

Candidate Profile

Executive Chef
Aurora Anguilla Resort & Golf Club
D Richard's Restaurant
Rendezvous Bay, Anguilla
www.auroraanguilla.com



Reports to: Culinary Director

Organization Overview

D Richard's Restaurant is an elegant, steak restaurant within the Aurora Anguilla Resort & Golf Club. The 300 acre property was purchased by Richard M Schulze in 2020 and has since undergone a multimillion-dollar renovation, which has created a Caribbean paradise that is elegant, refined and playful. Schulze has partnered with Salamander Hotels Corporation well know for their expertise in managing extremely high end properties throughout the United States. Aurora Angullia is located in the British West Indies at Rendezvous Bay.

Surrounded by turquoise waters and the shimmering sunsets of the island, there are a variety of accommodation options at Aurora Anguilla, including ocean view Island Suites with wraparound terraces and private Jacuzzis. For larger groups or families, the resort also has stunning three and five-bedroom villas, as well as private 6,300-square-foot Estate Homes which include a dedicated butler and private pool.

The varied culinary offerings honor the gastronomic heritage of Anguilla by utilizing the ingredients grown, caught, and raised around the island and marrying them with culinary techniques from around the globe. A defining element of the resort's food and beverage offerings also comes from its Hydroponic Farm and Orchard. Of the seven restaurants and lounges, **D. Richard's is the newest and the island's only steak house serving freshly caught seafood and hand-crafted cocktails. This complements the other unique outlets which feature authentic Caribbean flavors and seafood-centric dishes, a casual menu offering sizzling items straight from a wood-burning oven, and Italian fare with Anguillian twists to handmade pasta. A newly designed version of the resort's former storied Japanese restaurant is currently under development and will be reintroduced this summer.**

Aurora International Golf Club, which features spectacular views of the Caribbean Sea and shoreline, has undergone a comprehensive remastering overseen by Greg Norman Golf Course Design. Schulze engaged Norman directly to work with him on the new chapter of the 18-hole Signature Design championship course, the only golf course on the island, which was created with the goal of being among the best in the world. A

nine-hole Short Signature golf course, also designed by Norman and unique to The Caribbean, will be introduced this summer. The first hole opens with panoramic views of the Caribbean Sea and the course unfolds with a rich variety of shot angles, distances, and carefully integrated design elements to make it playable and fun for accomplished and novice golfers alike.

Committed to both wellness and sustainability, the 16-treatment-room spa, one of the largest in the Caribbean, is a serene sanctuary of wellness and revitalization. Set in an idyllic locale, the spa offers treatments that refresh and revitalize, using natural elements from the island paired with refined and traditional techniques.

By the Numbers

Aurora Anguilla Resort & Golf Club

- 178 Suite Resorts
- 7 Restaurants & Lounges
- 27,000 Sq. Ft. Spa
- 18-Hole Championship Golf Course
- 9-Hole Short Course

D Richard's Restaurant

- Seating Capacity: 130 (half inside, half outside)
- Lounge/Bar for Drinks & Casual Dining: 50
- Kitchen Renovation: \$3M
- 40 employees employed by D Richards
- 4 direct reports to the Executive Chef
- D Richards opening Fall of 2022, anticipated revenue is \$8 million.

Position Summary

Candidates for the Executive Chef (EC) position for D Richard's Restaurant must possess and be able to exhibit a charismatic, coach training, "heart of a teacher" leadership style. The EC must be proficient and skilled in culinary leadership and production, including setting standards, best practices, standardized recipes, team development, and member and guest customer relations. The EC will be the key leader known to the employees and the membership as the responsible party for all culinary offerings at the D Richard's. The EC must be visible and present on a regular daily basis. The EC must demonstrate an open-door, approachable demeanor that leads and guides all culinary team members in an equal and proactive manner. The EC must be structured and organized to implement defined goals and initiatives to achieve the culinary brand, vision, and standard of offering an unparalleled restaurant dining experience.

The EC will manage all culinary aspects of D Richard's. The EC will lead, motivate, and inspire a fun and thriving culinary mentorship culture, while overseeing all hiring, training, supervision, and performance of team members.

EC candidates must deliver every day the highest in food quality and taste in all culinary offerings. Aurora Anguilla Resort & Golf Club members and guests are world traveled and have dined in some of the world's finest restaurants and expect no less at D Richard's. Consistency through training, mentoring, standardized recipes, plating guides, proper food timing, taste, and finish are the key talent characteristic that the Culinary Director and Vice President of Operations are looking for in this position.

The EC's top goal is to develop and maintain a world-class, world-renowned culinary and service experience for all members and guests by providing them with personal, gracious, and professional service at all times.

Essential Responsibilities

- Focuses on details to provide the highest in quality products and service to members.
- Strives for continuous improvement in knowledge, quality, consistency, service, products, work environment, financial metrics, safety, wellness, and member satisfaction.
- Directs the operation of the kitchen areas and culinary staff members. Works with Culinary Director and the Food & Beverage Director to execute the F&B strategy and focus on meeting or exceeding goals.
- Oversees and plans menus and manages food production at D Richard's.
- Continuously strives to improve the quality of food products provided by the kitchen and understands member and guest expectations.
- Schedules and coordinates the work of Sous Chefs, Line Cooks, Pastry Chef, and Kitchen Assistants/Dishwashers to assure that food preparation is economical and technically correct and within budgeted goals.
- Develops standard recipes and techniques for food preparation and presentation, ensuring consistency, high quality, and controlling food costs.
- Directly supervises the purchasing, preparation, and cooking of items that require skillful preparation.
- Evaluates food products to ensure that only the highest quality standards are attained.
- Participates in developing the annual budget related to functional areas of responsibility; provides management with continuous planning, forecasting, and monitoring of financial detail to verify adherence to plan. Manages and maintains inventory control, standardized recipes, plating guidelines, and costing programs.
- Responsible for all inventory cost controls.
- Defines the standards and approves the requisition of products and other necessary food supplies.
- Ensures that high standards of sanitation, cleanliness, and safety are maintained throughout all kitchen areas at all times.
- Establishes and maintains a regular cleaning and maintenance schedule for all kitchen areas and equipment.
- Plans and manages the employee meal program to ensure quality, healthy meals are offered to staff associates at all times.

