the background, skills, and creativity necessary to enhance member dining for all tastes as well as be able to develop and execute events, traditional club functions, and still be on the cutting edge of culinary trends. The ability to make critical choices in menu development, to work "hands on" with the staff, and to **mentor, teach and lead is essential**. Strong administrative and financial management skills are also critical in controlling food and labor costs and producing consistent operating results. High energy, positive attitude, passion, integrity, vision, and superior communication ability are highly valued traits for the position. This is an ideal position for a chef who thrives in a family atmosphere and loves the great northern outdoors. Club menus range from traditional club offerings to current ethnic trends and casual favorites. Duties include:

- All culinary administrative functions: recruiting, hiring, cross training and scheduling of staff.
- Timely and meaningful reviews for the staff in accordance with club policy.
- Establishment of departmental operating policies to be coordinated with the club's general operation policies.
- Develop and introduce new menus for all dining areas ranging from country club casual and formal dining, rotating menu offerings on a periodic basis to meet member expectations.
- Establish standardized recipes and specifications to insure a high level of consistency every day. Oversee daily operations to insure quality as well as consistency.

- Ensure the purchasing of food meets quality standards and is cost effective.
- Ensure a highly professional atmosphere in the kitchen and storeroom with an emphasis on cleanliness, order, sanitation, security, and safety.
- Prepare and monitor the annual kitchen budget.
- Closely monitor food and labor cost against budget.
- Establish and maintain effective cost control measures for both food as well as labor; again within the constraints of the budget.
- Oversee the accuracy of bi-weekly payroll.
- Actively solicit the feedback of the kitchen staff, service staff and members as to all menu offerings. Foster an atmosphere of cooperation and mutual respect for all employees. Participate in daily line ups for the culinary and service staffs.
- Attend and participate in staff and Committee meetings as directed.
- Participate on a peer level with all department heads.
- Work with the staff, members and Committees to plan and execute private as well as club events.
- Communicate consistently with the General Manager to ensure the operation is managed efficiently.
- Undertake special projects as assigned by the General Manager.
- Exhibits and maintains a professional demeanor to reflect a positive image at the club and in the community.

Requirements

- A minimum of five years as an Executive Chef or Sous Chef in a high-end, resort, hotel, or Platinum level private club and responsibility for several venues.
- A thorough working knowledge of a variety of cuisines to include current and regional trends as well as traditional club fare.
- A career path marked with stability and the logical progression of title and responsibility.
- A career path marked with verifiable accomplishment as a team builder and leader.
- A culinary or related degree is preferred from a well-regarded culinary institution.
- A CEC designation or the active pursuit thereof is also strongly preferred.
- Club experience also preferred.
- Impeccable and verifiable references. All candidates will be subject to a comprehensive background review.

Competitive Compensation and Benefits

- A base salary and performance bonus potential.
- Professional dues and education expenses with the emphasis on continuing education.
- Standard club executive benefits to include health, dental, vision, and life insurance.
- 401k and Long Term Disability.
- Relocation.

Professionals who meet or exceed the established criteria are encouraged to contact:

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