

Candidate Profile

Executive Chef
Bella Vista POA
Bella Vista, Arkansas
www.bellavistapoa.com



The Community

Bella Vista is located in the beautiful Ozark Mountains in Northwest Arkansas. This 36,000-acre recreational community is one of the nation's largest property owners association with seven golf courses, seven private lakes, 100 miles of nature trails for hiking and biking, swimming pools and a beach, parks, pavilions, tennis, camping, fitness centers, and many dining options including:

- Lakepoint Restaurant and Event Center: The only venue in Northwest Arkansas with sunset views on the lake for dining or special events. It seats 114 in the dining room and Lakepoint also offers a Wine Tasting Room, patios and banquet rooms combined to serve up to 300 guests. It is a favorite among brides and grooms!
- BV Bar and Grill: Located in a historic building designed by renowned architect E. Fay Jones, this is a very popular dining restaurant that can seat just over 120 with views from the dining, bar and patio areas overlooking the gorgeous Country Club Golf Course.
- Highlands Pub and Patio: Recently renovated to triple the patio space, this locale has quickly become the hot spot for area residents to meet up after a game of golf or pickleball or walking on the numerous trails. While primarily offering bar service currently, the plan is to add food service in the fourth quarter of this year or the first quarter of next year.
- Gear Garden: Opening in July in Blowing Springs, a beautiful park with streams, cliffs, an arboretum, and trails for all experience levels, this walk-up beer garden will serve beer brewed by Bentonville Brewing. In fact, our very own Trailhead Lager, made in Bentonville and served in Bella Vista, will be featured. The numerous hikers, bikers, and campers don't have to go far to relax and have a cold beverage.

Northwest Arkansas has a booming economy and is the world headquarters for Walmart, Tyson Foods, and JB Hunt. Northwest Arkansas also has an outstanding school system.

The Executive Chef and staff must be prepared to accommodate as few as a dozen meals to 500 meals for larger events all over the expansive community.

- Annual Food and Beverage revenues \$2.3 million.
- 40 total kitchen staff reporting to the Executive Chef.
- The Chef reports to the Director of Business Development who oversees the Food and Beverage operations.

The candidate selected for this position will take over for a highly accomplished Executive Chef who is retiring. All the operations are functioning at a high level. Bella Vista needs a professional that can foster a smooth transition and take the operation to an even higher level. While Bella Vista is always open to creative ideas, candidates interested in this position should be aware that the membership is pleased with the current menu selections, so changes to the menus will be gradual. The Executive Chef must be humble and open to the suggestions of the membership. Since we are a large operation spread out over many miles, consistency of execution is of paramount importance. The previous Executive Chef was outgoing and willing to take the time to speak with the membership and the new Executive Chef will need to be able to do the same.

Responsibilities

Bella Vista seeks a dynamic and accomplished culinary professional to provide quality and hands-on leadership to a dedicated kitchen staff. The professional must possess the background, skills, and creativity necessary to enhance member dining for all tastes as well as be able to develop and execute events. The ability to work hands-on with the staff, and to mentor, train and lead is essential. Strong administrative, human resources, and financial management skills are also critical in controlling food and labor costs and producing consistent operating results. High energy, positive attitude, passion, integrity, vision, and superior communication ability are highly valued traits for the position. The Executive Chef is a visible member of the culinary team and the membership enjoys a connection and engagement with the staff. Duties include:

- All culinary administrative functions: recruiting, hiring, cross training and scheduling of staff.
- Timely and meaningful reviews for the staff in accordance with club policy.
- Establishment of departmental operating policies to be coordinated with the club's general operation policies.
- Develop and introduce new menu selections for all dining areas ranging from club casual and formal dining as well as all banquet offerings, rotating menu offerings on a periodic basis to meet member expectations.
- Establish standardized recipes and specifications to insure a high level of consistency every day, especially in a la carte dining. Oversee daily operations to ensure quality as well as consistency.
- Ensure the purchasing of food meets quality standards and is cost effective.
- Ensure a highly professional atmosphere in the kitchen and storeroom with an emphasis on cleanliness, order, sanitation, security, and safety.
- Prepare and monitor the annual kitchen budget.
- Closely monitor food and labor cost against budget.
- Establish and maintain effective cost control measures for both food as well as labor, again within the constraints of the budget.
- Oversee the accuracy of bi-weekly payroll.
- Actively solicit the feedback of the kitchen staff, service staff and members as to all menu offerings. Foster an atmosphere of cooperation and mutual respect for all employees. Participate in daily line ups for the culinary and service staffs.
- Attend and participate in staff and Committee meetings as directed.
- Participate on a peer level with all department heads.
- Undertake special projects as assigned.

Requirements

- A minimum of five years as an Executive Chef, Executive Sous chef, or Sous Chef in a high-volume resort, hotel, restaurant, or private club and responsibility for multiple venues.
- A career path marked with stability and the logical progression of title and responsibility.
- A career path marked with verifiable accomplishment as a team builder and leader.
- A culinary or related degree is expected from a well-regarded culinary institution. A four-year culinary degree is preferred.
- A CEC designation or the active pursuit thereof is also strongly preferred.
- Impeccable and verifiable references. All candidates will be subject to a comprehensive background review.

Competitive Compensation & Benefits

- Professional dues and education expenses with the emphasis on continuing education.
- Health insurance including dental and vision.
- 401k with a match for the first 5%.
- Relocation assistance.

Professionals who meet or exceed the established criteria are encouraged to contact

GSI Executive Search

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