



CANDIDATE PROFILE

Executive Chef
Brookville Country Club
Old Brookville (Long Island), New York

➤ www.brookvilleecc.com



A short video on this opportunity is coming soon.

The Organization

Founded in 1922, Brookville Country Club is a distinguished private country club located in Old Brookville on Long Island's North Shore. For more than a century, the Club has provided its members and their families with a welcoming environment built around tradition, recreation, dining, social engagement and a strong sense of community. Brookville enjoys an engaged membership with a genuine camaraderie and a family-oriented culture that has long been an important part of the Club's identity.

The centerpiece of Brookville is its championship 18-hole golf course, complemented by a fully stocked golf pro shop and convenient halfway house. Members also enjoy pickleball courts, an outdoor swimming pool with a dedicated poolhouse and a state-of-the-art fitness center. Full-service locker rooms, including steam room facilities, further enhance the member experience.

The Clubhouse serves as the social and culinary center of Brookville, featuring a formal dining room and catering facilities that support member dining, Club events and private functions. An outdoor bar and social area provides an additional setting for members to gather, dine and entertain, particularly during the warmer months. Dining and special events are an important part of Club life and provide significant opportunities for the culinary team to contribute to the overall member experience.

Brookville continues to honor the traditions and relationships that have defined the Club for generations while providing the facilities, programming and amenities expected by today's private club membership. The Club's strong camaraderie, family orientation and close connection among members create a warm and engaging atmosphere. Combined with golf, fitness, racquet sports, aquatics, dining and social experiences, Brookville offers a well-rounded private club experience focused on quality, hospitality and its members and their families.

BROOKVILLE COUNTRY CLUB DETAILS:

➤ Gross Dollar Volume: \$10.7M

- Dues Volume: Approximately \$5M
- Food & Beverage Volume: \$3M
- Budgeted Food Cost: 40.5%
- À la Carte / Banquet Ratio: 48% / 52%
- Membership: 335
- Annualized Covers: 65,000
- Average Member Age: 60
- Initiation Fee: \$45,000
- Annual Dues & Fees: Approximately \$25,800
- Board of Directors: 15
- Standing Committees: 7
- Direct Reports to the Executive Chef: Approximately 15
- Total Employees: 120 in season, 80 (FTE) and 20 full-time
- The Club has two kitchens: the main kitchen in the Clubhouse and one at the Halfway House

Position Overview

Brookville Country Club is seeking an accomplished, hands-on Executive Chef who will provide leadership, creativity and consistency to an already well-regarded culinary program. The successful candidate will understand the expectations of a premier private club and recognize that exceptional culinary leadership extends well beyond the kitchen. The Executive Chef will be an important member of the Club's management team and share responsibility for the entire member dining and hospitality experience.

The Executive Chef must be a strong leader, teacher and mentor who establishes clear standards and develops a culinary team capable of consistently executing them. Through training, standardized recipes, plating guidelines, proper preparation, timing, taste, presentation and attention to detail, the Chef will create systems that produce consistent results whether personally in the kitchen or not. The successful candidate will lead through accountability, communication and respect, while creating a positive culture where employees can develop and succeed.

Brookville is looking for a Chef who brings an ownership mentality to the culinary operation, someone who identifies opportunities, develops solutions and brings thoughtful ideas and recommendations to the General Manager and leadership team. The Executive Chef will work collaboratively with front-of-house management and staff and should be equally comfortable leading an active à la carte operation while executing Club events, private functions, golf outings and other special events at a consistently high level.

The successful candidate will understand the importance of balancing tradition with creativity, preserving the Club favorites members know and enjoy while introducing seasonal offerings, contemporary selections and new dining experiences. The Executive Chef will be visible, approachable and accessible to the membership at appropriate times, enjoying the opportunity to know members, understand their preferences and listen to their feedback. A genuine passion for hospitality, strong attention to detail and an unwavering commitment to quality and consistency will be essential to success at Brookville Country Club.

