

EXECUTIVE CHEF PROFILE APOGEE HOBE SOUND, FL

EXECUTIVE CHEF OPPORTUNITY AT APOGEE:

Apogee offers an outstanding opportunity to join an exceptional team and build a new club with a great Membership. The role is suited for candidates with a proven track record of leadership and excellence in culinary operations management within private clubs or luxury hospitality establishments. Ideal candidates will have demonstrated success in leading busy, high-volume, quality, a la carte, and member experiences. Candidates should possess a history of innovative, creative, and consistent culinary operations, coupled with a passion for hospitality and the mentorship of future culinarians.

Recognized as one of the newest premier clubs in the United States, Apogee is committed to maintaining a balance of tradition, inclusiveness, and modern relevance and continually delivering exceptional experiences to its membership. As part of this commitment, the club is exploring both classic and modern dining concepts that resonate with members and guests alike. The successful candidate will have the opportunity to lead and shape these initiatives, contributing to the club's reputation as a leader in culinary excellence.

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

ABOUT APOGEE:

Apogee is a premier, ultra-exclusive golf destination offering an unparalleled experience for its members in Hobe Sound, FL. Located just 30 minutes from Palm Beach Airport, this world-class club boasts three championship courses designed by some of the most renowned names in golf architecture—Gil Hanse, Jim Wagner, Tom Fazio II, Mike Davis, and Kyle Phillips. Each course is meticulously crafted to harmonize with the natural landscape while presenting strategic challenges that cater to golfers of all skill levels.

The West Course, opened in Fall 2023 by Gil Hanse and Jim Wagner, seamlessly blends natural beauty with intentional design, with every green and bunker personally shaped by the designers. The South Course, crafted by Tom Fazio II and former USGA CEO Mike Davis, features up to 40 feet of elevation change, classic returning nines, and a striking integration of lakes and sandy areas. Finally, the North Course, designed by Kyle Phillips, embraces the land's natural contours, creating a timeless layout that appears to have evolved over centuries. Together, these courses cement Apogee as one of the world's most prestigious golf destinations.

Beyond golf, Apogee offers an elite lifestyle with private luxury villas available exclusively for members, ensuring privacy and comfort. The club's 55-acre Golf Performance Center is a cutting-edge training facility designed to elevate every aspect of a player's game. Complementing the golf experience are the club's state-of-the-art wellness spa, fitness center, and racquet sports facilities, including tennis, padel, and pickleball courts.

Dining at Apogee will be a world-class affair, featuring an array of options from five-star gourmet experiences to relaxed, poolside fare and private in-villa dining. Every detail will be curated to provide an exceptional culinary journey, with a focus on quality, innovation, and locally inspired flavors. Whether on the course, in the clubhouse, or within the serene surroundings of its luxury accommodations, Apogee sets a new standard in excellence.

APOGEE BY THE NUMBERS:

- Members: 700+
- Average age of the membership: 55
- Total Annual Club Volume: \$4M - 2025 | \$11.3M - 2026
- F&B Sales Percentage Food 53% Beverage 47%
- 5 Kitchens – (West-3, East-2)

- Total Number of FB Outlets: 4
- Target food cost: 35%
- Culinary Leadership Positions
- Seasonal Housing – Provided Seasonally
- The Club uses Cobalt POS
- The Club is organized as a for-profit

APOGEE WEBSITE: www.apogeeclub.com

APOGEE FOOD & BEVERAGE OPERATIONS:

Pool Terrace & Grill: Opening Fall 2026

Apogee Bar: 50 Seats – Open 7 days a week from 2 pm-10 pm

West Clubhouse 5 Star Dining: 200 Seats – Open 7 days a week from 7 am – 9 pm

Catering and Private Event Spaces: 350 seats – Opened as needed.

EXECUTIVE CHEF JOB DESCRIPTION

The Executive Chef (EC) at Apogee reports directly to the COO. They are responsible for all food experiences, including à la carte, banquets, and other outlets. He or she develops daily menus, food purchase specifications, and recipes; trains, mentors, and supervises the production team; monitors and manages food and labor costs for the department; and maintains the highest professional food quality and sanitation standards. The Executive Chef is a Department Head position.

