

KOPPLIN KUEBLER & WALLACE

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EXECUTIVE CHEF PROFILE: MOUNTAINTOP GOLF & LAKE CLUB CASHIERS, NC

EXECUTIVE CHEF OPPORTUNITY AT MOUNTAINTOP GOLF & LAKE CLUB

Nestled in the breathtaking Highlands-Cashiers region of the Carolina Blue Ridge Mountains, just an hour from Asheville, Mountaintop Golf & Lake Club is seeking a highly organized and driven Executive Chef to lead its dynamic and highly seasonal culinary program.

The ideal candidate will have experience managing large, diverse food and beverage operations in a highly seasonal environment, demonstrating exceptional planning, communication, and leadership skills across all areas of food and beverage. Consistency is paramount—members should experience excellence in every dish, every time—while the ability to surprise and delight with innovative and memorable dining experiences will be key to success in this role.

Beyond technical expertise, the next Executive Chef should be engaging, fun, and passionate about both the people they serve and the team they lead. A genuine appreciation for the outdoor lifestyle and the surrounding local community will help ensure a strong cultural fit at this unique and vibrant club.

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

MOUNTAINTOP GOLF & LAKE CLUB MISSION

To deliver high-quality experiences through services focused on our core values and aimed at enriching the lives of each family member at Mountaintop.

ABOUT MOUNTAINTOP GOLF & LAKE CLUB

The Mountaintop Club Community has been a cherished summer mountain retreat for Southern families since the late 1800's. Mountaintop Golf & Lake Club is a Private Equity Membership Club with a requirement to own property to become a member, and membership is by invitation only.

The property was originally developed by Discovery Land Company. The Club was transitioned to the members in January 2015. A unique feature of a Mountaintop membership is an extended family feature whereby once a couple become members, their parents, grandparents, children, and grandchildren all become members of the Club. This feature makes Mountaintop the “Ultimate Family Club” with a wide variety of amenities for all age groups and, in 2014, was named “Best of the Best” in *Links Magazine*.

The 43,000 sq. ft. mountain lodge-inspired clubhouse is the social and activity gathering spot for all members. Dining options for members range from relaxed lakeside picnics and casual dinners in the clubhouse to formal gourmet fine dining. The clubhouse provides a private dining room, which may be reserved for private gatherings and special occasions, and five overnight guest rooms. Additional clubhouse amenities include a spa and salon, a beautiful resort-style swimming pool, tennis facilities, and a state-of-the-art fitness center. Mountaintop's 7-acre Lake Club campus is located just minutes away on the shores of Lake Glenville, the highest lake east of the Mississippi River. The lake, fed by three cascading waterfalls, has 26 miles of shoreline with quaint beaches that are ideal for family picnics, lakeside parties, or other fun summertime activities. Mountaintop's Lake Club offers a 3,000 sq. ft. clubhouse with dining services and a fleet of boats. Additionally, members can enjoy and access a General Store, Shooting Club, Activity Center, and a full-service Kids Camp.

MOUNTAINTOP GOLF & LAKE CLUB BY THE NUMBERS:

- 355 Members
- 61 is the average Member age

- 43,000 sq ft clubhouse
- \$1.3 million food revenue
- \$1.3 million beverage revenue
- 50% food cost (target 54%)
- 95% a la carte dining 5% catering & events
- 27,000 covers per year
- 7 kitchens (two in the clubhouse plus activity center, on course, general store, pool & lake club)
- 2017 date of last kitchen renovation
- Jonas Point of Sale
- Member-owned Non-Profit Section 277
- The Club is Closed January – April
- The Club has offsite employee housing available

FOOD & BEVERAGE OPERATIONS

Mountaintop Golf & Lake Club offers a diverse range of dining experiences throughout the season, catering to members and guests across multiple venues.

- The Clubhouse – Open May 1st – December 31st, the Clubhouse serves breakfast, lunch, and dinner along with bar service, accommodating up to 250 guests.
- The Lake Club – Operating May 28th – September 6th, this casual lakeside venue provides daily lunch and bar service for up to 100 guests.
- On-Course Dining – Available May 1st – October 31st, this operation averages 90 covers per day and is staffed with a beverage cart, chef, and bartender. The on-course comfort stations and turn grill are a central part of the experience, offering complimentary daily specials.
- The Pool – Open May 28th – September 6th, serving lunch Wednesday – Saturday from 11 AM – 4 PM.
- The General Store – A year-round venue offering daily breakfast and lunch service.
- Men’s Locker Room – Open May 1st – October 31st, seating 40 guests and serving breakfast, lunch, and dinner daily.
- Activity Center, Banquets & Club Events – The Club hosts three weddings per year, with the largest event being the July 4th carnival, welcoming up to 900 attendees. The Activity Center serves as a hub for regular club events and kids’ activities.
- Employee Dining – Providing lunch and dinner May – November, serving up to 180 meals per day. Employee dining is considered a key part of the Club’s culture, with an emphasis on quality and variety.

The Club operates on a seasonal schedule, closing from January – April and reopening each May. In November, service is reduced to three dinner nights and two lunches per week, and in December, the Club operates for two dinner nights before closing from December 24th – 26th and on New Year’s Day. During the off-season, the executive chef plays a critical role in planning and organizing for the peak summer months, ensuring seamless execution and continued excellence in culinary operations.

MOUNTAINTOP GOLF & LAKE CLUB WEB SITE: www.mountaintopgolfclub.com

ORGANIZATIONAL STRUCTURE

Mountaintop operates under a dual leadership structure with a CEO and a General Manager. The Executive Chef reports directly to the Assistant General Manager, who works under the General Manager. Together, the leadership team ensures the club’s culinary and operational excellence. The kitchen staff totals approximately 40 team members, including an Executive sous chef, chef de cuisine, Executive pastry chef, sous chef, kitchen manager, outlet cooks, line cooks, and dishwashers who report to the Executive Chef.

