

EXECUTIVE CHEF PROFILE: VESTAVIA COUNTRY CLUB BIRMINGHAM, AL

THE EXECUTIVE CHEF OPPORTUNITY AT VESTAVIA COUNTRY CLUB

Vestavia Country Club (VCC), located in Birmingham, Alabama, is searching for a new Executive Chef (EC) With recent investments in renovations for the aquatic complex, tennis center, and golf course, as well as additional upgrades planned for F&B, VCC has an exciting future. And with its terrific leadership team, a robust membership recruitment program, and the best views in Birmingham, VCC is poised to be the best country club in Alabama, if not the entire southeast!

If you believe you can successfully uphold Vestavia Country Club's team mission – *"To transform the lives of our club community"* and you are a sincerely and visibly engaged leader – this may be the perfect opportunity for you. For the right individual with passion for their craft, enthusiasm about serving VCC members and staff, and a successful leadership record; VCC can be the pinnacle of one's career.

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

VESTAVIA COUNTRY CLUB

Vestavia Country Club (VCC) began as a successful riding club in the late 1940s. It opened to membership in 1950 and is regarded as one of the finest country clubs in the southeast. It is a treasure for its finely manicured grounds, breathtaking views, extraordinary golf courses, and upscale facilities. VCC offers members a resort-like experience at their "home away from home."

VCC is committed to continuous improvement and excellence in all the amenities it offers including its newly ranked fourth best 18-hole New Golf Course by *Golf Digest* in 2019 which includes a new driving range, cart storage facility and multi-use entertainment patio. Additional amenities include the club's tennis complex that was named "Facility of the Year" by the USTA; a fitness facility that offers spectacular views and a full line of state-of-the-art equipment; an aquatic complex situated in a resort-like setting; and a wide range of dining experiences.

VCC is truly family-centric. It was a trail blazer in offering childcare facilities and continues to offer comprehensive childcare services for its members while they enjoy all the club has to offer. In addition to their large childcare center, the club offers junior golf, tennis and swim programs as well as kids camps.

The club's core values of *passion, trust, respect, hospitality* and *team* are steadfast, and every employee strives to create the perfect environment for members and guests which aligns with VCC's team vision statement to *"be the leaders in club experience."*

FOOD & BEVERAGE OPERATIONS

Vestavia Country Club has three *a la carte* dining experiences and a grab-and-go outlet. There truly is something for everyone; whether they prefer unique, upscale delicacies or good, old-fashioned comfort food.

Located in the 68,000-square-foot clubhouse, the Grandview Grill seats 80 and serves lunch and dinner six days a week and offers panoramic mountain views. The Grandview Pub (seats 45) offers libations, dining, and a cozy atmosphere for members and their guests.

Conveniently located next to the golf course and aquatic center, the Turn House serves a variety of sandwiches and snacks to golfers and swimmers.

VCC has a variety of private function venues including the Wellington Room, which offers unparalleled views of the valley and mountains beyond; the Living Room, an intimate space for special occasions; the Windsor and Ascot Rooms, perfect for private business meetings and small gatherings; and the Grand Ballroom, utilized for hosting corporate events and elaborate celebrations. VCC hosts special events throughout the year, including the Dixieland Junior Tennis Tournament and a progressive dinner on the Par-3 course.

VCC is open year-round and is closed on Mondays. Because Birmingham enjoys great weather year-round, the slower months are January and February and the busiest months are April through December.

ORGANIZATIONAL STRUCTURE

VCC operates under the GM/COO organizational structure. The Executive Chef reports directly to the F&B Director and ultimately to the GM/COO. The Executive Chef also works closely with the House Committee.

VCC has 40-50 kitchen staff members including an executive sous chef, two sous chefs and a pastry chef.

