



RCS Hospitality Group  
a new generation of hospitality management  
6412 Brandon Ave. #339 Springfield, VA 22150  
[www.consultingRCS.com](http://www.consultingRCS.com)

Position Available:  
**EXECUTIVE CHEF**  
**San Jose Country Club**  
Jacksonville, FL

An incredible culinary opportunity is now available with San Jose Country Club as their Executive Chef. Located minutes from downtown Jacksonville, FL, San Jose Country Club (SJCC) is much more than a collection of amenities. The Club is focused on providing superior social and recreational experiences based on the values of family, fellowship, integrity, respect, and inclusiveness.

#### POSITION OVERVIEW

The Executive Chef reports to the Assistant General Manager and is responsible for planning and managing all aspects of food production for the Club's dining room, banquets, on-site catering, snack bar, patio, and employee meal periods. The Executive Chef establishes and develops culinary strategies that balance industry business best practices with member expectations.

The Executive Chef is responsible for monitoring food costs, resource utilization and maximization, and creative development of the culinary programming at the Club. This position is a hands-on-working Chef; Club expectations are that of a visible, engaging Executive Chef equipped with a vision and ability to lead culinary team members through mentorship and inspiring professionalism to ensure continual improvement of the dining offerings to the Membership.

The ideal candidate will have a career path marked by stability and professional achievement as well as responsibility in operations with multiple facilities. The next Executive Chef will display strong analytical skills, attention to detail, organization, and time management and can take a "hands-on" approach, working independently and collaboratively.

The selected candidate will have a broad-based culinary background with knowledge of Club Traditional and a working familiarity with current culinary trends. The next Executive Chef will have strong communication skills, be open-minded and proactive, and have solid financial management skills. He/she should know sanitation codes, be certified in "Serve Safe" or like programs and manage proper sanitation for all food operations.

#### INITIAL PRIORITIES

- Listen to members and learn member and staff names and culinary/dining requirements (aversions, etc.) and preferences. Learn the culture of the club and build trust with members and respect with staff.
- Evaluate operations to ensure consistency and quality in all a la carte venues and for all banquet events.
- Evaluate and develop team members' skills and abilities and continue to build on the culture of care and empathy among the staff.
- Continue to encourage culinary creativity, fun and passion along with respect for fellow employees.
- Consistently exceed member expectations for variety, quality, taste, presentation, variety and creativity.
- Manage to budgeted food and labor goals.
- Continue the reputation of culinary passion in attracting and developing high quality staff.
- Become familiar with upcoming events and develop and execute ideas and plans accordingly.



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## ESSENTIAL QUALIFICATIONS

The successful candidate:

- Ideal candidates should have a minimum of five years as an Executive Chef, Executive Sous Chef, or a comparable position in high-quality, high-end private clubs, hotels, resorts, or restaurants. He/she should be recognized as a skilled teacher and mentor with a verifiable record of staff/team development and promotion within.
- Preferred - Has earned certification through the American Culinary Federation (ACF) or a bachelor's degree in culinary arts with relevant experience.
- Has exceptional experience with providing high-quality a la carte and banquet food offerings.
- Has experience working with local and seasonal produce and makes connections with vendors.
- Has strong financial acumen, experienced in budget management and forecasting as well as managing food and labor costs daily.
- Is an active listener with well-developed verbal and written communication skills.
- Is experienced with technology including POS system ClubEssential, and Microsoft Excel, Word, Outlook, etc.
- A strong relationship builder with a history of collaboration with their GM, AGM, the committees with which they interface, and other departmental leaders.

## REPORTS TO

Assistant General Manager

## DIRECT REPORTS

Chef de Cuisine and Sous Chef

The new Executive Chef will have the autonomy to build and develop their culinary team.

## COMPENSATION & BENEFITS

Salary is offered at a range of \$100,000-\$125,000 and is commensurate with qualifications and experience.

The Club offers an excellent bonus and benefit package:

- 401k
- Health, Dental, and Vision Insurance
- Paid Vacation
- Holiday and Annual Bonus
- Employee Meals
- Scholarship Accessibility for Staff and Family Members
- CMAA and Chef Specific Association Dues

## CLUB OVERVIEW

Founded in 1947, San Jose Country Club is one of the oldest country clubs in NE Florida and a premier club in the region. SJCC is a year-round full-service club with a vast offering of social, dining and sport activities. The Club has approximately 870 members, and is comprised of Regular, Sports and House class of membership. From a financial standpoint, the Club will be debt free within 5 years, has a substantial reserve fund, a waiting list for membership and is well positioned for success.



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The signature 1925 Donald Ross designed golf course offers noticeably undulated greens that challenge and reward golfers of all ages and abilities.

In 2020, the classic Ross golf course was re-designed to its original structure by Architect Dan Schlegel. In addition, the Main Clubhouse underwent a \$5.5 million renovation, and the Club recently added 8 Pickleball courts in the Spring of 2023. Currently, the Club is in the process of developing a long-term strategic and facilities master plan.

San Jose provides members with 12 Har-Tru courts, 10 of which are illuminated for night play. The tennis programs are designed to appeal to newcomers and seasoned players alike. A full calendar of clinics, mixers, and socials provides ample opportunities to meet new players and make new friends.

The pool is a very popular member amenity enjoyed by all from Memorial Day to Labor Day. Located in the center of our campus, members enjoy swimming programs, relaxation, and poolside dining.

At the heart of San Jose is the beloved 60,000 square foot Clubhouse. The Club offers multiple dining rooms for every gathering, from the newly designed Donald Ross room and intimate patio overlooking our first tee, to a family friendly Poolside Grille as well as the 19<sup>th</sup> hole, the men's lounge adjacent to our locker-room facilities. Multiple outdoor terraces with spectacular views highlighted by incredible cuisine prepared by our culinary team are all part of why SJCC members and guests consider San Jose Country Club one of the best places to dine in the Jacksonville area. The Club boasts a beautiful ballroom for significant life or member events. Indoors, outdoors, big, or small, whatever the need, we are humbled and honored to serve our members and guests.

#### CLUB DETAILS

- 870 Members
- \$11.7M Gross Volume
- \$5.3M Annual Dues
- \$2.8M F&B Volume
- 70% a la carte; 30% banquet
- 2019-2020 date of last kitchen renovation
- Peak Season: 170 Employees; Off-season: 120 Employees
- 11 Board Members
- Average age of membership is 55
- Website: <https://www.sjccjax.com/>

Along with your resume, please include a thoughtful cover letter that articulates why you want to be considered for this position at this stage of your career. Specifically, why San Jose Country Club and the Jacksonville, FL area will be beneficial to you, your family, your career, and the Club if selected. Please include it along with your resume. Qualified candidates will be asked to submit their portfolios after initial application.

[CLICK HERE TO APPLY](#)