

# KOPPLIN KUEBLER & WALLACE

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## EXECUTIVE CHEF PROFILE: LAREDO COUNTRY CLUB LAREDO, TX

### EXECUTIVE CHEF LAREDO COUNTRY CLUB

The Executive Chef position at Laredo Country Club presents an exciting opportunity to join a club renowned for its member-focused approach and dedicated staff. Located in Laredo, Texas, the club offers a year-round club in a vibrant luxury setting. The Club is currently undergoing renovation of its dining spaces, aimed at enhancing member experiences and adding to its existing array of dining options. The successful candidate will be a team-oriented, driven leader with a proven track record in both a la carte dining and banquet services, preferably with experience in private clubs or operations with multiple outlets. Moreover, the ideal candidate will have a well-developed leadership style, capable of inspiring and guiding culinary teams to excellence. With the full support of the Executive Team and Board, the next Executive Chef will have the opportunity to play a pivotal role in elevating the already enjoyed dining experiences.

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

### LAREDO COUNTRY CLUB

The Club boasts a seasoned and devoted team, with many employees proudly serving for over a decade, ensuring unparalleled service and expertise. Its expansive 45,000-square-foot clubhouse is designed to effortlessly host member activities and banquet functions simultaneously. With a steadfast dedication to ongoing enhancements, the Club remains at the forefront of luxury and innovation, consistently elevating the member's experience. Nestled as the crowning jewel of the city's most prestigious residential enclave, it stands as a beacon of refinement and distinction, offering residents an unrivaled haven of leisure and sophistication.

The Laredo Country Club was founded in 1983 and is one of the top facilities in South Texas. The Club hosts several annual events including a major NCAA golf tournament drawing the finest collegiate players in the country. In addition to a challenging, interesting, and well-maintained 18-hole golf course, the Members enjoy four banquet halls, two swimming pools, eight tennis courts, four pickleball courts, and a golf practice facility. The Club truly is a family facility with a membership consisting of an extremely active tennis program and plays 20,000 rounds of golf in a comfortable year-round climate. Outside of recreation and sports, Laredo offers a variety of dining venues.

The City of Laredo has a fascinating history and draws the character from a unique spirit and personality derived from the strong Hispanic community. Laredo is the home of the largest celebration of George Washington's Birthday in the entire country. The city (pop. 322,000) offers excellent medical facilities, a four-year university campus (Texas A&M International University), a major regional shopping mall, outlet center and a wide variety of restaurants and specialty shops. The Laredo economy is very strong, demonstrating a healthy housing market due to the population that is fueled by the vibrant cross-border commerce. Laredo is the largest "land port" for North/South trade in the southern United States border.

### LAREDO COUNTRY CLUB BY THE NUMBERS

- 814 memberships
- \$11.8 M Total Club Revenue
- \$2.8 M Food Revenue | \$1.3 M Beverage Revenue
- 60% a la carte 40% banquets
- 10 Average Annual Weddings

- 28 kitchen employees (FTE) (leadership includes ESC, CDC, SC, PC)
- 2 full kitchens (renovation includes new Pool Kitchen) – 3 by 2025
- 3 Restaurants – 2 Bar – (does not include curbside)
- 49 % Food Cost – Budgeted
- 20 % Labor Cost – Budgeted
- 45 Average Age of Membership
- 101 Total FB Employees

**LAREDO COUNTRY CLUB WEBSITE:** [www.laredocc.com](http://www.laredocc.com)

#### **LAREDO COUNTRY CLUB FOOD AND BEVERAGE PROGRAM:**

**MAGNOLIA BAR & GRILL:** A key outlet of culinary excellence featuring some of the finest cuisines north of the border. This restaurant features golf course views and action from the bar with a maximum capacity of seventy-two seats.

**CABANA (POOLSIDE BAR & GRILL):** This area is featured in the remodel of the entire clubhouse space. Will feature world-class kitchen, that will provide culinary for tennis, pool, and surrounding a la fresco dining. Today, the quick order kitchen supplies grab and go, and pizzas, while the main clubhouse kitchen supports the rest of the menu. The active tennis space has a maximum capacity of forty-eight seats and the poolside dining an additional sixty-five.

**19TH HOLE:** The 19th hole is open for breakfast as well as Lunch and dinner. These unique areas are separated into a family space and adults only. The kitchen services each area, with a total capacity of seventy-two seats.

**CURBSIDE:** The Laredo Country Club for family mission is perfectly exemplified in the curbside-to-go program. Since the pandemic, this service has continued to be one of the most successful outlets of the club.

**THE COLONNADE BALLROOM:** The space is in the center footprint of the club, with beautiful scenic views of the award-winning golf course. The catering space can accommodate four hundred for plated functions and five hundred for cocktail receptions. The main kitchen has seamless access to the space.