VESTAVIA COUNTRY CLUB BY THE NUMBERS

- 904 members in all categories
- \$42,500 initiation fee for senior membership (full club privileges)
- \$6,840 annual dues for senior membership (includes \$1,200 annual capital dues)
- \$2.7M F&B volume (51% a la carte/49% banquet)
- 23,000 rounds of golf annually on its 27 holes
- 40-50 kitchen employees
- 52 average age of members
- 22 weddings per year

For additional information, please preview the **VESTAVIA COUNTRY CLUB WEB SITE: www.vestaviacc.com**

EXECUTIVE CHEF POSITION OVERVIEW

The Executive Chef (EC) is responsible for all food and pastry production; including that used for restaurants, banquet functions and other outlets. He or she develop menus, food purchase specifications and recipes, and supervises the production and pastry staff. The EC develops and monitors the food and labor budget for the department and maintains the highest professional food quality and sanitation standards.

The EC leads, manages, motivates and directs the entire kitchen staff to achieve goals and objectives set by the GM/COO, F&B Director, and EC. The EC sets the standards for all kitchen policies and procedures and ensures that they are carried out by all kitchen staff.

The EC is responsible for providing the highest quality product that is always prepared consistently based on set standards. It is imperative that everything that comes out of their kitchens receives a high level of scrutiny with regards to quality and consistency and is met with an overall high degree of member satisfaction.

The EC creates and updates menus at least seasonally while incorporating daily specials. He or she develops, costs, and documents recipes and controls to ensure consistency. Creativity and variety are essential in planning menus and events for the members of Vestavia Country Club. The EC should be well-versed in traditional "southern cuisine" while keeping up with current culinary trends and should be flexible and adaptable to making changes.

The EC should also have a focus on using fresh, local ingredients in season. Innovative and creative buffet presentations are also important at Vestavia Country Club. Birmingham has a vibrant and innovative restaurant scene and VCC must "compete with the streets" to deliver quality and innovative dining experiences to its members.

The EC is responsible for the training and mentoring of all kitchen staff in all areas of kitchen operations to ensure consistency of product and preparation. He or she should have strong communication skills while working with both back-of-house and front-of-house employees, other management staff and members.

The EC leads the back-of-the-house with regard to accident prevention, training and retention of staff as well as sanitation and safety controls. He or she must possess a high level of attention to detail in all facets of kitchen operations.

The EC develops and manages a budget developed with the GM/COO. He or she is responsible for all purchases (ensuring best pricing from multiple vendors), quality specifications, and costs. He or she maintains and controls inventories of all kitchen products while ensuring minimal waste.

The EC is responsible for ensuring that all food is consistently outstanding – from standard country club fare to innovative offerings and special culinary events throughout all dining venues. The EC understands that quality and consistency in producing and delivering the VCC Burger is just as important to the member experience as producing a five-course wine dinner and memorable special events; and is responsible to ensure that his or her team approaches each activity with the same focus.

The EC is responsive to club and team member requests and strives to find creative ways to accommodate reasonable requests. He or she believes in the service philosophy: “the answer is ‘yes,’ what is the question?”

Effective communication is the foundation of successful operations at VCC. The EC must be a great listener and communicator with members and staff (both their own staff and those from other departments). The EC treats all employees with respect and, in return, requires that of his or her team.

The EC is a team builder who mentors kitchen staff and develops a pipeline of talented and creative individuals by building a reputation as an excellent learning and training ground for up and coming culinarians. The club fully supports ongoing education and participation in ACF competitions for its EC and staff. The EC also provides in-depth and engaging menu and features training for FOH staff and develops their overall knowledge of cuisines.

The EC is the face of culinary operations and should be comfortable conversing and interacting in both back and front of house settings as he or she interfaces with multiple and diverse constituencies (members, staff, vendors, etc.) throughout the day. The EC is visible, approachable, and open to feedback.

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

The EC is responsible for providing quality and healthy employee “family” meals for approximately 200 employees.

Ultimately, the executive chef of Vestavia Country Club is an important and positive face of culinary operations. He or she is an integral part of the overall success of Vestavia Country Club and is responsible to lead this important facet of the club from a passionate, creative, supportive, progressive and team-focused perspective.

INITIAL PRIORITIES OF THE EXECUTIVE CHEF

- Evaluate, reorganize if necessary, and develop, train and mentor the kitchen staff.
- Put processes in place to ensure consistency and quality in delivering *a la carte* and banquet experiences; from building recipes and implementing menu cards to checking each dish before it leaves the kitchen. The EC evaluates and sets appropriate and necessary standards of operation, execution and delivery within the culinary operation; taking ownership for the entire experience from production to timely and correct final delivery of the end-product, while working closely with the FOH management team.
- Listen to staff and members. The EC will prioritize learning member and staff names and culinary and dining requirements (allergies, etc.) and preferences.
- Review, evaluate, and revise menus after consulting with members and the VCC team.

