

EXECUTIVE CHEF PROFILE PINE CREEK SPORTING CLUB OKEECHOBEE, FL

THE EXECUTIVE CHEF AT PINE CREEK SPORTING CLUB:

An outstanding opportunity exists to join an exceptional team along with a great Membership at Pine Creek Sporting Club. The role is suited for candidates with a proven history 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 property outlets. 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 premier hunting and sporting clubs in the United States, Pine Creek Sporting Club is committed to maintaining a balance of tradition, inclusiveness, and modern relevance, while continually delivering exceptional experiences to its membership. As part of this commitment, the Club explores 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 PINE CREEK SPORTING CLUB:

At Pine Creek Sporting Club, nature's landscape stretches to the horizon with loblolly pines, hundred-year-old live oak trees, and sable palms overlooking fields of glistening palmettos. German shorthaired and English pointers are ready to execute daily guided quail hunts that spawn over 1,200 acres. A beautifully appointed ranch-style lodge is complete with porch rockers and a fire pit. Quarter horses are tacked and ready at the stables for trail rides. This native habitat supports an abundance of wildlife including white-tail deer, Osceola turkey, quail, dove, sandhill cranes, and wild hog, as well as many of the more than 400 species of indigenous and migratory birds documented in Florida.

The Club's master plan artfully designates residential sites to maximize views of the surrounding environment. Amenity buildings are unobtrusive and designed to reflect an upscale ranch vernacular. Wherever feasible, the landscape is kept in its natural state. Members enjoy a well-appointed ranch-style lodge, swimming pool, and fitness center, along with horseback riding, a recreation field, and an outdoor pursuits center that is equipped with a variety of family games and activities.

Shooting sports include daily guided quail and pheasant hunts. Range facilities include a 5-stand, sporting clays course, make or break, 200-yard rifle and pistol range, and 1,000-yard rifle range.

For those inclined to the more passive side of ranch life, there are miles of interior roadways and nature trails for exploring, wildlife viewing, and photography. The wildlife at Pine Creek Sporting Club enriches our lives and is a good indicator of the health of this pristine land.

PINE CREEK SPORTING CLUB BY THE NUMBERS:

- 100 – Members
- \$7.6M – Approximate Total Gross Revenue
- \$827k – Approximate Food & Beverage Revenue
- Average Food Cost Percentage – 37%
- 9 - FTE Kitchen Staff
- 91% a la Carte 9% Banquets
- Calendar Operating model - (September – May) – Limited F&B and Member Functions in the off-season

- 60 - Average age of Members
- 71 - Total FTE for Staff Meal
- Brand New Kitchen – 2025
- Executive Chef Housing on Property

PINE CREEK SPORTING CLUB WEBSITE: www.pinecreeksportingclub.com

FOOD & BEVERAGE OPERATIONS:

Main Clubhouse Dining – the clubhouse and brand-new kitchen is under construction as we search. The 12,000 sq. ft. clubhouse features several dining zones, with a large, featured bar in the main dining space. This beautiful dining room has an enclosed wraparound patio/porch and is open for seasonal dining. A large, featured fireplace secures a sense of warmth in the changing climate of the season. Each dining space has close access to a centrally located kitchen. B/L/D are provided in the dining space during the season.

Ranches/Cabins – (Large Acre Ranches & Lakeside/Hammock Associations) – 72 of 100 Members own private dwellings at Pine Creek Sporting Club. There are 2 Condominium Associations with a total of 43 cabins nestled on small lots, located near the main HOA facilities. Also, on property, there are 24, 40-acre ranches and 5, 200-acre ranches, all of which are privately owned. Most of these properties are located within the gated area using private buggies for access to the clubhouse, Elmer's pool bar, and other Club amenities. Many Members seek private parties at their own luxury residences, utilizing their own private kitchens. It is not uncommon to have a busy clubhouse meal period and a private function at a member's residence occurring simultaneously.

Elmers Pool Bar – casual dining and beverage location. Perfect for a casual lunch or dinner with a central bar as the focus of space with a classic designed, fully appointed kitchen to support the area. This location is only a few feet from the main clubhouse for access to larger refrigeration and preparation areas.

Tree House – perfect outdoor space with a picnic area for themed Member events. Free-standing smoker/BBQ and access to the clubhouse for support. This central location is ideal for Member gatherings and Club events.

EXECUTIVE CHEF POSITION OVERVIEW:

The Executive Chef at Pine Creek Sporting Club is responsible for all food production including a 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. They are part of the culinary leadership team.

