



EXECUTIVE SEARCH

EXECUTIVE SEARCH SERVICES FOR THE PRIVATE CLUB AND HOSPITALITY INDUSTRY

Candidate Profile

Executive Chef
St. Petersburg Yacht Club
St. Petersburg, Florida
www.spyc.org



Organization

Founded in 1909, the St. Petersburg Yacht Club (SBYC) is an Invitation Only club and proud to be named both a Platinum Club of America and a Platinum Club of the World.

SPYC has two clubhouses, three marinas, full-service catering, four dining venues, a sailing center with a fleet of sailboats, live entertainment weekly, and a long list of programs and events. The Club is home to 2,500 members and situated in a bustling arts community on the downtown St. Petersburg waterfront. The St. Petersburg Yacht Club has been a part of the sailing community for over 100 years.

SPYC creates a relaxed private club atmosphere with a warm, friendly, and family-oriented environment. The Club offers a wide variety of social activities and clubs within the club meet a plethora of special interest for members to mix and mingle.

St. Petersburg Yacht Club by the Numbers

- 2,500 Members
- 4M Annual F&B Volume
- 65% A la Carte/35% banquet
- 140,000 Covers (average a la carte covers in season: B-42; L-150; D-250)
- 175 Employees
- 40 Kitchen Employees
- 3.5 Kitchens
- 62 - Average Membership Age

Responsibilities and Knowledge Required

The Executive Chef position at St. Petersburg Yacht Club is an amazing opportunity to be a part of a high-performing leadership team in an active, food-focused club, offering a variety of a la carte and private dining venues. Successful candidates have a track record of hands-on, exemplary leadership skills, excellent organizational skills ensuring quality and consistency throughout all culinary operations, large and complex F&B operations management experience, and recruiting, mentoring, and engaging all levels of staff exuding a professional yet personable demeanor.

Duties for the position include but are not limited to:

The Executive Chef (EC) at St. Petersburg Yacht Club is responsible for all food production including a la carte, banquets, and other outlets. He or she develops daily menus, food purchase specifications and recipes, trains, mentors and supervises production staff, monitors and manages food and labor costs for the department, and

maintains the highest professional food quality and sanitation standards.

The EC leads, manages, motivates, and directs kitchen staff to achieve the objectives set by the General Manager, Food and Beverage Director, and the EC. The EC 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 is responsible for ensuring that all food is consistently outstanding. The EC knows that quality and consistency are essential to successful culinary operations and understands that consistently producing the best burger is just as important to the member experience as producing an elegant, five-course wine dinner. The EC is responsible to ensure that the culinary team takes pride in the meals that they produce and approaches each item on the plate with equal motivation and focus.

The EC and his or her team create and update menus daily, incorporate daily features, and develop and documents recipes and controls to ensure consistency. Creativity, not just variety, is essential in planning menus and events for the members of St. Petersburg Yacht Club. With excellent resources at the culinary team's disposal, thinking "outside-of-the-box" for member dining experiences and events is welcomed and encouraged!

The EC leads the back-of-the-house (BOH) initiative relative to accident prevention, training and retention of staff, and sanitation and safety standards. The EC pays sharp attention to detail, enforces the highest standards of sanitation and safety, and ensures that all BOH staff approach the standards with the same level of focus. With the multitude of a la carte and banquet events taking place at the two clubhouses every day, the EC, the staff, and the kitchen must be always extremely organized and clean, from walk-ins to *mise en place*.

The EC stays current on all culinary trends and is well-versed in accommodating a wide variety of food allergies and intolerances. The EC incorporates gluten-free items on the menu and trains all staff in the proper handling of gluten-free dishes and requests.

The EC is the face of culinary operations and needs to be comfortable conversing and interacting in both the kitchen and dining rooms as he or she interfaces with multiple and diverse constituencies (members, staff, vendors, etc.) throughout the day. The EC is visible and approachable.

The EC is responsive to Club member and team member requests and strives to find creative ways to accommodate reasonable requests. He or she welcomes others' opinions yet holds his or her ground to maintain the highest level of quality and standards. The EC welcomes feedback, constructive criticism, and suggestions from members and staff. He or she also understands that the Club is continuously evolving and can deliver on the changing desires of the membership.

The EC is a hands-on team builder who mentors kitchen staff trains and develops a pipeline of talented and creative individuals and interns by building a training ground for up and-coming culinarians. The Club has a strong pipeline of talented culinarians on the team. The EC shows a genuine interest in the future and personal growth of the staff.

