

EXECUTIVE SOUS CHEF PROFILE THE LOS ANGELES COUNTRY CLUB LOS ANGELES, CA

THE EXECUTIVE SOUS CHEF OPPORTUNITY AT THE LOS ANGELES COUNTRY CLUB

An outstanding opportunity to join an exceptional team, with a great Membership exists at The Los Angeles Country 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 banquet 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 clubs in the United States, The Los Angeles Country Club 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.](#)

THE LOS ANGELES COUNTRY CLUB

The Los Angeles Country Club was founded in 1897 by a group of Angelenos looking to bring the new game of golf to Los Angeles. Its existing location was built in 1911 and its Clubhouse, tennis courts, and 36 holes of golf have served its 1500 Members ever since.

In 2010, a redesign of the iconic North Course was unveiled to restore George Thomas' original great design. The North Course now enjoys national recognition as one of the most beautiful and challenging courses in the country. In recent years, the Club has completed a full restoration of the Clubhouse, Golf Shop, and South Course.

The Los Angeles Country Club hosted the 46th Walker Cup Match in September 2017 and was the host for the 2023 U.S. Open Championship.

The Club is an oasis in the middle of Los Angeles with Members and staff who appreciate the history and traditions of the Club.

THE LOS ANGELES COUNTRY CLUB BY THE NUMBERS:

- Members - all categories 1,600
- Average age of the membership 64
- Total Annual Club Revenue 30 M
- Food and beverage Revenue Total: \$6 M
- Food Revenue: \$5 M
- Beverage Revenue: \$1 M
- Average daily covers for lunch/dinner: 100/75
- Average a la carte/banquets covers per year: 75k/15k
- Number of weddings per year: 15
- # of Kitchens – 1
- Total Number of FB Outlets: 13 (includes banquet rooms)
- % a la Carte vs % banquet: 70%/30%
- Target food cost: 38%

- Culinary Team Members – 45
- Culinary Leadership Positions – Executive Chef, Exec Sous Chef (1), Sous Chef (2), Lead Pastry Cook, Lead Cook (2)
- Total FTE-Seasonal – Club Staff Meals: 240
- The Club uses Northstar POS and Accounting & Inventory
- The Club is organized as a 501(c)(7) not-for-profit

THE LOS ANGELES COUNTRY CLUB WEBSITE: www.thelacc.org

FOOD & BEVERAGE OPERATIONS

Grill Room Hours of Operation: Monday Lunch, Tuesday – Sunday: Breakfast, Lunch & Dinner

The Member restaurant is open 7 days a week and features upscale casual dining, cuisine is elevated in the evening with an elegant a la carte style dinner menu.

1897 Bar (also known as Members Bar): Monday (Beverage Service Only) Tuesday – Sunday Lunch & Dinner
Casual bar fare along with composed entrees after 5 pm.

Ed Tufts Bar: Tuesday – Sunday Lunch & Dinner
Featuring casual bar fare along with composed entrees after 5 pm.

North Course Café: Monday – Sunday Breakfast & Lunch

South Course Café: Monday – Sunday Breakfast & Lunch

Both are full-service outlets offering quick service, casual fare, and a full bar.

Catering and Private Event Spaces:

The Club has multiple banquet rooms with various capacities for events and special occasions.

EXECUTIVE SOUS CHEF JOB DESCRIPTION

The Executive Sous Chef (ESC) at The Los Angeles Country Club reports directly to the Executive Chef. They are 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 SOUS 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 departments 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 product to assure the quality standards are consistently executed, supervises 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.
- Create in partnership with EC, innovative and exciting culinary experiences for The Los Angeles Country Club members and guests in a la carte and member and private dining events.
- Partner with EC on the culinary dining preferences of the membership.
- 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.
- Become familiar with the culinary labor, food cost, and expense budgets for 2024/2025.

KEY PRIORITIES FOR SUCCESS

LEADERSHIP

- Takes an active role in shaping kitchen culture under the direction of the Executive Chef.
- 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 as well as club rules, regulations, and policies set forth 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 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 exacting 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.
- 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 as assigned by the Executive Chef
- Assist with employee café menu development helping ensure a high daily standard of quality, cleanliness, and overall guest experience.
- Evaluate food products to assure 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, promote, and elevate the warmth and culture of The Los Angeles Country 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. The Los Angeles Country 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 assure 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 The Los Angeles Country 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.
- Has strong administrative and organizational skills, with the ability to meet tight deadlines and manage multiple food outlets.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Has a minimum of 8 years prior culinary management experience at luxury resorts, hotels, and/or clubs.
- 3-5 years at Sous Chef – leadership level
- Culinary/Hospitality Degree is a plus (Associate or Bachelors)
- ACF Certification is a goal for the Executive Sous 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. *Salary Range: \$115,000 – \$135,000.*

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 Executive Chef Jack Dykstra, Executive Chef of The Los Angeles Country Club, and clearly articulate your alignment with this role why you want to be considered for this position at this stage of your career, and why LACC and the Los Angeles 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 the 15th of August. Candidate selections will occur late-August with first Interviews expected in mid-September and second interviews a short time later. The new candidate should assume his/her role in early to mid-October.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – Los Angeles CC”

(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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