

CANDIDATE PROFILE

Executive Chef
Crestmont Country Club
West Orange, NJ

www.crestmontcountryclub.com

Video Profile Feature



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CRESTMONT
COUNTRY CLUB

Organization

In 1922, the idea of Crestmont was born when the farmland it sits upon was first envisioned as a sanctuary for people to enjoy their interests. Today, the dream lives on as we celebrate this extraordinary setting in West Orange, New Jersey, where the member community revels in the area's leading golf, recreation, dining, and social experiences.

Tucked away just far enough from city activity, where brilliant sunsets color the sky, Crestmont Country Club sprawls across 300 acres. At Crestmont, finding time to relish and delight in moments around the table is paramount to the club experience. The clubhouse features indoor and outdoor dining venues and two bars, offering countless ways to sip, taste, and take in the vibrant surroundings, all while enjoying the company of family and friends. A collection of hand-selected wines and specialty spirits perfectly complements the flavors, ambiance, and lively social scene.

The Clubs excellent amenities include:

- A Championship 18-hole par 72 Donald Ross Course
- An intimate Donald Ross Dining Room that accommodates 75 people
- Two outdoor dining patios that can accommodate up to 220 people
- Catering space that includes a Main Bar and Ballroom that seats 250 guests
- An Olympic size swimming pool
- 4 Har-Tru Tennis Courts and plans to complete 7 Pickleball Courts by May 2024.
- Private Gym Facility and Golf Simulators.

Crestmont Country Club's gross dollar volume exceeds \$10m with annual dues of \$22,000 and annual Food and Beverage volume of \$2.5m and is expected to grow. The Club hosts 24,000 rounds of golf per year. There are currently 360 memberships and the average age of the membership is 55. The current full initiation fee is \$40,000. Annual dues are \$22,000. There are 11 Board members and 8 standing committees. The Executive Chef reports directly to the General Manager / Chief Operating Officer. CCC has 55 FTE staff members and employs over 130 in season. Seasonal staff housing is available on the property.

Additional Club Data:

- Annual Food sales are approximately \$1.8m and Beverage sales are approximately \$750,000.
- % of Food mix, Member business (75%) Banquet/Event (25%).
- The average # of weddings is 2-3, 15 Mitzvahs, and 12 Monday Golf Outings.
- There are 15 FTE kitchen employees supported by a budget of \$600,000.
- The Club supports (3) kitchens, Clubhouse, Pool, and on the Golf Course.
- There is a budgeted food cost of 45%.
- The Club operates(9.5) 10 months annually closing Mid December through Mid February. Peak season is considered April through October.
- In Season, the Club is open for lunch Tuesday through Sunday averaging about 150 covers. Ala carte dinner is offered on Wednesday and Friday averaging 130 covers. The club hosts popular family BBQs on Sundays.

[Please control click here for a short video.](#)

Position Overview

The successful Executive Chef at the CCC will be proficient and skilled in culinary leadership, including setting standards, best practices, standardized recipes, team development, and member, and guest customer relations. The EC will be the crucial 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 and be a team player who is willing to work side by side with the team each day and do whatever it takes to provide an exceptional member experience. 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 North Jersey,

The EC will manage all culinary aspects of the Club's restaurants, bars, and private events. 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. Successful candidates will have experience in positively leading active a la carte dining programs as well as banquet events simultaneously.

Executive Chef candidates must deliver the highest quality in food and taste every day in all culinary offerings. The diverse membership desires both trending creative meal offerings (lighter, healthier, farm-to-table) as well as timeless standards. The EC role at CCC truly provides candidates with a fulfilling platform for delivering both experimentation and classic fare. Consistency through training, mentoring, standardized recipes, plating guides, proper food timing, taste, and finish is the key talent characteristic that the Club is seeking in this position.

The Executive Chef's duties include but are not limited to:

- The EC is responsible for ensuring that all food is consistently outstanding – from traditional Crestmont Country Club favorites to innovative offerings and special events throughout all dining venues.
- Learns and understands Club favorites and traditions.
- Creates the standards for kitchen policies and procedures, communicates these policies, and ensures that the policies are adhered to by all BOH staff. The EC leads by example and is very hands-on in all aspects of the operation.
- The EC creates and updates menus often, incorporates daily features and develops and documents recipes and controls to ensure consistency. Creativity and innovation, not just variety, are essential in planning menus and events for the members of CCC. Creativity in presentation is also important – plate presentation as well as how food is presented on buffets.
- The EC is responsive to Club member and team member requests and strives to find creative ways to accommodate reasonable requests.
- The EC has a proven track record of controlling food and labor costs. He or she is adept at creating and managing a budget and provides food purchase specifications to control food quality and costs.