The EC leads a trained and respectful staff. He or she teaches and mentors the staff but is also teachable. The EC realizes that he or she can learn from every team member (kitchen and front-of-the-house staff). The Club also fully supports ongoing education and participation in ACF competitions and other culinary or leadership programs for its EC and culinary team.

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.

The EC is responsible for leading the product knowledge training for FOH personnel through daily pre-meal meetings and special food knowledge training programs.

The EC works as a strategic and operational partner with the managers and staff of St. Petersburg Yacht Club to develop information sharing, good communication, superior internal and external customer relationships, and high-performance teamwork to achieve club objectives.

The EC is responsible for providing quality employee "family" meals for up to 90 team members twice a day.

The EC reports directly to the General Manager/COO.

The Executive Chef of St. Petersburg Yacht Club is an important and positive face of culinary operations. He or she is an integral part of the overall success of the operation and is a strong influencer on each constituency he or she interfaces with while performing his or her duties. 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. The EC is a team player that is interested and engaged in making St. Petersburg Yacht Club among the best places in the world for staff to work, vendors to supply, and members to play!

INITIAL PRIORITIES OF THE EXECUTIVE CHEF

- Learn members' names and culinary and dining preferences. Understand the members to meet their requirements and understand what matters most to them. Earn member trust by instilling confidence through continued enhanced operations and visibility.
- Gain the staff's trust, as well as evaluate and continue to develop, train and mentor the culinary team while promoting fairness and consistency within.
- Continue to focus on delivering consistency and the highest quality in a la carte and banquet operations.
- Provide new and exciting culinary experiences for St. Petersburg Yacht Club members and guests in a la carte and member and private dining events.
- Learn local vendors, farmers, etc., to continue the strong tradition of locally sourced, quality ingredients.
- After observing and understanding member and staff needs, define culinary direction, evaluate, and update menus daily, and deliver new and creative menu options.
- Evaluate and set appropriate and necessary standards of operation, execution, and delivery within the culinary operation, taking ownership for the entire experience from production to final delivery of product, while working closely and positively with the FOH management team.

Candidate Qualifications

The successful candidate:

- Is an effective and passionate leader and culinary professional with a proven track record of providing high level services with a personality that is commensurately appropriate to St. Petersburg Yacht Club. Previous large scale multi-unit luxury experience within clubs, hotels or resorts is required.
- Has successfully led dynamic culinary operations. Additionally, those with a proclivity for healthy, locally sourced, and seasonally driven menus are preferred.
- Has exceptionally strong culinary credentials, and most importantly, the ability to consistently define and achieve goals and objectives. This includes proven and verifiable leadership qualities with a demonstrated ability to direct, coordinate and control all facets of an active, high-volume Food and Beverage operation.
- Has strong management skills with verifiable strengths in inspirational, hands-on leadership, financial performance, and people skills.
- Has expert knowledge of various cooking methods, preparation of soups, sauces, and stocks, butchering, product identification, food purchasing functions, garde manger, advanced pastry and baking, and can perform all functions of the cooks, leading, and training by example.
- Is a confident, proactive team builder who has a history of attracting, developing, and retaining high performing staff.
- Has experience in developing internship, externship and/or apprenticeship programs.
- Has strong administrative and organizational skills, with the ability to meet tight deadlines and manage multiple food outlets serving hundreds of meals daily.
- Is knowledgeable about wine and has extensive experience pairing wines, beer, and spirits with menu items. St. Petersburg Yacht Club has an extensive wine program and offers many wines by the glass.
- Has strong communications skills.
- Has solid computer skills including but not limited to Google, Word, and Excel. This position also requires technical skills to effectively manage multiple restaurants in multiple locations. Experience with Jonas POS software and Chef Tec inventory software is a plus.

Education & Certification Qualifications

The successful candidate:

- Has a Culinary Arts degree from an accredited school and/or is an apprentice program graduate. Certified Executive Chef designation preferred.
- Has a minimum of 10 years' prior culinary management experience at luxury resorts, hotels, and/or clubs.
- Must be certified in food safety at the manager level.

COVID Requirements

The Club does not require staff to be fully vaccinated as a provision of employment.

Competitive Compensation & Benefits

Salary is open and commensurate with qualifications and experience. St. Petersburg Yacht Club will offer an attractive and competitive compensation package to include:

- Base Salary and Performance Bonus.
- Standard benefits to include participating in health, dental, and other elective insurance coverages including vision, short-term disability, life insurance, paid vacation and sick time, participation in the Club's 401K program after one year of service with matching benefits up to 1% of salary, on-site parking, and smoke-free work environment.
- Professional Dues and regional education expenses.

A full background check will be conducted on candidates. Professionals who meet or exceed the established criteria are encouraged to contact:

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