

## CANDIDATE PROFILE

Executive Chef  
Royal Oaks Country Club  
Vancouver, Washington  
[www.royaloaks.net](http://www.royaloaks.net)

Video Profile Feature



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## Organization

In 1945, a group of businessmen in Clark County organized a meeting at the downtown Elks Club in Vancouver, Washington. Bobby Litton and George Grandy presented the 170-acre Kent estate property, just east of Vancouver, as a potential site for a golf course. An account was opened at the National Bank of Commerce for investors to deposit \$1,000, and thus the Royal Oaks Land Association was born. A land survey was ordered and Lt. William Davies was commissioned to design a golf course.

In 1946, the Royal Oaks Country Club membership was chartered and the course was opened for play in 1947. The key ingredients in those days were the hard-working members who donated countless materials and labor to the building of the course and the first of two clubhouses. The first clubhouse was a re-modeled "chicken house." Because the ground was quite rocky on the second nine, many of these early volunteer workers were known as "rock pickers" and signed a pledge to work 50 hours, or pay \$50.

A second nine was opened in 1952, and in 1953 a new clubhouse was constructed on the site of the current clubhouse. In 1987 a \$1.2 million remodeling was completed and gave it its current footprint. In 2007 Royal Oaks did a complete remodel of all clubhouse and pro-shop facilities. A new swimming pool and workout facilities were added.

In early June, Royal Oaks hosts one of the most premier amateur golf tournaments in the area. The Royal Oaks Invitational was started in June of 1957. Royal Oaks is a popular tournament site and has hosted all major Northwest tournaments. Recent tournaments include the PPGA amateur where Tiger Woods won in 1994 and Nick Flanagan won in 2003. Like Tiger, Nick went on to win the U.S. Amateur the same year. Local junior Jonathan Moore won the 2001 Oregon Amateur at Royal Oaks and also won the 2006 NCAA Individual Championship as a member of the winning Oklahoma State team.

Through the years, Royal Oaks Country Club, located in the heart of beautiful Vancouver, Washington has been unparalleled as a leader in the region for a superior golf course, world-class clubhouse with unparalleled food and beverage offerings, quality facilities, and successful member events and programs.

**[Please control click here for a short video.](#)**

# Position Overview

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The Executive Chef reports directly to the Club's General Manager and is expected to be the visible and accessible culinary leader and collaborate with senior staff and the culinary team. The Executive Chef will have the capacity to guide/direct multiple dining outlets while implementing the vision of the General Manager and Board of Directors. The Executive Chef's mission is to consistently provide exceptional culinary experiences to the members daily in a "home away from home" casually elegant atmosphere. The Executive Chef will lead a team of approximately 13 employees, and he or she is expected to be very current on culinary trends, changing the menu accordingly to be competitive in the local club and restaurant market. The ability to make critical operational decisions to lead the culinary team in providing creative culinary experiences to the membership is essential. Very strong administrative and financial management skills are also required in controlling food and labor costs while producing consistent member satisfaction and operating results. High integrity, character, and superior communication skills are highly valued traits for the position.

## Responsibilities and Essential Functions

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- The oversight and professional direction of an experienced culinary team.
- Develop a collaborative atmosphere while fostering a culture of excellence.
- Ultimately responsible for all culinary operations, therefore always making decisions with the Club's vision and tradition in mind.
- Recruit, train, evaluate, and mentor the culinary team. Evaluations will be ongoing and include a formal annual review for all staff members. Implement and enforce employee policies in accordance with the Employee Handbook on a consistent basis.
- Respond to member comments and requests in a timely and positive manner with the goal of maximizing member satisfaction.
- The Executive Chef will emphasize a "member first" service culture that ensures member utilization, and satisfaction resulting in an outstanding club experience.
- The Executive Chef is expected to "set the pace" for the staff and actively promote a positive, safe, work environment where teamwork and cooperation are emphasized.
- Responsible for the administrative management and financial reporting for all culinary operations in accordance with acceptable accounting procedures. Such duties will involve supervision and employing best practices in relation to proper ordering, receiving, inventory, storage, and distribution of food products as well as all staff scheduling and management.
- The production of all menus that revolve around meeting member expectations and adhering to the latest culinary trends.
- Meet on a regular basis with the management team and related staff regarding planning and preparation of all menu changes and preparation for all Club events.
- Assist in the planning of departmental annual operations and capital budgets including policies and procedures to ensure proper controls necessary to achieve the parameters established by the budget.
- The visibility and accessibility of the Executive Chef are paramount while maintaining the highest standards of the Food and Beverage outlets.

## Requirements

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- A minimum of five years as an Executive Chef, Executive Sous Chef or comparable in a high volume, private club, hotel and/or resort with multiple outlets.
- A career path marked by stability and professional achievement with impeccable and verifiable references.
- A culinary degree from an accredited institution. ACF membership is preferred or evidence of strong continued professional development.
- A broad-based culinary background including a thorough working knowledge of a variety of cuisines.
- Strong administrative and financial skills and a working knowledge of computer programs and POS systems.
- A commitment to the profession and culinary excellence.

## 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.

## Competitive Compensation and Benefits

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- Competitive compensation/salary and an annual performance bonus Full-time
- Medical/Dental/Vision – 100% paid for employee + family – 60-day waiting period
- Paid time off - No waiting period
- Paid vacation - 120 hours annually in 1st year Paid sick leave - 96 hours annually
- Paid holidays - 7 annually
- 401K Participation - 100% match up to 4% of wages– 1 year waiting period
- Use of Club facilities
- Professional dues and expenses in accordance with the annual budget

**Professionals who meet or exceed the established criteria are encouraged to contact GSI Executive Search:**



**David Robinson, CCM**  
Principal



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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.