

# KOPPLIN KUEBLER & WALLACE

THE MOST TRUSTED NAME IN EXECUTIVE SEARCH AND CONSULTING

## EXECUTIVE CHEF PROFILE: SPRING LAKE COUNTRY CLUB SPRING LAKE, MI

### THE EXECUTIVE CHEF OPPORTUNITY AT SPRING LAKE COUNTRY CLUB

If you want to work at a progressive, family-focused club loaded with amenities located on a picturesque lake and in a great town to raise a family, look no further than the executive chef position at Spring Lake Country Club. This is an amazing opportunity for candidates with the right credentials to serve over 400 member families at this premier club in a location with a great quality of life – neighboring Grand Haven was recently named the “[happiest seaside town in America](#)” by *Coastal Living* magazine and Muskegon and Grand Haven beaches were voted the [#1 and #2 best beaches](#) in Michigan by *USA Today*.

The Club’s purpose is “to provide a sanctuary to enrich lives.” We are looking for a talented leader who embodies SLCC’s team core values of dedication, pride and attention to detail; respecting tradition while providing innovative leadership; and providing a welcoming and warm atmosphere and applies these values to achieve excellence every day.

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

### THE SPRING LAKE COMMUNITY

Spring Lake Country Club is located in Spring Lake Township in Northwest Ottawa County. The area continues to grow in popularity and boasts many opportunities that attract new people including excellent schools and parks, low crime rates, great health care, and an affordable cost of living. The areas of Grand Haven, Spring Lake and Ferrysburg offer miles of beautiful waters, beach access and a great selection of restaurants, shops, entertainment and accommodations. Also, the Spring Lake school system is exceptional; rated among the top 2% in the country.

### SPRING LAKE COUNTRY CLUB

Spring Lake Country Club takes great pride in its family centric atmosphere and welcoming membership and staff. The club offers a magnificent 18-hole golf course nestled between the shores of Spring Lake and sprawling acres of forest. Amenities including formal and informal dining options, a Youth Activities Center, two outdoor pools, tennis, paddle tennis and pickle ball courts, a fitness center, boat dock and much more create a home away from home that is unmatched in West Michigan.

Established in 1911 by William Savidge, the golf course was drafted by Thomas Bendelow, a pioneer golf architect nicknamed the “Johnny Appleseed of American Golf Design.” The Clubhouse was built in 1926 and has been continually updated to meet the changing needs of club members and operations.

Today the club remains a special place where friends and families enjoy leisure time activities. The diverse facilities inspire opportunities to provide active social programming year-round. Always striving to strike equilibrium between positive change and tradition, the Club’s mission is: To Provide a Sanctuary to Enrich Lives.

### FOOD & BEVERAGE PROGRAM

One of the busiest and most popular amenities at Spring Lake Country Club is their food and beverage program. Culinary operations focus on healthy and fresh, farm-to-table cuisine; balancing creative alternatives with traditional club favorites.

SLCC is open year round. Member dining is open six days a week during the summer season and four days in the winter months. The Club's event schedule is also very active with an average of 25 to 30 weddings annually along with community events that populate the calendar.

Great food and stunning views in cozy and comfortable venues embody the dining experiences at Spring Lake Country Club. The most popular is The Patio which is the coziest patio dining experience in the area. The Patio seats 90 and features a beautiful view and an outdoor fireplace. The Patio is open for lunch and dinner on Tuesday through Sunday.

The Gallery Patio seats 40, is nestled between two gas fire pits and offers a stunning view of the golf course.

The Bar & Grille, which seats 50, has an informal atmosphere and includes 4 HDTV's to accommodate post-golf sports fans. The Bar & Grille is open for lunch and dinner on Tuesday – Sunday.

The Back Nine dining room (seats 65) is the Club's newly remodeled dining area that offers the best view of the golf course all year round. Cozy booths and tables next to the warm fireplace make this a popular spot on Tuesday – Saturday evenings.

The Front Nine lounge (seats 45) provides a casual lounge experience with a panoramic view of the golf course and gardens and a cozy wood-burning fireplace. The lounge is open Tuesday – Saturday evenings.

Member dining events and private dining take place in the Main Dining Room (seats 100) and the Ballroom (seats 350). Popular member dining events include Theme Night Thursdays, which alternate between Italian Night (build-your-own pasta bar station), Asian Night, Mexican Fiesta and Tapas-style-plates. Other events include Wine Down Wednesdays, Winemaker Dinners, Chop House Night, and Holiday Brunches.

