



Coldstream Country Club is offering an amazing opportunity for talented candidates with a successful track-record of culinary practices and operational management in private clubs or high-end establishments in the hospitality/restaurant industry. We are conducting a nation-wide search for an Executive Chef in Cincinnati, Ohio. The candidate will be an integral part of a high-performing team at a country club regarded as one of the finest golf clubs in the Midwest.

More than 60 years ago, golf course architect, Dick Wilson began the transformation of the 190 acres of gently rolling dairy farm sitting high above the Ohio River, into an elite championship golf course. Since then, Coldstream Country Club has offered the perfect complement of championship golf with so many other celebrated country club amenities. The club is proud to be at the service of over 450 members with full dining and banquet amenities.

Job Title **Executive Chef**

Position Concept: The Executive Chef will oversee the total culinary operation and food services offered including the dining room, banquets, pool café, and club stewarding. The position will promote an exceptional "dining experience," and provide excellent services and programs for all members and guests. This position will report directly to the General Manager/Chief Operating Officer.

The Position Supervises:

- Executive Sous Chefs
- Line Cooks (I and II)
- Stewards
- Seasonal Line Cooks III

Specific Responsibilities - include but are not limited to **Culinary Operations Management**

- Responsible for the development and enhancement of the food product that is presented to guests. Make changes that respond to the marketplace and to guests' needs, both present and anticipated. Recommend changes to the food product. Use market research to develop new products and menu concepts.
- Responsible for maintaining quality of food product and ensuring consistency in food delivery and standards.
- Ensure that all goals are geared toward exceeding guest's expectations. Participate in long range planning.
- Responsible for the selection, training, and development of the personnel within the department; planning, assigning and directing work; appraising performance; rewarding and disciplining employees; safety; addressing complaints and resolving problems; and overseeing departmental matters as they relate to federal, state and local employment and civil rights laws.
- Review staffing levels to ensure that guest service, operational needs and financial objectives are met.
- Supervise and coordinate activities of cooks and workers engaged in food preparation.
- Demonstrate new cooking techniques and equipment to staff.
- Develop and implement guidelines and control procedures for purchasing and receiving areas.
- Establish goals including performance goals, budget goals, team goals, etc.

- Communicate the importance of safety procedures, detailing procedure codes, ensuring employee understanding of safety codes, monitoring processes and procedures related to safety.
- Manage department controllable expenses including food cost, supplies, uniforms, and equipment.
- Work closely with vendors to obtain the highest quality offerings at the most reasonable price.
- Provide direction for menu development.
- Determine how food should be presented and create decorative food displays.
- Recognize superior quality products, presentations, and flavor.
- Improve service by communicating and assisting individuals to understand guest needs, providing guidance, feedback, and individual coaching when needed.
- Attends food and beverage and executive management meetings.
- Any additional tasks as directed by management

Business and Financial

- Responsible for the financial and operational performance of the kitchen operations (Including food cost, food supplies and labor expenses)
- Ensure all financial goals and objectives are being achieved
- Assist in the development and preparation of budgets, including forecasting and review of all culinary operations, revenues, and expenses on a daily, weekly, monthly, and annual basis
- Ensure systems controls are in place to safeguard assets, revenues, and resources

Knowledge, Skills and Traits

- The Executive Chef must have a passion for people and food. The Candidate will have a CAN DO attitude, strong communication skills, high energy and enthusiasm. The best candidate will enjoy current food trends, and have nutritional and wellness awareness. In addition, the ideal employee will have great skills: people, planning, organizational, computer, and customer service.
- Leadership: Ensures culinary production appropriately connects to the Executional Framework. Ensures proper culinary standards and techniques are in place for preparation of food items, including production, presentation and service standards. Manages culinary team to ensure quality in final presentation of food. Trains and manage culinary and kitchen employees to use best practice food production techniques. Coaches employees by creating a shared understanding about what needs to be achieved and how it is to be achieved. Rewards and recognize employees. Plan and execute team meetings and daily huddles. Complete and maintain all staff records including training records, shift opening/closing checklists and performance data. Multi-tasking as well as ability to simplify the agenda for the team is a must.
- Member Relationship: Develop and maintain effective member rapport for mutually beneficial business relationship. Aggregate and communicate regional culinary and ingredient trends.
- Fundamental knowledge of kitchen operations
- Fundamental supervisory practices and principles
- Act as a role model for all employees by demonstrating the behavior and work ethic expected of all employees
- Strong organizational, planning and prioritization skills
- Self-motivated with desire to promote and market
- Service and member focused attitude
- Experienced in written and oral business communications
- Remain up to date on member relationship management tactics and strategies
- Experienced computer user including Microsoft Word and Excel. Proficient in other applications, i.e. email, internet, excel, etc.
- Maintain and promote a positive professional image within the community
- Attend conferences, workshops, meetings, and trade shows to keep abreast of culinary trends

Experience / Qualifications:

Including, but not limited to, the following:

- Education – Accredited Culinary Institute
- Experience- Member of ACF (American Culinary Federation) and/or Club Managers Association of America (CMAA)
- Skills- Exceptional cooking skills.
- Minimum of 5-6 years of experience as an Executive Chef
- Experience in fine dining and high-volume banquets
- Established record of providing superior member service and staff training and development

Salary and Benefits

- Very Competitive Salary range
- Holiday Bonus
- Excellent Health Insurance Including Dental and Vision after 90 days
- 401K program after 90 days
- 3 Weeks Paid Vacation
- Culinary Continued Education Reimbursement
- Cell Phone Reimbursement
- Life Insurance

Instructions on How to Apply:

Please send all inquiries and resumes to Leilani Sivsov, COO

lsivsov@coldstreamcc.com

Date Position Available:

July 1, 2022