



**EXECUTIVE CHEF**  
**APOGEE**  
**HOBE SOUND, FL**

**About APOGEE**

APOGEE is a private Club in Hobe Sound, Florida that opened our doors in December of 2023, APOGEE offers its members a luxurious and bespoke experience. Compelling landscapes of three distinct golf courses created by renowned architects provide diverse challenges across an expanse of 1,200 secluded acres. The highest quality amenities, service and experiences await those fortunate enough to be invited. The APOGEE Experience is the pinnacle of private golf. Amenities will include two exceptionally designed member-exclusive clubhouses, custom villas, fitness center, spa, pools, and more. APOGEE will offer a collection of exceptional indoor and al fresco dining, 5-star to casual, poolside to In-Villa.

**Executive Chef Opportunity at APOGEE**

The Executive Chef position at APOGEE offers an exciting opportunity to lead and enhance the culinary program in a dynamic new Club. We are committed to delivering exceptional service and high-quality cuisine to our members and guests. The Club seeks a highly talented and creative Executive Chef to lead our culinary team. The ideal candidate will have a passion for culinary excellence, strong leadership skills, and the ability to manage multiple food and beverage outlets. This role is responsible for ensuring consistency in quality, presentation, and service while maintaining cost efficiency and fostering a positive work environment. This position is ideal for an Executive Chef who is very hands-on and actively involved in all phases of the culinary operation. This role provides a unique opportunity to make a meaningful impact on the APOGEE culinary program while contributing to its continued growth and success.

## **Executive Chef Position Overview**

The Executive Chef must be highly visible, approachable, and effective in communicating expectations to staff and members. Collaboration with clubhouse operations, F&B teams, and the COO is essential to deliver a cohesive and elevated dining program. The Executive chef is responsible for leading the entire culinary operation, including hiring, training, retaining, and inspiring the team.

### **Priorities**

- Build relationships with the Culinary and FOH teams. Learn about the team and individual backgrounds and experiences to assist in establishing a lead-with-care culture.
- Evaluate and set appropriate and necessary standards of operation, execution, and delivery within the culinary operation, taking ownership of the entire experience from production to final delivery of the product, while working closely with the FOH leadership team.
- Be visible with the membership, engaging and acting as a key face of the culinary team, actively building relationships with Members.
- Create an innovative, relevant, consistently interesting a la carte menu that provides Members with competitively priced and desirable options that are reflective of most Members' interests and tastes.

### **Key Responsibilities**

- Develop and execute innovative menus for all outlets, ensuring variety and alignment with member and guest preferences
- Supervise food preparation to ensure consistent quality, presentation, and taste
- Stay current with industry trends, integrating fresh, seasonal, and locally sourced ingredients
- Oversee day-to-day kitchen operations, ensuring timely service and smooth workflow
- Develop and maintain standard operating procedures (SOPs) for all culinary areas
- Monitor food and labor costs, implementing strategies to achieve financial targets
- Recruit, train, mentor, and evaluate culinary staff, fostering a collaborative and motivated team environment
- Schedule and assign tasks, ensuring optimal staffing levels and workload distribution
- Promote a culture of safety, professionalism, and excellence among staff
- Ensure compliance with local health and safety regulations and Club policies
- Oversee inventory management, procurement, and vendor relationships to maintain cost efficiency and quality standards
- Implement waste reduction initiatives and sustainability practices

- Collaborate with front-of-house teams to address member and guest feedback and continuously improve the dining experience
- Support special events, banquets, and catering with tailored menus and timely execution

### **CANDIDATE QUALIFICATIONS**

- 5+ years of luxury culinary experience as an Executive Chef in a large operation, multi-outlet experience a must.
- Experience in luxury culinary experience specific to Golf Clubs, Country Clubs or the like.
- Experience in procurement and fiscal planning, including correlation to the menu creations in each outlet
- Is a dynamic, creative, empathetic, and caring individual who communicates well with staff and Members.
- Is a team player, within the kitchen, with the FOH team, and with all club and team members.
- Knowledge and experience creating budgets with operating and capital enhancements, finance reporting and measurements for accountability of the department and execution.
- Experience with H2B program and national staffing network for seasonal hiring to meet labor demands during peak times.

### **EDUCATIONAL AND CERTIFICATION QUALIFICATIONS**

- A bachelor's degree is preferred with a focus on Hospitality Management or Culinary.
- In lieu of the degree, substantial culinary or hospitality experience will be considered.
- Has achieved or is working towards Certified Executive Chef (CEC) certification through the American Culinary Federation (ACF) or Pro Chef II certification through the Culinary Institute of America. Food Safety Certified

### **Salary and Benefits**

Salary is open and commensurate with qualifications and experience. APOGEE offers an excellent bonus and benefits package.

### **Instructions on how to apply**

Please email your letter of interest, resume, and references to Carla Chiarello, Director of Human Resources to [cchiarello@apogeeclub.com](mailto:cchiarello@apogeeclub.com)

Complete Job Description available upon request.