

## EXECUTIVE CHEF PROFILE: MOUNTAIN BROOK CLUB BIRMINGHAM, AL

### EXECUTIVE CHEF AT MOUNTAIN BROOK CLUB

The Executive Chef position at Mountain Brook Club is an excellent opportunity to serve on a dynamic management team at a top country club in Birmingham, Alabama. Mountain Brook is searching for an exceptional, hands-on leader who is passionate about the culinary arts, supporting his or her team, and meeting and exceeding member expectations. This is a great opportunity to lead a talented culinary team for an exclusive country club in a city full of history and southern charm.

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

### MOUNTAIN BROOK CLUB & COMMUNITY

Founded in 1929, Mountain Brook Club is a private country club where members and their families enjoy a long tradition of excellence in an atmosphere surrounded by beautiful architecture and genuine southern hospitality.

This family-centric club offers beautiful views, a stately clubhouse, and enjoyable activities for every member of the family in their “home away from home.” The historic clubhouse was built in a Colonial Revival-style and the grand Ballroom is adorned with murals painted by Anna Girault Farrar Goldsborough – a great, grand-niece of Jefferson Davis.

The club's 18-hole, bermudagrass golf course (with bentgrass greens) was designed by Donald Ross and measures 6,473 yards from the longest tees (71 par). In addition to dining and golf, the club offers a state-of-the-art fitness center, aquatic complex and tennis facility.

Mountain Brook Club is located in Birmingham, Alabama which is an historical, eclectic, and progressive southern city. It combines energy and spirit with classic southern charm and has a little bit of everything. Revitalized neighborhoods and an energized food culture have helped make Alabama’s largest city the “place to be” in the South.

The community has outstanding schools, a plethora of restaurants, lots of outdoor activities, excellent cultural activities and events, and a great quality of life. The greater Birmingham area is an exceptional place to live as well as raise a family. For more information about life in Birmingham, visit [www.birminghamal.org](http://www.birminghamal.org).

### MOUNTAIN BROOK CLUB BY THE NUMBERS

- 844 members
- \$60,000 Initiation fee
- \$7,500 Annual dues
- \$8.5M Gross volume
- \$2M F&B volume
- \$4.4 Gross payroll
- 55% *a la carte*/45% banquet
- 26 kitchen employees
- 2 kitchens (one in Clubhouse and at pool)
- 59 Average age of members

## EMPLOYEE MISSION STATEMENT

*"To provide personal service of the highest quality in a family-oriented setting, while upholding the long-standing traditions of Mountain Brook Club."*

## FOOD & BEVERAGE OPERATIONS

A la carte dining areas offer spectacular views of the number 1 fairway with mature, majestic pine trees and an unobstructed view of Shades Creek. The formal dining room seats 60, the Grill seats 80 and the outdoor Patio seats 40. All three venues share the same menu and kitchen. The club averages 42 lunch covers and 50 dinner covers. Lunch and dinner *a la carte* dining is available on Tuesday through Sunday. The club is closed on Mondays.

The Pavilion, located at the pool, has a separate menu and kitchen. It seats 75 for *a la carte* service.

Mountain Brook Club has several unique private dining venues. They include the Main Dining Room (seats up to 150), Private Dining Room (seats up to 16), Ballroom (seats up to 150), Sun Parlor (seats up to 90), Living Room (seats up to 150), Card Room (seats up to 32), Golf Facility (seats up to 60), and the Tennis Function Room (seats 60). If the rooms are combined, the club can host up to 1,000 people for an event.

Mountain Brook Club is strictly for member use; it does not host any outside golf outings or events. Also, all private events must be social in nature; no business meetings, seminars or trade shows take place at the club. The club hosts an average of nine weddings a year.

The club is closed one week in January for cleaning. Like most clubs in the area, the club is busiest in December and April through June.

## ORGANIZATIONAL STRUCTURE

The executive chef reports to the General Manager and has a total of 26 kitchen team members reporting directly and indirectly to him or her. Direct reports include three sous chefs, two pastry cooks, and line cooks, pantry cooks and dishwashers. The executive chef does not work with any committees at Mountain Brook.

There are two kitchens at Mountain Brook Club; the clubhouse kitchen and the pool kitchen.

**MOUNTAIN BROOK CLUB WEBSITE:** [www.mountainbrookclub.org](http://www.mountainbrookclub.org)

## EXECUTIVE CHEF JOB DESCRIPTION

The executive chef (EC) is responsible for all food and pastry production; including that used for restaurants, banquet functions and other outlets. He or she develops menus, food purchase specifications and recipes and supervises the production and pastry staff. The EC develops and monitors the food and labor budget for the department and maintains the highest professional food quality and sanitation standards.

The EC leads, manages, motivates and directs the entire kitchen staff to achieve goals and objectives set by the General Manager. The EC sets the standards for all kitchen policies and procedures and ensures that they are carried out by all kitchen staff.

The EC is responsible for providing the highest quality of product that is always prepared consistently based on set standards. It is imperative that everything that comes out of their kitchens receives a high level of scrutiny with regards to quality and consistency and is met with an overall high degree of member satisfaction.

