

CANDIDATE PROFILE

Executive Sous Chef

Midland Country Club
Midland, TX



<https://www.midlandcc.com/>

The Organization

Midland Country Club (MCC) is a premier destination nestled in the heart of the vibrant community of Midland, Texas. Established in 1927, the Club boasts a rich history and a tradition of excellence in providing unparalleled experiences for members and guests.

Midland Country Club's crown jewel is its 7,483-yard Championship Golf Course, ranked in the Top 50 in Texas. Situated on lush, meticulously manicured grounds spanning over 160 acres, the 18-hole course—designed by renowned architect Ralph Plummer—presents a challenging yet rewarding landscape for players of all levels. With strategic bunkers, undulating fairways, and stunning views of the West Texas horizon, the course promises an unforgettable round every time.

Since its inception nearly a century ago, Midland Country Club has been a cornerstone of the community, fostering connections and creating memories for generations of members. Steeped in tradition, the Club honors its heritage while embracing modern amenities and services to meet the evolving needs of its members.

Beyond the greens, Midland Country Club offers a wealth of amenities designed to enhance the quality of life for MCC members. From the state-of-the-art fitness center to the inviting clubhouse, complete with elegant dining options and spaces for private events, every aspect of the Club is crafted to provide an exceptional experience. The Club's tennis courts, brand new pickleball courts, swimming pool, and various social events throughout the year ensure there's always something for everyone.

The Midland Country Club staff is upholding the legacy of exceptional service and creating unforgettable moments for our valued members and guests. The team is committed to the Club's Mission Statement: Midland Country Club is a traditional private country club offering a family-oriented experience, exceptional facilities, personal service, and lifelong relationships.

CLUB FACTS:

- 880 total member families
- 7 dining outlets, including formal and casual spaces
- \$17.6M gross revenues
- \$4.2M annual F&B revenues
- 120 full-time employees
- Open 6 days per week, year-round
- Club Essentials POS/Accounting System

Position Overview

Midland Country Club is seeking a talented and driven Executive Sous Chef to join its exceptional culinary leadership team. This is a hands-on, creative role for a chef who thrives in a fast-paced, service-oriented environment and is passionate about delivering a consistently exceptional dining experience across the Club's seven distinct dining venues.

The Executive Sous Chef will play a key leadership role in maintaining culinary excellence, mentoring the team, supporting menu innovation, and overseeing daily kitchen operations. They will work closely with the Executive Chef to ensure all food is executed to the highest standards of quality, consistency and presentation.

Responsibilities

- Assist the Executive Chef in overseeing all kitchen operations, ensuring seamless execution of food preparation, production and service
- Provide supervision, coaching and mentorship to the culinary team, fostering a culture of professionalism, creativity and teamwork
- Ensure compliance with food safety, sanitation and cleanliness standards
- Collaborate on menu development, seasonal offerings and culinary events
- Lead by example with a hands-on approach in the kitchen
- Manage ordering, inventory control, vendor relations and cost control
- Participate in hiring, scheduling, evaluating and training culinary staff
- Ensure quality and timeliness in banquets, private events and large functions
- Serve as kitchen lead in the absence of the Executive Chef

Skills, Background & Personality

- Minimum of 5 years culinary leadership experience, preferably in a private club or fine dining setting.
- Culinary degree or certification preferred
- Strong knowledge of cooking techniques, presentation and flavor profiles
- Proven team leadership and mentoring skills

- Excellent organizational and communication skills
- Ability to perform under pressure in a fast-paced environment
- Proficiency with inventory and food cost systems
- ServSafe Certification required

Competitive Compensation

The Club offers an attractive and competitive compensation and benefits package to include:

- Competitive salary based on experience
- Health, dental, and vision insurance
- 401(k) plan with club match
- Paid vacation and holidays
- Professional development opportunities
- Complimentary meals and uniforms
- Supportive club culture

To be Considered

PLEASE SUBMIT A COVER LETTER AND RESUME PRIOR TO **MAY 30, 2025**.

Please submit your cover letter, résumé, and a portfolio showcasing your work in **PDF format**, attached via email with the subject line: **Executive Sous Chef, Midland Country Club** to the contact below:



Tara Osborne
Principal

✉ tara@gsiexecutivesearch.com
☎ 512-965-5643

