



EXECUTIVE SEARCH

EXECUTIVE SEARCH SERVICES FOR THE PRIVATE CLUB AND HOSPITALITY INDUSTRY

Candidate Profile

Executive Chef

Joe Vicari Restaurant Group
Bloomfield Hills, Michigan

www.vicarirestaurants.com



Organization

MISSION STATEMENT

“WE ARE FUELED BY OUR PASSION OF WHAT WE DO EVERY DAY. DELIVERING EXCEPTIONAL SERVICE AND TRUE, AUTHENTIC CUISINE TO OUR VALUABLE GUESTS - EVERY MEAL, EVERY REQUEST, EVERY TIME. WE ARE A TEAM AND FAMILY COMMITTED TO EACH OTHER’S SUCCESS AND DOING THE RIGHT THING, EVEN WHEN NO ONE IS LOOKING.”

At Vicari Restaurant Group, we go above and beyond in everything we do. We are inspired by our guests and one another, and are driven to make things better. We love what we do and we give it all we’ve got, on property and off. When guests dine with us, it’s not just a meal they’re buying. It’s an experience. We’re looking for someone who is ready to go beyond in everything they do. If you are someone with a genuine drive to improve your life and the lives of those around you, we encourage you to explore careers with Vicari Restaurant Group.

We strive to maintain the highest standards of excellence in hospitality and service, utilizing both qualitative and quantitative performance criteria. In doing so, we hold each other accountable to our mission statement and show our dedication to our craft. Upon completion of our on-board 10-day training program, applicants shall have all the necessary skills for success.

The Joe Vicari Restaurant Group is the home of Metro Detroit’s most award-winning restaurants. For over 30 years, Detroit restaurateur Joe Vicari has opened restaurants based on three basic principles: Fresh authentic cuisine, impeccable service, and a warm, inviting atmosphere. We invite you to explore the Vicari Restaurants website and visit our different restaurant brands, from Five-Star dining to Family Friendly restaurants.

The Executive Chef oversees the back-of-house team members, takes care of the inventory and ordering needs, as well as creates and maintains the menu. The Executive Chef has a strong presence in their restaurants and gives great attention to detail in kitchen management, quality of service and quality of food. The Executive Chef reports to the Corporate Chef who has been with the company over 15 years.

Responsibilities

The Vicari Restaurant Group seeks a dynamic, experienced and accomplished culinary professional to provide quality and hands-on leadership to a dedicated kitchen staff. With the restaurant's high and exacting standards, the professional must possess the background, skills, and creativity necessary to enhance dining for all tastes. The ability to make critical choices in menu development, to work hands-on with the staff, and to **mentor, train and lead is essential**. Strong leadership is critical in controlling food and labor costs and producing consistent operating results. The restaurant company provides excellent administrative support for each restaurant operation. High energy, positive attitude, passion, integrity, vision, and superior communication ability are highly valued traits for the position.

Duties include:

- Culinary HR functions such as recruiting, hiring, cross training and scheduling of staff.
- Reviews of the staff in a timely and meaningful manner in accordance with company policy.
- Rotate menus every 2-3 weeks to meet customer expectations.
- Execute standardized recipes and specifications to insure a high level of consistency every day. 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 per company standards.
- 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 restaurant budget.
- Oversee the accuracy of bi-weekly payroll.
- Actively solicit the feedback of the kitchen staff, service staff and customers.
- Foster an atmosphere of cooperation and mutual respect for all employees.
- Participate in daily line ups for the culinary and service staffs.
- Participate on a peer level with all department heads.
- Communicate consistently with the Corporate Chef to ensure the operation is managed efficiently.

Requirements

- A minimum of five years as an Executive Chef in a high-end, high volume resort, hotel, or Platinum-level private club.
- A thorough working knowledge of seafood and steak cuisines to include current and regional trends.
- Conversational Spanish is preferred.
- 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 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.
- Proven record of kitchen management and supplier management.
- Impeccable and verifiable references. All candidates will be subject to a comprehensive background review.

Competitive Compensation and Benefits

- A base salary and excellent performance bonus incentive.
- Professional dues and education expenses with the emphasis on continuing education.
- Standard executive benefits to include health, dental, vision, and life insurance.
- 401k and long-term disability.
- Relocation assistance.

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

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