Responsibilities

- Lead Brookville Country Club's culinary program with a commitment to exceptional food quality, consistency, presentation and member satisfaction across all dining venues, Club events, golf outings and private functions.
- Learn and understand the preferences, traditions and favorite offerings of the Brookville membership, preserving what members value while thoughtfully introducing new ideas, seasonal selections and contemporary culinary experiences.
- Establish and maintain clear culinary standards, operating procedures, standardized recipes, plating guidelines and production systems that ensure consistent execution throughout the operation.
- Develop menus that balance Club favorites with creativity and variety, utilizing fresh, seasonal and house-made products whenever practical while maintaining appropriate quality and cost standards.
- Recruit, train, mentor and develop a talented culinary team, creating a professional and respectful kitchen culture built around communication, teamwork, accountability and continuous improvement.
- Maintain a visible leadership presence throughout the culinary operation while developing a team capable of performing to Brookville's standards.
- Work closely with the General Manager and food and beverage leadership to ensure strong coordination between the front- and back-of-house, recognizing that food, service, timing, presentation and hospitality collectively shape the member experience.
- Maintain strong financial discipline through effective budgeting, forecasting, purchasing, inventory management, portion and yield controls, labor management, waste reduction and monitoring of food costs and operating expenses.
- Develop effective purchasing standards and vendor relationships that support Brookville's expectations for quality, freshness, consistency, availability and value, while maximizing the utilization of products throughout the culinary operation.
- Plan effectively for changing business volumes, member dining patterns, Club events, outings and private functions, ensuring appropriate staffing, production, purchasing and preparation to consistently meet operational demands.
- Maintain the highest standards of sanitation, cleanliness, food safety, organization, equipment care and regulatory compliance throughout all kitchen and food-production areas.
- Serve as a visible and approachable culinary leader who welcomes member feedback, understands individual preferences and dietary needs and takes pride in being an important part of the Brookville member experience and Club community.

Attributes

- An outgoing, personable and approachable leader who will embrace Brookville Country Club's culture, develop genuine relationships with members and their families and become an active part of the Club community.
- A proven culinary leader with the ability to inspire, develop and motivate a high-performing team, establishing clear expectations while maintaining a strong commitment to quality, consistency and excellence.
- Highly energetic and self-motivated, with a visible and hands-on leadership style and willingness to be actively engaged throughout the culinary operation.
- An excellent communicator and attentive listener who is even-tempered, respectful and collaborative, with demonstrated success developing employees and building productive relationships across departments.
- A genuine hospitality mindset and desire to understand the membership, actively seeking

feedback and using that insight to continually strengthen Brookville's dining experience.

- Creative and current in culinary trends, while possessing the judgment to understand what is appropriate for Brookville and when a traditional favorite should remain exactly that.
- Exceptionally organized and detail-oriented, with the ability to maintain high standards while simultaneously managing à la carte dining, Club events, outings and private functions.
- A thoughtful and disciplined decision-maker who understands that culinary excellence and financial stewardship go hand in hand, without allowing cost management to compromise the quality expected by the membership.
- A confident professional who demonstrates integrity, humility, consistency and composure.

Requirements

- Bachelor's degree in culinary arts or comparable formal culinary education preferred. Certified Executive Chef (CEC) designation through the American Culinary Federation or ProChef II certification through the Culinary Institute of America is highly desirable.
- A minimum of 5–10 years of progressive culinary leadership experience, preferably as an Executive Chef within a private club, luxury resort, hotel or comparable high-end hospitality environment.
- Accomplished Executive Sous Chefs from highly regarded private clubs or luxury hospitality operations who demonstrate strong leadership experience and readiness to advance will also be considered.
- Demonstrated success leading both high-quality à la carte dining and banquet/event operations, with a proven commitment to culinary quality, consistency, presentation and execution.
- Strong financial and operational acumen, including experience with food and labor cost management, purchasing, inventory controls, menu costing, standardized recipes, budgeting and forecasting.
- A career history demonstrating stability, progressive responsibility, professional achievement and continued growth within the culinary profession.
- Final candidates must provide outstanding professional references and complete a comprehensive background review.

Competitive Compensation

- Base Salary Range: \$175,000 to \$215,000, commensurate with experience and qualifications.
- Performance-based annual incentive opportunity.
- Comprehensive medical, dental, vision and life insurance benefits.
- Competitive paid time off and vacation program.
- 401(k) Retirement Savings Plan with employer matching contributions.
- Professional dues, continuing education and support for approved industry-related development opportunities.
- Relocation assistance for the successful candidate, if applicable.

To Be Considered

To be considered for this exceptional leadership opportunity, interested candidates are encouraged to submit their materials as soon as possible. All resumes, cover letters and culinary portfolios will be handled with the highest level of professionalism, discretion and strict confidentiality throughout the search process.

Qualified professionals who meet or exceed the outlined criteria are encouraged to submit a thoughtful and compelling cover letter addressed to Carl O'Boyle, General Manager / COO. The letter should highlight the candidate's qualifications, leadership experience, professional accomplishments and interest in the position, while also sharing why Brookville Country Club represents an attractive opportunity for them personally, professionally and for their family. Candidates should submit their cover letter along with a current resume to:



Manny Gugliuzza, CCM, CCE
Principal & Search Consultant



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