#### SPRING LAKE COUNTRY CLUB BY THE NUMBERS:

- 1911 is the year the club was established
- 450 members in all categories
- \$4.9M in total operating revenue
- \$2.1M in F&B revenue
- 2 Clubhouses: the Main Clubhouse and Pool Clubhouse
- 65% a la carte; 35% banquet business
- 3 kitchens: Main Clubhouse, Bar & Grille and Pool
- 16 kitchen employees in peak season
- 160 total employees in peak season
- 18,500 rounds of golf per year
- 57 average age of membership

**SPRING LAKE COUNTRY CLUB WEB SITE:** [www.springlakecc.com](http://www.springlakecc.com).

#### ORGANIZATIONAL STRUCTURE

Spring Lake Country Club operates under the General Manager/Chief Operating Officer organizational structure. The Executive Chef reports directly to the General Manager and works closely with the House Committee Chair.

In peak season the Club has 146 kitchen staff members including three sous chefs. The club also has an internship program (including housing for interns).

Spring Lake Country Club's team mission statement is to "Maintain a culture that is fun and upbeat, focused on excellence and member satisfaction, and holds one another accountable to those standards."

## **EXECUTIVE CHEF JOB DESCRIPTION**

The Executive Chef (EC) at Spring Lake Country Club is responsible for all food production including that used for dining rooms, private events and other outlets of the Club. The EC develops menus, food purchase specifications and recipes; supervises production staff; develops and monitors food and labor budget 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 kitchen staff to achieve the objectives set by the General Manager and House Committee Chair. 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 golf club fare to innovative offerings and special culinary events throughout all dining venues. The EC understands that quality and consistency in producing and delivering popular club events such as wine dinners and member tournaments are just as important to the member experience as producing *a la carte* service on a day to day basis; and is responsible to ensure that his/her team approaches each activity with identical focus.

The EC at SLCC is a team builder who mentors kitchen staff and develops a pipeline of talented and creative individuals and interns by building a reputation as an excellent learning and training ground for up and coming culinarians. Additionally the EC is a hands-on leader and "working chef" who leads by example and will step in to work any place on the line as needed.

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. The EC purchases food product and manages storage areas for quantity and quality.

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 routinely, incorporates daily specials, and develops and documents recipes and controls to ensure consistency. Creativity, not just variety, is essential in planning menus for the members of Spring Lake Country Club.

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 approachable by both members and staff.

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.

- Continue to seek new ways to improve upon food quality and service consistency
- Map out the year and set goals for menu development requirements for the season
- Establish a leadership and mentoring role in the kitchen. The kitchen is comprised of some terrific, young talents that are eager for leadership and professional development.
- Learn members' names and culinary and dining requirements (allergies, etc.) and preferences.
- Provide creative plate and buffet/action station presentations as well as value to the membership.
- Find and maintain a balance among member dining needs from classic country club fare to new, innovative dining options. The executive chef will offer menu options that appeal to tenured members as well as newer, more active, younger members.
- Create an innovative, relevant, consistently interesting a la carte menu that provides members with competitively priced and desirable options that are reflective of the majority of members' interests and tastes.
- Continue to raise the bar with member events by infusing creativity and variety into club favorites.

## 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 restaurant operations.
- Has successfully led dynamic culinary operations. Additionally, those with success in farm-to-table, locally grown or procured provisions, and with an emphasis on creative cuisine that is always on the cutting edge of the current trends while embracing traditional club favorites.
- Has 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 culinary operation.
- Has strong management skills with verifiable strengths in inspirational leadership, financial performance, and people skills.
- Has a proven track record of developing and mentoring the culinary team.
- Must have computer skills including but not limited to Microsoft Outlook, Word, and Excel. Experience with Jonas POS software 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 different ways of displaying items on buffet tables 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 is able to balance both in creating menus, specials, and event offerings. In addition to being a visionary, pays close attention to details.
- The EC is meticulous about food handling, cleaning, and organizing the kitchen and insists that all BOH 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 BOH department is there to fulfill members' needs.

- The EC is a well-respected, pro-active member of the management team and is able to contribute to the Strategic Planning process and share those results with his/her team members.
- The EC is extremely organized and possesses exemplary technical skills to successfully manage multiple functions and people efficiently and effectively.
- The EC understands that flavors and consistency are key drivers of the private club experience in all food offerings. He or she is just as passionate about producing the best crispy chicken fingers and SLCC Burger as preparing the most complex dishes and exploring the latest culinary trends.
- The EC should have a solid understanding of wine and experience with wine and food pairings. Spring Lake Country Club offers its members a wine club as well as several wine dinner events throughout the year.

#### **EDUCATIONAL AND CERTIFICATION QUALIFICATIONS**

- Culinary arts degree from an accredited school or equivalent experience.
- Certified Executive Chef designation is desirable.
- Private club experience preferable.
- 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 [visit this page](#).

[Click here](#) to upload your resume and cover letter.

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

#### **LEAD SEARCH EXECUTIVE**

Lisa Carroll

KOPPLIN KUEBLER & WALLACE

561-596-1123

Lisa@kkandw.com