- Provide creative plate and buffet/action station presentations.
- Find and maintain a balance of classic country club and southern-style cuisine with new and innovative menu options. The executive chef will offer menu options that appeal to tenured members as well as newer, more active, younger members. He or she will work with the team to create unforgettable experiences for VCC members.
- Build a foundation of trust with VCC members as well as the staff in the kitchen, the FOH team and all other departments (golf, tennis, swim, fitness, childcare and controller).
- Manage to budgeted food and labor goals.

CANDIDATE QUALIFICATIONS

The successful candidate:

- Is a strong and passionate leader and culinary professional with a proven track record of providing high level services preferably in a private club setting. The EC must be passionate about their craft and inspire those around him or her with that positive energy and passion.
- Has a track record of developing the skills of the culinary team. The EC incorporates training that ensures food is served consistently and presented creatively. He or she communicates to the team that member special requests are to be honored whenever possible.
- Has successful experience in leading both *a la carte* and banquet dining operations.
- Has “southern-style” as well as traditional culinary experience while being well-versed in current culinary trends. The EC is a lifelong learner and instills that characteristic into his or her team. He or she stays current on regional, national and international culinary trends and cuisines.
- Has a successful track record of controlling costs, standardizing recipes, and planning budgets. The EC leads by example and has the skills necessary to perform all kitchen tasks and train staff to properly execute those tasks. The successful candidate treats deadlines with respect; delivering menus, financials, inventory, etc., on time.
- Has experience in purchasing, receiving, storage, sanitation, safety techniques and training.
- Is a proactive team builder who can attract, develop and retain qualified and high performing staff. Candidates with experience in developing apprenticeship, internship and/or externship programs are highly desirable.
- Must understand and practice the mindset of a “members first” philosophy and be willing to provide members with the highest quality food along with innovative plate presentations, while honoring special requests when possible.
- Has excellent communication skills with multiple constituencies; can converse effectively with team members and club members both one-on-one and in front of a group.
- Has a calm demeanor, even under pressure, and instills that behavior in his or her team.
- Is a visionary and trend setter yet understands and respects the club’s long-standing culinary traditions and can balance both in creating menus, specials, and banquet offerings.
- Must be able to organize, prioritize and handle *a la carte* dining and private banquets simultaneously, efficiently and effectively.
- Runs a clean and organized kitchen and understands the importance of ensuring the team does the same.
- Has a track record of being a well-respected member of the management team and generates ideas that result in increased member dining frequency and excitement as well as improved member satisfaction.

EDUCATIONAL & CERTIFICATION QUALIFICATIONS

- At least five years of private club experience as an executive chef or as an executive sous chef of a larger club.
- Knowledge of southern-style cuisine is a plus.
- Successful experience in both *a la carte* and banquet operations.
- A culinary arts degree from an accredited school preferred.
- Certified Executive Chef (ACF) or Pro Chef (CIA) certification is preferred.
- Certification in food safety is mandatory

SALARY & BENEFITS

Salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefit package including ACF membership.

INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter (in that order) using the link below. You should have your documents fully prepared to be attached when prompted for them during the online application process.

Instructions for Cover Letter: Clearly articulate why you want to be considered for this position at this stage of your career and why Vestavia Country Club and the Birmingham area will likely be a “fit” for you, your family and the Club if selected.

IMPORTANT: Save your resume and letter in the following manner:

“Last Name, First Name Resume”

“Last Name, First Name Cover Letter”

(These documents should be in Word or PDF format)

Note: Once you complete the application process for this search, you are not able to go back in and add additional documents.

For directions on how to upload your resume and cover letter, [visit this page](#).

If you have any questions, please email Nan Fisher: nan@kkandw.com

[Click here](#) to upload your resume and cover letter.

LEAD SEARCH EXECUTIVE

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