**THE PLANTATION ROOM:** Additional space for catering events up to ninety, and one hundred for cocktails. Positioned inside the main clubhouse.

**THE ROSEWOOD ROOM:** Additional space for catering events up to sixty, and eighty for cocktails. Positioned inside the main clubhouse.

**THE PARTY ROOM:** Additional space for catering events up to eighty, and one hundred for cocktails. Positioned in a satellite location next to the pool and tennis activities.

#### **EXECUTIVE CHEF JOB DESCRIPTION**

The (EC) is a key leader on an experienced food and beverage team who is responsible for the execution of cuisine to the well-traveled club membership. This role demands seamless and consistent standards for the culinary excellence the clubs are known for. The next EC will continue a great culinary history, securing wisdom in leadership and defining an authentic style of a strong culinary vision and culture of this club. The Laredo membership and cuisine features both Mexican and continental. A balance between those cultures is paramount to the members' success.

#### **LEADERSHIP**

- Be a collaborative team player who is willing to work with and train the team each day doing whatever it takes to deliver the best Member experience.
- Empower the culinary team and delegate appropriately, so they can focus on growth; be confident that the operation can run well in EC's absence.

- Be an active 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.
- Maintain existing 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 assure a cohesive experience that continually exceeds the expectations of Members and guests.
- Engage with, observe, learn, and listen to the Members and staff. Earn Member trust by instilling confidence through continued enhanced operations, interaction, visibility, and consistency.
- Remain current and continue education regarding diverse and new culinary trends and cuisines.
- Maintain physical presence during times of high business volume.
- Create a welcoming, approachable, and inclusive kitchen atmosphere for all club staff based on mutual respect.

#### **OPERATIONS**

- Maintain existing standard recipes and techniques for food preparation and presentation that help to assure consistent high-quality food.
- Maintain a rotation of varied food offerings which feature global cuisines. Evaluate food products to assure that quality standards are always attained.
- Maintain opening and closing cleaning checklists for each area/station within the kitchen and develop a weekly/monthly cleaning checklist.
- Safeguard all food-preparation employees by implementing training to increase their knowledge about safety, sanitation, and accident-prevention principles.
- Maintain safety training programs; manages OSHA-related aspects of kitchen safety and maintains MSDSs in easily accessible location.

#### **FINANCIAL**

- Plan menus for all food outlets in the club 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 and within budgeted labor cost goals.
- Consistently monitoring payroll and labor resource allocations to ensure they are in line with financial forecasting and goals, the club has a strong finance department that provides monthly and bimonthly updates to the EC.
- 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.

#### **CANDIDATE QUALIFICATIONS**

- Has 5+ years of luxury culinary experience as an Executive Chef in a large operation, multi outlet experience a must.
- Laredo location in proximity to Mexico, demands that a successful candidate be bi-lingual and solid working culinary knowledge of the culinary cuisine of Northern Mexico.
- Successful experience in both *a la carte* and banquet operations in previous hotels, clubs, or resorts.

- Is a strong and passionate leader and culinary professional with a proven track record of providing high-level services. The EC must be passionate about their craft and inspire those around him or her with that energy and passion.
- The EC is a lifelong learner and instills that characteristic into his or her team.
- Is extremely organized to successfully manage and lead multiple *a la carte* and banquet venues simultaneously as well as prepare for and execute successful banquet events.
- Has a successful track record of controlling costs, standardizing recipes, planning budgets and has the skills necessary to perform all kitchen tasks and training of others to properly execute those tasks. The EC leads by example.
- Is a visionary and trendsetter yet understands and respects the club's long-standing culinary traditions and can balance both in creating menus, specials, and banquet offerings.
- Must have computer skills including but not limited to Microsoft Outlook, Word, and Excel. Experience with Club Essential POS software is a plus. Experience communicating with and engaging members and/or customers using social media is a plus.
- Is a well-respected member of the leadership team and community team and can generate thoughts and ideas that result in increased sales and improved membership satisfaction.

#### **EDUCATIONAL AND CERTIFICATION QUALIFICATIONS**

- A culinary arts degree from an accredited school is preferred.
- Certified Executive Chef (ACF) or Pro Chef (CIA) certification is preferred.
- Certification in food safety is mandatory.

#### **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 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 Laredo Country Club General Manager Mr. Michael Mainhart**

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 LCC and the Laredo 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 June 25<sup>th</sup>, 2024, month. Candidate selections will occur early July with first Interviews expected in mid-July and second interviews a short time later. The new candidate should assume his/her role in late August.**

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

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter - Laredo"

(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](mailto:bethany@kkandw.com)

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