

CANDIDATE PROFILE

Executive Chef
The Club, Inc.
Birmingham, Alabama

www.theclubinc.org



Organization

Your City. Your Club. The Club.

Nestled atop Red Mountain, The Club stands as a distinctive jewel in Birmingham, Alabama, offering a unique blend of southern hospitality and familial warmth. Established in 1951 by Robert S. Smith, a visionary Birmingham native, The Club was born out of the desire to showcase the best the city has to offer, providing an unparalleled dining and social experience.

Evolution and Elegance

Since its inception, The Club has evolved in response to its Members' changing tastes and preferences. A major renovation in July 2018 transformed the main level into an inviting and modern space while embracing mid-century modern nostalgia. The Club's architectural charm, designed by the talented John Davis, features cantilevered roofs, white stucco walls, and parabolic forms, setting it apart from traditional establishments.

Connecting Generations

Over the past 65 years, The Club's membership has flourished, welcoming diverse generations, including Gen-Y, Gen-X, baby boomers, and individuals from various social and ethnic backgrounds. This diverse membership reflects the unique culture of Birmingham, emphasizing The Club's role as a unifying force in the community.

Expanding Horizons

Responding to member requests, The Club has expanded its offerings, including two reception areas, a ballroom, additional dining venues, and modern infrastructure. The original Club, marked by its iconic neon sign, serves as the main entrance, welcoming members into a space that balances tradition with innovation.

Dining Venues at The Club

Lounge 51: A Modern Hangout

In 2020, The Signature/Main Dining Room was reimagined as Lounge 51, an extension of Bar 51. This cozy space, adorned with soft seating, offers live music and exceptional drink specials. A modern twist on southern favorites inspires the appetizers and entrees, creating a vibrant atmosphere for members to relax and connect.

The View:

Voted and awarded for its panoramic city view, The View is a culinary haven. Formerly a spectator's spot, it now offers a sophisticated technique and avant-garde approach to traditional favorites. It's the perfect setting for client meetings, date nights, or special celebrations.

The Grill:

For contemporary and casual fare, Members turn to The Grill. A family-friendly environment with a diverse menu ensures there's something for everyone. Members can savor comfort dishes while treating the kids to their favorites.

The Terrace:

As the heart of The Club, Bar 51, with its bar, lounge, and terrace, serves as a central meeting place. Designed for member enjoyment, it hosts live music, business meetings, and social gatherings. With the best city view, The Terrace is where Members come together to eat, drink, and celebrate.

The Club continues to evolve in its enduring legacy, promising to connect Birmingham for many years.

The Club, Inc. By The Numbers

- Annual Club Revenues: 14,500,000
- Annual F&B Revenues: 9,500,000, 32% A La Carte, 68% Banquet
- 100 Weddings & 250 Large Events Per Year
- Membership Size: 6300
- Food Cost Budget: 29.5%
- Venues or Dining Rooms: 10 Rooms for Banquets and 3 Restaurants
- Total Seating Capacity: 2000
- Hours of Operation: Restaurants 11am-9pm Tuesday-Thursday and 11am-10pm Friday-Saturday
- BOH FTE: 36
- FOH FTE: 28

Position Summary

The successful Executive Chef (EC) at The Club will be proficient and skilled in culinary leadership, including setting standards, best practices, standardized recipes, team development, and Member and guest customer relations. The EC will be the crucial leader known to the employees and the membership as the responsible party for all culinary offerings at The Club. The EC must be visible and present in all food and beverage operations on a regular daily basis and be a team player who is willing to work side by side with the team each day and do whatever it takes to provide an exceptional member experience. The EC must demonstrate an open-door, approachable demeanor that leads and guides all culinary team members equally and proactively. The EC must be structured and

organized to implement defined goals and initiatives to achieve the culinary brand, vision, and standard of offering an unparalleled dining experience in Birmingham, AL.

The EC will manage all culinary aspects of The Club's restaurants, bars, and private events. The EC will lead, motivate, and inspire a fun and thriving culinary mentorship culture while overseeing all team members' hiring, training, supervision, and performance. They will have complete responsibility for all back-of-the-house operations, including but not limited to purchasing, inventory, sanitation, and equipment maintenance. Successful candidates will have experience in positively leading active a la carte dining programs as well as banquet events simultaneously.

Executive Chef candidates must deliver the highest quality food and taste every day in all culinary offerings. The diverse membership desires both trending creative meal offerings (lighter, healthier, farm-to-table) as well as timeless standards. The EC role at The Club truly provides candidates with a fulfilling platform for delivering both experimentation and classic fare. Consistency through training, mentoring, standardized recipes, plating guides, proper food timing, taste, and finish is the key talent characteristic that the Club is seeking in this position.