The EC creates and updates menus at least seasonally while incorporating daily specials. He or she develops, costs, and documents recipes and controls to ensure consistency. Creativity and variety are essential in planning menus and events for the members of Mountain Brook Club. The EC should be well-versed in traditional "southern cuisine" while keeping up with current culinary trends and should be flexible and adaptable to making changes.

The EC should also have a focus on using fresh, local ingredients in season. Innovative and creative buffet presentations are also important at Mountain Brook Club.

The EC is responsible for the training and mentoring of all kitchen staff in all areas of kitchen operations to ensure consistency of product and preparation. He or she should have strong communication skills while working with both back-of-house and front-of-house employees, other management staff and members.

The EC leads the back-of-the-house with regards to accident prevention, training and retention of staff as well as sanitation and safety controls. He or she must possess a high level of attention to detail in all facets of kitchen operations.

The EC develops and manages a budget compiled with the General Manager. He or she is responsible for all purchases (ensuring best pricing from multiple vendors), quality specifications, and costs. He or she maintains and controls inventories of all kitchen products while ensuring minimal waste.

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 MBC 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.

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 a team builder who mentors kitchen staff and develops a pipeline of talented and creative individuals by building a 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 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.

The EC works as a strategic and operational partner with the managers and staff of Mountain Brook Club to develop information sharing, good communication, superior internal and external customer relationships and high-performance teamwork in order to achieve club objectives.

The EC is responsible for providing quality and healthy employee “family” meals for approximately 135 employees.

Ultimately, the executive chef of Mountain Brook Club is an important and positive face of culinary operations. He or she is an integral part of the overall success of Mountain Brook Club and is responsible to lead this important facet of the organization from a passionate, creative, supportive, progressive and team-focused perspective.

#### INITIAL PRIORITIES OF THE EXECUTIVE CHEF

- Evaluate, reorganize if necessary, and develop, train and mentor the kitchen staff.
- Put processes in place to ensure consistency and quality in delivering *a la carte* and banquet services.
- Listen to staff and members. Learn names and culinary and dining requirements (allergies, etc.) and preferences.
- Review, evaluate and revise menus after consulting with members and the MBC team.
- Provide creative plate and buffet/action station presentations.
- Find and maintain a balance of classic country club and Southern-style cuisine with new and innovative menu options. The executive chef will 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 timely and correct final delivery of the end-product, while working closely with the FOH management team.
- Manage to budgeted food and labor goals.

## **CANDIDATE QUALIFICATIONS**

The successful candidate:

- Is a strong and passionate leader and culinary professional with a proven track record of providing high level services preferably in a private club setting. The EC must be passionate about their craft and inspire those around him or her with that energy and passion.
- Evaluates and continues to develop the culinary team. Incorporates training that ensures fresh and hot food is served consistently and presented creatively. Communicates to the team that member special requests are to be honored whenever possible.
- Has successful experience in leading both a la carte and banquet dining operations.
- Has “Southern-style” as well as traditional culinary experience while being well-versed in current culinary trends. The EC is a lifelong learner and instills that characteristic into his or her team. He or she stays current on regional, national and international culinary trends.
- Has a successful track record of controlling costs, standardizing recipes, planning budgets and the has the skills necessary to perform all kitchen tasks and training of others to properly execute those tasks. The EC leads by example.
- Has an understanding and successful track record of purchasing, receiving, storage, sanitation, safety techniques and training.
- Is a proactive team builder who can attract, develop and retain a qualified and high performing staff.
- Must understand and practice the mindset of a “members first” philosophy and be willing to provide members with the highest quality food along with innovative plate presentations, while honoring special requests when possible.
- Is a visionary and trend setter yet understands and respects the club’s long-standing culinary traditions and is able to balance both in creating menus, specials, and banquet offerings.
- Must be able to organize, prioritize and handle *a la carte* dining and private banquets simultaneously, efficiently and effectively.
- Understands the importance of keeping the kitchen areas and all products in a very clean and organized environment.
- Is a well-respected member of the management team and is able to generate thoughts and ideas that result in increased sales and improved membership satisfaction.

## **EDUCATIONAL & CERTIFICATION QUALIFICATIONS**

- At least five years of private club experience as an executive chef or as an executive sous chef of a larger club.
- Knowledge of Southern-style cuisine is a plus.
- Successful experience in both *a la carte* and banquet operations.
- A culinary arts degree from an accredited school preferred.
- Certified Executive Chef (ACF) or Pro Chef (CIA) certification is preferred.
- Certification in food safety is mandatory

## **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.

**Your letter should be addressed to:** Mr. Mark Lockridge, CCM. Clearly articulate why you want to be considered for this position at this stage of your career and why Mountain Brook Club and the Birmingham area will likely be a “fit” for you, your family and the Club if selected.

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](#).

If you have any questions, please email Nan Fisher: [nan@kkandw.com](mailto:nan@kkandw.com)

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

**LEAD SEARCH EXECUTIVE**

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