



EXECUTIVE SEARCH

EXECUTIVE SEARCH SERVICES FOR THE PRIVATE CLUB AND HOSPITALITY INDUSTRY

## Candidate Profile

Executive Chef  
Rancho Santa Fe Golf Club  
Rancho Santa Fe, CA  
[www.rsffassociation.org](http://www.rsffassociation.org)



RANCHO SANTA FE  
GOLF CLUB

### Organization Overview

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Situated right beside the charming village of Rancho Santa Fe, the very private neighborhood golf club is truly at the heart of the many activities that distinguish Rancho Santa Fe from other places to live.

All of the roads, walking paths, and horse trails in the wooded community lead to and around, the highly praised, Max Behr-designed golf course. Rancho Santa Fe Golf Club (RSFGC) features an active Men's Club tournament schedule, and the Club strives to ensure that there is a wide variety of activities catering to golfers of all ages and ability levels. The Rancho Santa Fe Women's Golf Club is dedicated to the enjoyment of golf at all levels, and to the building of lifelong friendships through shared experiences.

The original home of the Crosby Clambake, Rancho Santa Fe golf course has been recognized as one of the top 100 walking courses in America and described by several golf course architects as a rare blend of challenge and playability.

Whether it's lunch on the patio after a horse ride or a casual dinner in the restaurant after a friendly golf game, every community homeowner can enjoy the culinary and social pleasures served up in the Spanish-inspired, California-influenced, Ranch Clubhouse. All of this in addition to the concerts, wine tastings, and other activities going on almost every day, members may opt to join in at their pleasure. The Ranch Clubhouse is the perfect place to meet up with neighbors and friends for a quiet, or not-so-quiet, drink. Those who live here know that the lifestyle of our community is uniquely exclusive, casual, and special, as is the Rancho Santa Fe Golf Club.

### Position Overview

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The Executive Chef (EC) at Rancho Santa Fe Golf Club provides day-to-day leadership, supervision, direction, and management of the culinary operation and personnel associated with the culinary program. He or she satisfies the best interests of RSFGC members and guests and is responsible for operating a profitable and efficient kitchen and food operation through technical guidance, skills, controls, and resources at hand to obtain budgeted goals and maximize standards of quality.

The EC is a hands-on chef that leads by example. He or she is responsible for all food and beverage, back-of-the-house (BOH) operations while working closely with front-of-the-house (FOH) staff to ensure the delivery of quality and consistency of innovative services, products, and offerings to members and guests. The EC leads, manages, motivates, and directs kitchen staff to achieve the objectives set by the General Manager. 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 - 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 every meal and is responsible to ensure that his or her team approaches each activity with the same focus -- from the Club's signature burger to a five-course wine dinner or memorable special event.

Consistency is imperative at RSFGC and the EC should have standards and processes in place that ensure consistency in every meal that is served. The EC creates and updates menus often, incorporating daily specials. He or she develops and documents recipes and controls to ensure consistency. Creativity, not just variety, is essential in planning menus and events for the members of RSFGC.

The EC is responsive to member 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? The EC is a team builder who mentors kitchen staff and develops talented and creative individuals. The EC leads the 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. The EC is responsible for leading the product knowledge training for FOH personnel through daily pre-meal meetings and other training programs.

The EC is the face of culinary operations and should be comfortable conversing and interacting in both back and front-of-the-house settings 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 also directs and orchestrates cooking demonstrations and cooking classes for members. The EC has a proven track record of leads the BOH initiative relative to accident prevention, training and retention of staff, and sanitation and safety standards costs. He or she is adept at creating and managing a budget and provides food purchase specifications to control food quality and costs. He or she also keeps a close watch on minimizing waste. The EC pays close attention and takes corrective action as needed to assure that financial goals are met.

## Responsibilities and Essential Functions

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- Responsible for all food and beverage, back-of-the-house (BOH) operations while working closely with front-of-the-house (FOH) staff to ensure the delivery of quality and consistency of innovative services, products, and offerings.
- Create the standards for kitchen policies and procedures, communicates these policies, and ensures that the policies are adhered to by all BOH staff.
- Operate a profitable and efficient kitchen and food operation through technical guidance, skills, controls, and resources at hand to obtain budgeted goals and maximize standards of quality.
- Ensures the delivery of quality and consistency of innovative services, products, and offerings to members and guests.
- Ensures that all food is consistently outstanding delivering quality and consistency.
- Oversees production of creative a la carte, event, and banquet menus.
- Leads the BOH initiative relative to accident prevention, training and retention of staff, and sanitation and safety standards.
- Responsible for leading the BOH initiative relative to accident prevention, training and retention of staff, and sanitation and safety standards.
- Function as a team builder who mentors kitchen staff and develops talented and creative individuals.

## Personality Traits and Characteristics

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- Creativity in all areas of food production, menu composition, and presentation.
- A mentor to all food and beverage personnel BOH as well as FOH.
- An excellent communicator skilled at relating to all levels of staff and club membership.
- A team player who displays an excellent can-do attitude putting members first.

- An engaging personality who can function as “the face” of the food and beverage operation to the membership and community.

## Requirements

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- A strong and passionate leader and culinary professional with a proven track record of providing high-level services with a personality that is appropriate to Rancho Santa Fe Golf Club. Previous private club experience is highly desirable.
- Has successfully led dynamic culinary operations -- both a la carte and banquet.
- Has the ability to consistently define and achieve goals and objectives. This includes proven and verifiable leadership qualities with demonstrated ability to direct, coordinate, and control all facets of an active food and beverage operation.
- Has strong management skills with verifiable strengths in inspirational leadership, financial performance, and people skills.
- Is a confident, proactive team builder with a history of attracting, developing, and retaining high performing staff.
- Must possess verifiably strong written and oral communications skills.
- Must have computer skills including but not limited to Microsoft Outlook, Word, and Excel. This position also requires technical skills to effectively manage multiple restaurants in multiple locations.
- Experience with POS software is important.
- Has a Culinary Arts degree from an accredited school or equivalent experience.
- Has a minimum of four years’ prior management experience as an Executive Chef and at least five years of diversified kitchen and hospitality industry experience including a la carte and banquet operations. An experienced Sous Chef who is ready for an Executive Chef opportunity will also be considered.
- Certification by the American Culinary Federation is preferred.
- Must be certified in food safety.

## Competitive Compensation and Benefits

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- Base salary range of 180K-200K depending on qualifications.
- 401(K)
- Health, Dental, Vision, and Life Insurance
- FSA
- Short- and Long-Term Disability
- Vacation and Sick Time in accordance with Association policy
- Yearly Bonus Plan

Professionals who meet or exceed the established criteria are encouraged to send a resume and cover letter to GSI Executive Search:

Terry Anglin, CCM, CCE, ECM  
Principal  
[Terry@gsiexecutivesearch.com](mailto:Terry@gsiexecutivesearch.com)  
901-550-9338

*GSI Executive Search has been serving the private club industry for over twenty years, providing a wide range of executive search and placement services. In addition to GM searches that have been performed recently, GSI consultants have done over 70 GM searches around the US in the last two years.*