Responsibilities & Attributes

- Responsible for ensuring that all food is consistently outstanding – from traditional favorites to innovative offerings and special events throughout all dining venues.
- Learns and understands The Club favorites and traditions.
- Creates the standards for kitchen policies and procedures, communicates these policies, and ensures that the policies are adhered to by all BOH staff. The EC leads by example and is very hands-on in all aspects of the operation.
- Creates and updates menus often, incorporates daily features, develops and documents recipes, and controls to ensure consistency. Creativity and innovation, not just variety, are essential in planning menus and events for the members of The Club. Creativity in presentation is also important – plate presentation as well as how food is presented on buffets.
- Responsive to Club Member and team member requests and strives to find creative ways to accommodate reasonable requests.
- Has a proven track record of controlling food and labor costs. He or she is adept at creating and managing a budget and provides food purchase specifications to control food quality and costs.
- Directs ordering amounts, inventory levels, the timing of orders, receiving, invoice settling, and equipment maintenance.
- Enables communication between line staff and the Food and Beverage team. Creates theme menus, banquets, and special events.
- Manages all major Food and Beverage kitchen operating expenses, sets margins, and manages against projections.
- Works with the General Manager on the analysis of financial results and budgeting.
- Ensures that a quality sanitation program is followed throughout the kitchen operation such as ServeSafe or equivalent.
- Responsible for interviewing, hiring, training, planning, assigning, and directing work, evaluating performance, rewarding, and disciplining associates -- addressing complaints and resolving problems.
- Assures that effective orientation and training are given to each new associate.
- Develops ongoing training programs.

- Monitors business volume forecasts and plans accordingly in areas of workforce, productivity, costs, and expenses.
- Communicates any changes or new policies and procedures to the department. Conducts staff meetings with the BOH team.
- An outgoing and friendly personality with a high potential to identify with and embrace the Club's unique culture.
- Leadership skills with the ability to motivate staff with a commitment to quality and excellence. Highly energetic; a self-starter with a "hands-on" approach to management.
- Excellent communication skills at all levels. Even-tempered and respectful. A strong sense of service with proven staff development and training skills.
- The active promotion of the Club's dining program to all members and their families. The Executive Chef is expected to interact with members daily; actively soliciting members' opinions and input as to the Club's dining program.

Ultimately, the Executive Chef of The Club is an important and positive face of culinary operations. He or she is an integral part of the overall success of the operation. The responsibility to lead this facet of the organization from a passionate, creative, supportive, progressive, and team-focused perspective is of critical importance for long-term success.

Requirements

- Must have a degree in Culinary Arts. The ideal candidate will be working towards or will have achieved their Certified Executive Chef (CEC) Certification through the American Culinary Federation (ACF) or Pro Chef II certification through the Culinary Institute of America.
- 5-10 years of previous experience as an Executive Chef at a private Country Club, high-end restaurant, resort, or hotel. Experience in both catering and a la carte experience is required.
- A strong history of verifiable high-end quality food management and an expert in developing food purchase specifications and standard recipes. Food consistency is of the utmost importance to the membership.
- A career path marked with stability and professional achievement.
- The successful Executive Chef must possess a passion for providing high-quality member service and a commitment to exceeding Members' expectations.
- A person of exceptional character; motivated, energetic, friendly, and dedicated to the profession.
- A friendly and outgoing personality with strong communication skills and high visibility with the staff and membership.
- The Executive Chef will possess knowledge of culinary trends and be creative in bringing new ideas to the Club.
- Takes tremendous pride in making Members happy, exceeding their expectations, and fosters that accountability among the team – both BOH and FOH.
- Excellent verbal and written skills.
- The ability to operate a computer to enter, retrieve, or modify data utilizing Microsoft Word, Excel, Outlook, internet, and other software programs at a high level of proficiency.
- Impeccable and verifiable references. All candidates will be subject to a thorough background check.

Competitive Compensation & Benefits

- Competitive compensation/salary
- Healthcare, Medical, Life Insurance, Short Term Disability
- Paid time off and work/life balance
- Participation in the Club's Simple Retirement Plan combined with an employer contribution match after specified requirements
- Professional dues, educational allowance expenses, and other approved expenses in accordance with the annual budget Relocation assistance (if from outside the area)

To be considered for this outstanding opportunity, all cover letters and resumes should be received as quickly as possible but no later than February 18, 2024. All information received will be kept confidential.

Professionals who meet or exceed the established criteria are encouraged to send a compelling cover letter addressed to Brian Green, General Manager / COO outlining their qualifications, experience, interests, and why The Club, Inc. and Birmingham, AL will be beneficial for you, your family, and your career along with their resume to:



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