- Attends all Food & Beverage staff and Club management meetings as required.
- Interacts with the restaurant General Manager to ensure that food production consistently exceeds member and guest expectations.
- Attends service lineups and ensures that other representatives from kitchen staff attend those lineups.
- Periodically visits the dining area to greet members on a daily/nightly basis.
- Hires, trains, develops, supervises, and evaluates the performance of all kitchen personnel.
- Motivates and develops staff, including cross-training and promotion of personnel.
- Maintains professional standards and codes of conduct as set forth by Aurora Anguilla.

Candidate Qualifications and Core Competencies

- Has exceptional culinary skills and a solid, working knowledge of taste and finish for all food offerings.
- Possesses strong financial skills to assist with implementing and monitoring the budget, the forecast for revenue, and payroll expenses. Reconciles and approves the monthly general ledger and reviews monthly P&L statements with the D Richard's team.
- Ability to set all plating guides, standardized recipes, and food purchasing specifications for consistent food production daily at the restaurant.
- Plans and monitors all food production and related costs of goods sold.
- Thorough knowledge of food cost and labor cost controls with mathematical skills to accurately compute costs.
- Plans menus with the General Manager and Culinary Director.
- Able to develop, cost, and implement menus that are creative, innovative, and healthy while exceeding the expectations of quality and value for members and guests.
- Knowledge of all proper food preparation, storage, and sanitation and Health Department. Will be the responsible leader in assuring all Health Code standards are maintained.
- Must have the demonstrated leadership ability to maintain an "A" rating on all health reports. Safe service, health standards, and cleanliness are the highest CORE principles.
- Must know appropriate Food and Beverage service etiquette, policies, and procedures.
- Must possess the knowledge and ability to assist in pairing wines with the culinary offerings when needed.
- Ability to market private parties with the Culinary Director and the General Manager.
- Must have excellent customer service skills, a track record of positive leadership, and successful training/mentoring of the culinary team, including Sous Chefs, Line Cooks, and Kitchen Assistants.
- Possess practical business management skills, including financial experience, strong technical and organizational skills, teamwork, exceptional attention to detail, follow-up, and oral and written communication skills.
- Communicate as needed with the Culinary Director and the General Manager to ensure a coordinated effort at providing a year-round quality dining experience for members and guests.

- Communicate as needed with the Culinary Director, General Manager, and the F&B Manager to ensure a coordinated effort at providing a year-round quality clubhouse dining experience for members and guests.
- Effectively communicate and coordinate operational activities with key relationships in all areas of the Club in a timely manner.
- Handle personnel problems as they arise in the culinary area.
- Handle problems and complaints as professionally as possible or refer to appropriate leader for discussion.
- Evaluate employee performance reviews, supervise, and lead the review process.
- Make sure chemicals are appropriately labeled and stored as well as ensure standards and all other required safety information is appropriately displayed.
- Assist with any special projects as assigned by Culinary Director and or the General Manager.

Education, Experience, and Qualifications

- 5-10 years previous experience as an Executive Chef at a private Club or high-end restaurant, resort, or hotel.
- Culinary Arts Degree from an accredited College / University apprenticeship program (Culinary Institute, Johnson and Wales, or European apprentice programs or University preferred).
- Requires a high degree of administrative and executive ability, especially in terms of problem solving and decision making.
- Must have the ability to communicate with excellent oral and written communication skills.
- Must possess a working proficiency of computer skills and knowledge on all restaurant Software – MS - Exchange, Word, Excel, PowerPoint, Recipe and Micros software.
- Excellent human relations skills with a talent for motivating staff and members.
- Good organizational skills with the ability to work independently as well as with a team.
- Ability to function under pressure, set priorities, and adjust to changing conditions.
- Has a demonstrated high work ethic, patience, coach training leadership style, with a sense of responsibility for the EC leadership position.
- Applicant must possess a passion for providing high-quality member and guest service and a commitment to exceeding expectations.

Competitive Compensation & Benefits

- This is a full-time salaried position with a complete benefits package.
- Performance bonus of 10%
- Paid time off of 18 days
- Health, Dental benefits package paid at 50% for employee and family by Aurora Anguilla.
- Housing Allowance of \$2,000 per month or reside on property.
- Car allowance of \$500 per month.
- 401K plan with up to 4% matching.
- No US Tax will be paid on the first \$108,000 in compensation because of working in a British Territory
- Salary will be commensurate with qualifications and experience.

Individuals who meet or exceed the established criteria detailed in this position profile and posting are encouraged to send a cover letter and resume.

Note: The preferred method of contact is email. Please send your cover letter and resume in PDF format, attached via email with the subject line: Executive Chef Search, Aurora Anguilla, D Richard's Restaurant, British Virgin Islands.

GSI Executive Search

Jay Salem, COO, GSI Executive Search: jsalem@gsiexecutivesearch.com

Robert Jones, CCM, CEC, President, GSI Ethos: rjones@ethosclubandleisure.com

GSI Executive Search

5429 LBJ Freeway, Suite 400

Dallas, Texas 75240

Office: 972-341-8143

www.gsiexecutivesearch.com