INITIAL PRIORITIES OF THE EXECUTIVE CHEF

- Gain the team member’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 innovative and exciting culinary experiences for Apogee members and guests in a la carte and members and private dining events.
- Learn the culinary and dining preferences of the membership. Understand the members to meet their requirements and understand what matters most to them.
- Learn local vendors, farmers, etc., to continue the strong tradition of locally sourced, quality ingredients.
- After observing and understanding member and team member needs, define culinary direction, evaluate, and update menus, and deliver new and creative dining concepts and menu options.
- Become familiar with the culinary labor, food cost, and expense budgets for 2025/2026

KEY PRIORITIES FOR SUCCESS

LEADERSHIP

- Take full ownership of the culinary team; build trust with them by engaging, observing, learning, and listening to their wisdom, experience, and needs.
- Earn members’ trust by instilling confidence through continued enhanced operations, interaction, and visibility.
- Create a fun collaborative work environment while being “hands-on” when necessary but understanding when to step back and lead the team.
- Involve the team in the decision-making process of how “work gets done” and create a work environment of mutual respect in which people want to come and participate every day.
- Be a focused and consistent evaluator of personnel, ensuring that standards of conduct and delivery are met; this includes oversight of high standards of appearance, hospitality, service, and cleanliness of the kitchen facilities.
- Be an active and dynamic recruiter of team members and someone who inherently enjoys developing and building his/her team and leading them to significant, positive membership satisfaction outcomes.
- Establish and consistently enhance operating standards for personnel in areas of responsibility and consistently evaluate knowledge, understanding, and execution to these high standards.

- Work closely with the front-of-house food and beverage managers to ensure a cohesive experience that consistently exceeds the expectations of members and guests.
- Hold daily/weekly team member briefings and line-ups with direct reports to keep them informed of necessary and relevant activities and expectations at the Club. Assist in planning and be responsible for ensuring special Club events are well-conceived and executed.

OPERATIONS

- Plan, organize, and run a banquet operation with multiple events happening at the same time across multiple locations as well as a la carte dining.
- Develop and maintain standard recipes and techniques for food preparation and presentation that help to assure consistency, quality, and minimize food costs; exercise portion control for all items served and assist in establishing menu-selling prices.
- Evaluate food products to assure that the highest quality standards are consistently attained.
- Ensure that high standards of sanitation, cleanliness, and safety are always maintained throughout all kitchen areas. Establish controls to minimize food and supply waste and theft.
- Safeguard all food-preparation team members by implementing training to increase their knowledge about safety, sanitation, and accident-prevention principles.
- Maintain safety-training programs; manage OSHA-related aspects of kitchen safety and maintain MSDS's in an easily accessible location.

MEMBERSHIP

- Have a heart for hospitality, embrace, appreciate, promote, and elevate the warmth and culture of Apogee.
- Be visible and engaged with members throughout the F&B outlets and during events at the Club.
- Welcome, encourage, and engage in regular feedback from members.
- Be responsive to members' requests for menu selections, event planning, etc., and strive to find creative ways to accommodate reasonable requests. Apogee prides itself on having a "say yes" culture.
- Create a menu that the membership has a hard time choosing from, with regular innovative features and specials.

FINANCIAL

- Clearly understand the metrics for successful attainment of financial goals and objectives in F&B operations and consistently review these expectations with his or her direct reports to ensure understanding and 'buy-in' from those contributing to their attainment.
- Consistently monitor payroll and labor resource allocations to ensure they are in line with financial forecasting and goals. Produce variance reports for monthly financial statements.
- Ensure effective and efficient staffing and scheduling for all facilities and functions while balancing financial objectives with member satisfaction goals.
- Embrace the use of systems (including regular inventory processes) and technology to assist in the management of the kitchen and the financial performance of the operation.
- Prepare necessary data for applicable parts of the budget; project annual food, labor, and other costs and monitor actual financial results; take corrective action as necessary to help assure that financial goals are met.
- Review and approve product purchase specifications and maintain excellent vendor relationships.

CANDIDATE QUALIFICATIONS

- 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 Apogee. Previous large-scale multi-unit luxury experience within hotels, resorts, restaurant groups, or clubs is required.
- Has exceptionally strong culinary credentials, good tenure in previous roles, and most importantly, the ability to consistently define and achieve goals and objectives.
- 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 team members.
- Has strong administrative and organizational skills, with the ability to meet tight deadlines and manage multiple food outlets.
- Has solid computer skills, including but not limited to Microsoft Outlook, Word, and Excel.
- This position requires technical skills to effectively manage multiple restaurants in multiple locations.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Has a minimum of 10 years prior culinary management experience at luxury resorts, hotels, and/or clubs.
- Must be certified in food safety.

EMPLOYMENT ELIGIBILITY VERIFICATION

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefits package, including association 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. Please be sure your image is not present on your resume or cover letter; that should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to Cameron Wiebe, COO of Apogee, and clearly articulate your alignment with this role and why you want to be considered for this position at this stage of your career, and why Apogee and the Hobe Sound area will be beneficial to you, your family, your career, and the Club if selected.

You must apply for this role as soon as possible, but no later than May 1st, 2025. Candidate selections will occur mid-May, with first Interviews expected in mid-May 2025 and second interviews a short time later. The new candidate should assume his/her role in early/mid-June 2025.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – Apogee”

(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.

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

If you have any questions, please email Bethany Taylor: bethany@kkandw.com

LEAD SEARCH EXECUTIVES

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