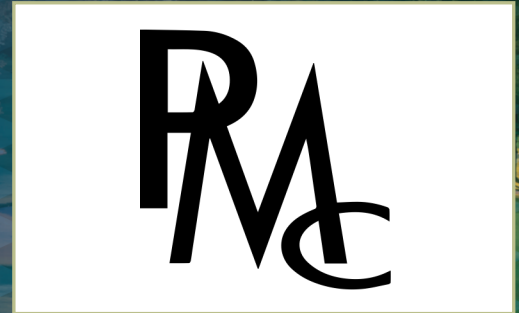


## CANDIDATE PROFILE

**Executive Chef**  
Petroleum Club of Midland  
Midland, TX



[www.pcmidland.com](http://www.pcmidland.com)

[Click here to watch a video about this opportunity.](#)

## The Organization

Founded in 1947, the Petroleum Club of Midland is a prestigious, member-owned club rooted in the rich history of West Texas. Located in the heart of downtown Midland, the Club has long served as a central gathering place for leaders in the oil and gas industry, as well as professionals and families seeking excellence in dining, events and camaraderie. The Club prides itself on its tradition of elegance, service and a welcoming culture grounded in respect, relationships and purpose.

With a reputation for exceptional cuisine, memorable social events and warm hospitality, the Petroleum Club is more than just a dining facility — it is a trusted community and a lifestyle. The Club is currently poised for continued growth and evolution, and the next Executive Chef will play a vital role in shaping the culinary experience for the next generation of members.

### ABOUT THE CLUB

- Annual Club Revenues: \$6.9 million
- Annual F&B Revenues: \$3.2 million
- 4 – 6 Weddings & 35 – 40 Large Events Per Year
- Membership Size: 875
- Food Cost Budget: 48%
- Venues or Dining Rooms: 4 open for lunch and 2 for dinner service
- Total Seating Capacity: up to 800 for large event
- Hours of Operation: Restaurants 11:00 am–10:00 pm Monday–Saturday. Continental Breakfast served for a small group Monday – Friday at 8:00 am
  - Closed on Sunday except Easter and Mother’s Day
  - Closed for Memorial Day, July 4th and Labor Day Weekend
  - Open Thanksgiving Day, closed that Friday, Saturday, and Sunday
  - Christmas Break: closed December 23 to January 2
- BOH FTE: 18
- FOH FTE: 20

# Position Overview

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The Executive Chef is responsible for all culinary operations at the Petroleum Club, including à la carte dining, banquet functions and pastry production. This leader is accountable for the development of menus, food purchase specifications, labor management and overall food quality and presentation. The Executive Chef must maintain high standards of sanitation, financial discipline and culinary excellence while fostering a collaborative and positive work environment.

## EXPECTATIONS:

- Create and execute innovative seasonal menus that reflect the preferences of the membership
- Lead, inspire and hold accountable all culinary staff
- Champion a collaborative, respectful and professional team culture
- Maintain a visible and active presence in the kitchen and on the floor during key service times and events
- Deliver consistent food quality and member satisfaction across all dining experiences
- Achieve financial targets, including food and labor cost goals, while upholding quality standards
- Embody professionalism and serve as a role model for culinary and service staff.

# Key Responsibilities

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## CULINARY LEADERSHIP

- Plan and develop menus for à la carte, banquets, member events and special occasions
- Approve and oversee all food and product purchases with a focus on quality and cost control
- Maintain high-level food preparation standards, presentation and consistency across all offerings
- Supervise and schedule all kitchen operations, ensuring efficient workflows and adherence to labor budgets

## TEAM MANAGEMENT & CULTURE

- Recruit, hire, train and evaluate kitchen and pastry team members
- Provide leadership and mentorship to develop internal talent and build a high-performing team
- Promote cross-training and career development opportunities
- Conduct pre-service line-ups and staff meetings to foster effective communication and promote excellence

## FINANCIAL MANAGEMENT

- Prepare and manage the culinary department's food and labor budgets
- Monitor performance to ensure alignment with financial goals; take corrective action as necessary
- Control inventory, minimize waste and ensure cost-effective purchasing practices

## **SAFETY & SANITATION**

- Uphold and enforce strict sanitation and safety practices throughout all food preparation areas
- Implement regular kitchen cleaning schedules and maintenance procedures
- Ensure compliance with all OSHA, health department and Club safety guidelines

## **MEMBER & EVENT ENGAGEMENT**

- Attend and contribute to member event planning and food & beverage meetings
- Collaborate with service and catering teams to ensure smooth event execution
- Engage with members during events and service to receive feedback and promote member satisfaction

## **Skills, Background & Personality**

- An experienced, hands-on leader who models integrity, respect and excellence
- Strong communication skills and a professional presence with both staff and members
- Deep understanding of private club dynamics and member service excellence
- Creative, organized and driven to deliver culinary innovation and consistency
- Calm and composed under pressure, with a keen eye for detail and a sense of urgency
- Proven track record of managing high-volume kitchens and upscale events

## **Qualifications**

- Minimum 7-10 years of progressive kitchen leadership experience; prior private club experience preferred
- Degree in Culinary Arts or a relevant field from an accredited institution is preferred
- ServSafe or other sanitation certification required
- Proficient in culinary budgeting, cost control and inventory systems
- Experience managing diverse teams, including pastry and banquet operations

## **Compensation**

- Salary will be commensurate with qualifications and experience
- Health, dental, and vision insurance
- 401(k) plan with club match
- Paid vacation and holidays
- Professional development opportunities
- Complimentary meals and uniforms

## To be Considered

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Interested and qualified applicants should submit a cover letter and resume to [tara@gsiexecutivesearch.com](mailto:tara@gsiexecutivesearch.com)



**Tara Osborne**  
Principal

 [tara@gsiexecutivesearch.com](mailto:tara@gsiexecutivesearch.com)

 512-965-5643

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