EXECUTIVE CHEF POSITION OVERVIEW

The Executive Chef at Mountaintop is responsible for all food production, including that sold in the restaurants, events, and other locations. He or she develops menus, innovates around events, creates food purchase specifications and recipes, and develops and monitors food and labor budgets for the department. The Executive Chef maintains the highest professional food quality and sanitation standards.

The club is proposing a clubhouse remodel, which will include the redesign and renovation of the kitchens. The Executive Chef will play a crucial role in collaborating with leadership to develop a thoughtful and efficient plan that enhances kitchen functionality and aligns with the club's culinary vision.

LEADERSHIP

- Be a collaborative team player who is willing to be “hands-on” when necessary but understands when to step back and lead the team.
- 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.
- Have a passion and aptitude for teaching and training for all food service personnel, working, as necessary, with the staff directly responsible for operations.
- 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.
- Conduct and/or oversee training programs for food service personnel on various issues, including service techniques, knowledge of menu items and daily specials, sanitation, team building, and conflict resolution; regularly test and evaluate knowledge and understanding of these expectations. These should be extensive pre-season and ongoing throughout the year.
- Work closely with the front-of-house food and beverage managers to assure a cohesive experience that consistently exceeds the expectations of Members and guests.
- Assist in planning and be responsible for ensuring special Mountaintop events are well-conceived and executed.
- Attend food and beverage staff and management meetings.
- Engage with, observe, learn, and listen to the Members and staff. Earn Member trust by instilling confidence through continued enhanced operations, interaction, and visibility.

OPERATIONS

- Develop and maintain standard recipes and techniques for food preparation and presentation that help to assure consistent, high quality and minimize food costs; exercises portion control for all items served and assists in establishing menu selling prices.
- Leads efforts to refresh menus and programming, focusing on innovative offerings made with fresh, high-quality ingredients to align with member preferences.
- Ensure that high standards of sanitation, cleanliness, and safety are always maintained throughout all kitchen areas. Establishes controls to minimize food and supply waste and theft.
- Safeguard all food-preparation employees by implementing training to increase their knowledge about safety, sanitation, and accident-prevention principles.
- Establish and maintain a regular cleaning and maintenance schedule for all kitchen areas and equipment.
- Maintain safety training programs; manages OSHA-related aspects of kitchen safety and maintains MSDSs in easily accessible locations.

MEMBERSHIP

- Have a heart of hospitality, embrace, appreciate, promote, and elevate the warmth and culture of Mountaintop Golf & Lake Club
- Be highly visible and engaged with Membership throughout the F&B outlets at Mountaintop.
- 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 with a “can do” approach
- Consistently innovate, elevate events, and build on a core selection of Mountaintop favorites and signature dishes.
- Create seasonally appropriate menus that the Membership has a hard time choosing from with regular features and specials.

FINANCIAL

- Clearly understand the metrics for successful attainment of financial goals and objectives in F&B operations and consistently reviews these expectations with his or her direct reports to ensure understanding and 'buy-in' from those contributing to their attainment.
- Plan menus for all food outlets and for special occasions and events. Schedule and coordinate the work of chefs, cooks, and other kitchen employees to assure that food preparation is economical and technically correct.
- Consistently monitor payroll and labor resource allocations to ensure they are in line with financial forecasting and goals.
- 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; projects annual food, labor, and other costs and monitor actual financial results; take corrective action as necessary to help assure that financial goals are met.

INITIAL PRIORITIES

- Listen to Members, learn Member and Team Member names, culinary/dining requirements (aversions, etc.), and preferences. Learn the culture of the club and build trust with Members and morale with staff.
- Review and organize menus, specials, and events for the upcoming season.
- Evaluate and develop Team Members' skills and abilities and continue to create a culture among the staff that encourages creativity and passion for the work that they perform and respect for fellow employees.
- Train and develop the H2B visa workers, evaluate skill sets, and plan the schedule and placement of the team for a successful season while continuing to create a culture of employees who return every season

CANDIDATE QUALIFICATIONS

- Five years experience in a similar role with exposure to multi-outlet operations and banquet operations.
- Executive Sous Chef with strong previous experience in award-winning restaurants and clubs will be considered.
- Degree in Culinary Arts or other Hospitality Management focus.
- Has ten years of food production and management experience.
- Is a dynamic, creative, empathetic, and caring individual who communicates well with staff and Members.
- Is experienced with technology, including POS and Microsoft Suite.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Has a degree in Culinary Arts and/or other Hospitality Management focus.
- Has achieved Certified Executive Chef (CEC) certification through the American Culinary Federation (ACF) or Pro Chef II certification through the Culinary Institute of America.

EMPLOYMENT ELIGIBILITY VERIFICATION

In compliance with federal law, all hired employees must verify their identity and eligibility to work in the United States and 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 the order listed using the link below. When prompted for them during the online application process, you should have your documents fully prepared to attach. Please be sure your image is not on your resume or cover letter; it should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to **Alban Qemali, CCM, General Manager**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why MG&LC and the Cashiers, NC area will benefit you, your family, your career, and the Club if selected.

You must apply for this role as soon as possible but no later than February 28th. Candidate selections will occur in early March, with first Interviews expected in mid-March and second interviews a short time later. The new candidate should assume his/her role in early April 2025

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

“Last Name, First Name - Resume” &

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

(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.

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