

Candidate Profile

Executive Chef
Indian Hills Country Club
Tuscaloosa, Alabama
www.indianhillscountryclub.net



Organization

Located in central Alabama, an hour southwest of Birmingham, Tuscaloosa is America's epicenter of college football, where the University of Alabama has dominated the SEC and NCAA for decades. Indian Hills Country Club, established in 1959, is the hospitality epicenter of Tuscaloosa, seeking to be the true social and recreational home away from home for all its residents, members, and guests.

The Club considers its food and beverage amenities equal to all other Club amenities. The Club's social environment with excellence in its a la carte dining and catering programs are core to the Club and must be a reason in-and-by-itself to join and remain a member of the Club. The Club recognizes it must achieve 'Favorite Place Status' amongst its members to be successful. Favorite Place Status does not mean the Club is every member's number one place to dine; it does require the Club to be on every member's list of their top three to four eateries they favor and frequent when they dine away from home.

The Club is currently undergoing a significant renovation upgrading its a la carte dining areas and kitchens. The new Executive Chef will be walking into a modern facility relevant for its members and staff today and well into the future. The successful Chef candidate will become the Club's culinary thought leader who'll learn the palate of its membership and marry their menus to them. The Chef will understand that the consistency of its offerings, tastes, flavors, presentation, deliciousness, and timeliness of delivery are the critical components to achieving success. Additionally, the Club has the opportunity to become the premier special event center for Tuscaloosa. The Club's current Catering and Creative team is solid and seeks a partner who'll assist them in elevating their offerings, presentations, and production into memorable life events.

Executive Chef positions like this do not come along very often. General Manager Nicholas Gora, CCM, is himself a foodie and committed to providing his Chef partner the necessary resources and space to achieve success.

Indian Hills Country Club by the Numbers:

- 681 Total Member Families
- \$6MM Total Revenue
- \$7,000 Initiating Fee
- \$523/Month Full Dues
- \$1.9MM Total F&B Revenue with 60-40 blend between catering vs. a la carte (pre-Covid)
- 200 seating for a la carte dining, with four venues including an outdoor patio
- 250 person sit down and 500 person reception for Banquets & Catering
- 50% Food Cost - 35% Bar Cost
- 18 Hole Championship Golf Course
- 9 Tennis Courts and 4 Pickle Balls Courts
- Resort-style family and recreational pool
- Fitness Center
- Men's and Women's Locker Room

Position Overview

Indian Hill Country Club Executive Chef (EC) candidates must possess and be able to exhibit a charismatic, coach training, "heart of a teacher" leadership style. Must be proficient and skilled in culinary leadership and production, including setting standards, best practices, standardized recipes, team development, 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 Club. The EC must be visible and present in all food and beverage operations on a regular daily basis. The EC must demonstrate an open-door, approachable demeanor that leads and guides all culinary team members equally and proactively. 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 Club dining experience in the Tuscaloosa marketplace.

The EC will manage all culinary aspects of the Club's restaurants, bars, private events, special events, cooking demonstrations, and member cooking event instruction. The EC will lead, motivate, and inspire a fun and thriving culinary mentorship culture while overseeing all team members' hiring, training, supervision, and performance. They will have complete responsibility for all back-of-the-house operations, including but not limited to purchasing, inventory, sanitation, and equipment maintenance.

EC candidates must deliver every day the highest in food quality and taste in all culinary offerings. Our members are world traveled and have dined in some of the world's finest restaurants and expect no less at their Club. Consistency through training, mentoring, standardized recipes, plating guides, proper food timing, taste, and finish are the key talent characteristic that the General Manager / COO and the Club 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 Indian Hills CC members and their guests exclusive use while fostering a working environment in keeping with the theme, values, and vision statement of Indian Hills CC. "Treating others the way you would like to be treated" for all members, guests, teammates, and vendor partners.

All employees of Indian Hills CC ensure that the highest level of service is offered to its members by providing members with personal, gracious, and professional service at all times.

Candidate Qualifications

- 5-10 years previous experience as an Executive Chef at a private Club or high-end restaurant, resort, or hotel, preferably in the South.
- Culinary Arts Degree from an accredited College / University apprenticeship program (Culinary Institute, Johnson and Wales, or European apprentice programs or University preferred).
- First-Hand understanding of Southern Cuisine and social culture.
- Earned CEC designation from the ACF.
- Safe Serv Certified.
- 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 Indian Hills Software - MS - Exchange, Word, Excel, PowerPoint, Recipe and Cost Control software, and POS / Club Software Programs (Indian Hills uses Jonas POS / Club 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 service and a commitment to exceeding expectations.

Salary & Benefits

- This is a full-time salaried position with a complete benefits package.

- Paid time off.
- Health, Dental, per Indian Hills Employee Benefits Package.
- Long-term Disability Insurance
- Life Insurance is equal to one year's salary.
- 401k plan with 100% match to 3% of salary.
- Salary will be commensurate with qualifications and experience and range from \$95K to \$120K.
- Continuing professional education allowance.
- Competitive local competition allowance.

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, Indian Hills, Tuscaloosa.

If sending via regular mail, please mark - Executive Chef, Indian Hills, Tuscaloosa - on the outside of your envelope. Thank you.

Send all documents to:

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