- Directs ordering amounts, inventory levels, the timing of orders, receiving, invoice settling, and equipment maintenance.
- Enables communication between line staff and the Food and Beverage team. Creates theme menus, decorations, banquets, and special events.
- Manages all major Food and Beverage kitchen operating expenses, sets margins, and manages against projections.
- Works with the General Manager/ COO on the analysis of financial results and budgeting. Ensures that a quality sanitation program is followed throughout the kitchen operation such as ServeSafe or equivalent.
- Responsible for interviewing, hiring, training, planning, assigning, and directing work, evaluating performance, rewarding, and disciplining associates; addressing complaints and resolving problems. Assures that effective orientation and training are given to each new associate. Develop ongoing training programs.
- Monitors business volume forecasts and plans accordingly in areas of workforce, productivity, costs, and expenses.
- Communicate any changes or new policies and procedures to the department. Conducts staff meetings with the BOH team.
- Ultimately, the Executive Chef Crestmont CC is an important and positive face of culinary operations. He or she is an integral part of the overall success of the operation. The responsibility to lead this facet of the organization from a passionate, creative, supportive, progressive, and team-focused perspective is of critical importance for long-term success.

Attributes and Responsibilities

- An outgoing and friendly personality with a high potential to identify with and embrace the Club's unique culture.
- Leadership skills with the ability to motivate staff with a commitment to quality and excellence. Highly energetic; a self-starter with a "hands-on" approach to management.
- Excellent communication skills at all levels. Even-tempered and respectful.
- A strong sense of service with proven staff development and training skills.
- The active promotion of the Club's dining program to all members and their families. The Executive Chef is expected to interact with members daily; actively soliciting members' opinions and input as to the Club's dining program.

Requirements

- Must have a degree in Culinary Arts. The ideal candidate will be working towards or will have achieved their Certified Executive Chef (CEC) Certification through the American Culinary Federation (ACF) or Pro Chef II certification through the Culinary Institute of America.
- 5-10 years of previous experience as an Executive Chef at a private Country Club, high-end restaurant, resort, or hotel. Experience in both catering and a la carte experience is required.
- A strong history of verifiable high-end quality food management and an expert in developing food purchase specifications and standard recipes. Food consistency is of the utmost importance to the Crestmont Country Club membership.
- A career path marked with stability and professional achievement.
- The successful Executive Chef must possess a passion for providing high-quality member service and a commitment to exceeding members' expectations.
- A person of exceptional character; motivated, energetic, friendly, and dedicated to the profession.
- A friendly and outgoing personality with strong communication skills and high visibility with the staff and membership.
- The Executive Chef will possess knowledge of culinary trends and be creative in bringing new ideas to the Club.
- Takes tremendous pride in making members happy, exceeding their expectations, and fosters that accountability among the team – both BOH and FOH.
- Excellent verbal and written skills.
- The ability to operate a computer to enter, retrieve, or modify data utilizing Microsoft Word, Excel, Outlook, internet, and other software programs at a high level of proficiency.
- Impeccable and verifiable references. All candidates will be subject to a thorough background check.

Competitive Compensation & Benefits

- Competitive compensation/salary
- Great Healthcare, Medical, and Life Insurance Short Term Disability
- Paid time off and work/life balance
- Participation in the Club's Simple Retirement Plan combined with an employer contribution match after specified requirements
- Professional dues, educational allowance expenses, and other expenses in accordance with the annual budget Relocation assistance (if from outside the area)

To be considered for this outstanding opportunity all cover letters and resumes should be received as quickly as possible but no later than December 21st, 2023 All information received will be kept in the strictness of confidence.

Professionals who meet or exceed the established criteria are encouraged to send a compelling cover letter addressed to Dana Cancellaro, CCM, General Manager / COO outlining their qualifications, experience, interests, and why Crestmont Country Club and the Essex County area of New Jersey will be beneficial for you, your family, and your career along with their resume to:



Manny Gugliuzza, CCM, CCE

Principal and Search Consultant



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