INITIAL PRIORITIES OF THE EXECUTIVE CHEF:

- Gain the culinary team's trust, as well as evaluate and continue to develop, train, and mentor the staff while promoting fairness and consistency within.
- Collaborate with the catering team and members, driving exceptional results for catering functions.
- Assist with capital expense planning and procurement, holds self and team accountable to department budget, continually analyzing labor and food cost through various methods to meet or exceed goals.
- Spearhead, develop, plan, and execute holiday-themed and club-hosted events.
- Inventory management through daily control and monthly process.
- Evaluate food products to ensure the quality standards are consistently executed, supervise production, execution, and presentation for all events and a la carte service.
- Menu and recipe development for all dining outlets, banquets, and unique events including holidays.
- Continue to focus on delivering consistency and the highest quality in a la carte and banquet operations.
- Learn local vendors, farmers, etc., to continue the strong tradition of locally sourced, quality ingredients.
- After observing and understanding member and team member needs, support EC's culinary direction, evaluate and update menus, and deliver new and creative dining concepts and menu options.

KEY PRIORITIES FOR SUCCESS:

LEADERSHIP

- Take full ownership of trust with them by engaging, observing, learning, and listening to their wisdom, experience, and needs.
- Responsible for new hire onboarding, ongoing training, evaluating, and supervising personnel, including OSHA and Health Ordinance training requirements. This position maintains proper personnel records including yearly reviews, changes in employment status, and other human resource-related issues. These records will be submitted to the Human Resources Director.
- Complies with departmental policies, club rules, regulations, and policies outlined in the employee handbook.
- Create a fun collaborative work environment while being “hands-on” when necessary but understanding when to step back and lead the team.
- Proactive, creative, and flexible when it comes to problem-solving.
- 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 exacting standards of appearance, hospitality, service, and cleanliness of the kitchen.
- 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 exacting standards.
- Lead 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.
- Learns, understands, and executes all stations including but not limited to; sauté, grill, garde manger, sides/ pizza stations, pastry, and course cafes.
- Develop and maintain standard recipes and techniques for food preparation and presentation that help to assure consistency and quality and minimize food costs; exercise portion control for all items served and assist in establishing menu-selling prices.
- Organizes and prioritizes multiple projects to meet deadlines
- Oversee employee café menu development helping ensure a high daily standard of quality, cleanliness, and overall guest experience.
- Evaluate food products to ensure that the highest quality standards are consistently attained.
- Ensure that exacting 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, embracing, promoting, and elevating the warmth and culture of Pine Creek Sporting Club.
- Earn members’ trust by instilling confidence through continued enhanced operations, interaction, and visibility.
- 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. Pine Creek Sporting Club prides itself on having a “say yes” culture.

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 ensure that financial goals are met.
- Review and approve product purchase specifications and maintain excellent vendor relationships.

CANDIDATE QUALIFICATIONS

- Is an effective and enthusiastic leader and culinary professional with a proven track record of providing high-level services with a personality that is commensurately appropriate to Pine Creek Sporting Club.
- Has exceptionally strong culinary credentials, good tenure in previous roles, and most importantly, the ability to consistently define and achieve goals and objectives.
- Proficient in MS Office, including Outlook, Word Excel, and other PC programs.
- Has strong management skills with verifiable strengths in inspirational, hands-on leadership, financial performance, and people skills.
- Has strong knowledge of various cooking methods, preparation of soups, sauces, and stocks; butchering; product identification; food purchasing functions; garde manger; exposure to pastry and baking; and can perform all functions of the cooks, leading and training by example.
- Strong administrative and organizational skills, with the ability to meet tight deadlines and manage multiple food outlets.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- He has a minimum of 8 years prior culinary management experience at luxury resorts, hotels, and/or clubs.
- 3-5 years at Chef – leadership level
- Culinary/Hospitality Degree is a plus (Associate or Bachelors)
- ACF Certification is a goal for the Executive Chef (CEC level)
- 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

The salary is open and commensurate with qualifications and experience. The club offers an excellent benefits package.

INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter, in that order, using the link below. You should have 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 the **Pine Creek Sporting Club General Manager, Mr. Brian Boushie.** Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why PCSC and the Okeechobee, FL 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 20th, April 2025. Candidate selections will occur in late April, with the first Interviews expected in May and the second interviews a short time later. The successful candidate should assume his/her role in early June.

IMPORTANT: Save your resume and letter in the following manner (Word or PDF format):

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – Pine Creek”

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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