



EXECUTIVE CHEF POSITION: WIANNO CLUB OSTERVILLE, MASSACHUSETTS

From the moment you step into the historical Cotocheset House—the Wianno Club’s main clubhouse—a transformation takes place. You are transported into a relaxed, yet elegant, New England seaside frame of mind and yet you are only an hour and a half from Boston.

The Wianno Club is a private, member-owned seasonal club located in Osterville, Massachusetts on Nantucket Sound. The Club is dedicated to providing its four generations of members and their families with a wide range of social and athletic activities, and is committed to fostering congenial member relationships, developing attractive programs and services, and attending to the needs of employees and the community.

The Members of the Wianno Club are warm and welcoming. They are refined and yet they enjoy their vibrant, active Club and its family-centric nature. Children’s activities programming is fundamental to this club and children participate in a wide range of activities that take place all summer long.

The Wianno Club is steeped in history: the land where it sits today was part of the third major purchase by Plymouth settlers as the colony expanded southward. In 1916, the Wianno Yacht Club purchased the Cotocheset House and formed The Wianno Club.

Although the Clubhouse and neighboring cottages have been expanded and modernized over the years, all have retained their original charm and character. The Clubhouse is representative of "Shingle Style" architecture and figures significantly in Cape Cod's architectural history. It has been placed on the National Register of Historic Places.

Amenities

Dining is a favorite pastime at the Wianno Club and there are several venues available for WC members. Whether enjoying a casual snack on the beach or a winemaker’s dinner they expect a world-class dining experience. Think fresh fish, New England-style lobster rolls, and farmer’s market produce—all the best of New England seaside cuisine.

Located at the clubhouse, *a la carte* dining is available at the formal Main Dining Room which seats 150 people; the newest

addition and most popular and scenic Sea View Room which seats 140 members and guests; and the South Terrace Room which seats 68 people. In addition, the Ballroom is available for parties and seats 220; the Golf House, located at the golf course, seats 90; and the Beach Snack Bar, located above the three Wianno Club beaches, seats 100. Occasionally an outdoor tent is rented that seats approximately 400 members and guests.

Food and beverage revenues total around \$1.4M at the Wianno Club and approximately 55% of F&B business is *a la carte* and the remaining 45% is banquet.

The Wianno Club has a generous-sized and well-appointed kitchen that was expanded and remodeled in 2007. The club is planning to install a pizza oven and dough press this winter.

Other amenities include an historic and scenic, 18-hole, Donald Ross-designed golf course; nine Har-Tru tennis courts; 2 paddle tennis courts; an extensive Children’s Activities Campus; 45 rooms and suites; three beaches, and a beautiful swimming lake called Crystal Lake. Fitness classes are also held at Wianno Club which include yoga, Pilates and boot camp.



With its scenic views of Nantucket Sound, the Sea View Room is a popular casual dining venue. Here it is set for Thanksgiving dinner.

is a year-round position.

Seasonal Operations

The Wianno Club is a vibrant and active club from Memorial Day through Mid September (the high season is June, July, and August, when the vast majority of its annual business occurs), when it is open 7 days a week for breakfast, lunch and dinner. The Club is closed the remainder of the year except for Thanksgiving weekend and a small cocktail and *hors d'oeuvres* party at Christmas time. The winter season is time for administrative tasks, evaluating the past season, recruiting, and planning for the next season. Limited winter dining is currently being considered. Note: The Executive Chef role

For more information, please visit Wianno Club’s website at: www.wiannoclub.com and [click here to view Wianno Club’s recruiting video](#).



The beach snack area seats up to 100 people.

Executive Chef (EC) Position

The Executive Chef at Wianno Club is responsible for all food and beverage Back-of-the-House (BOH) operations while working closely with Front-of-the-House (FOH) staff to ensure quality and innovative services, products and offerings to members and guests.

The EC leads, manages, motivates and directs kitchen staff, including a Sous Chef and seasonal pastry chef, to achieve the objectives set by the General Manager and EC. The EC 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 is responsible for ensuring that all food is consistently outstanding – from standard country club fare to special culinary events throughout all food venues. The EC understands that consistency in producing and delivering popular club menu items is just as important to the member experience as producing memorable and sophisticated culinary specialty dinners, and is responsible to ensure that his/her team approaches each activity with identical focus.

He/She is expected to be a positive and regular ‘face’ for culinary operations for the Club, and needs to be comfortable conversing and interacting in both back and front of house settings as he/she interfaces with multiple and diverse constituencies (members, staff, etc.) throughout the day.

The EC at Wianno Club is a team builder who mentors kitchen staff and develops a pipeline of talented and creative individuals and interns by building a reputation as an excellent learning and training ground for up and coming culinarians. Additionally the EC leads by example and will step in to work any place on the line as needed, but is expected to be the executive ‘lead’ in these areas on a day-to-day basis.

The EC leads the BOH initiative relative to accident prevention, training and retention of staff, and sanitation and safety standards. The EC pays sharp attention to detail, enforces the highest standards of sanitation and safety, and ensures that all BOH staff approach the standards with the same level of focus.

The EC has a proven track record of controlling food and labor costs. He/She is adept at creating and managing a budget. The EC provides food purchase specifications to control food quality and costs. He/she purchases food product and manages storage areas for quantity and quality.

The EC leads the member service initiative in all F&B BOH areas and consistently strives for and exceeds higher scores in the member survey and in industry standards, than prior years.

The EC is responsible for leading the product knowledge training for FOH personnel through daily pre-meal meetings and special food knowledge training programs.

The EC creates and updates menus on a regular basis and develops and documents recipes and controls to ensure consistency.

The EC works as a strategic and operational partner with the managers and staff of Wianno Club to develop information sharing, good communication, superior internal and external customer relationships and high performance teamwork to achieve club objectives.

The EC is someone who looks at mistakes as ‘opportunities’ for improvement, and instills this mindset and outcome into his/her team, while at the same time epitomizing the perspective of being ‘readily open and embracing of input,’ as well as is approachable by both members and staff.

The EC coordinates internally and is very involved with F & B Managers and Club service personnel on a daily basis to ensure timely, knowledgeable and efficient service. He/She is ‘obsessed’ with doing things well, consistently better, and has a strong “back door” focus to achieve financial goals and expectations.

The EC at Wianno is an energized, positive presence who recognizes that during the height of season, personal ‘balance’ is clearly in favor of the Club. The position requires a high-energy, committed, and dedicated professional who recognizes the alternative personal and family ‘balance’ comes in the off season when a much less intense schedule and time commitment is required. Likely, in the fall/winter/spring of 2012/2013, the Club will experiment with limited and controlled dining one or two nights a week.

Wianno Club Mission Statement

The Wianno Club is a private seasonal club founded in 1916 and dedicated to providing its members and their families with a wide range of social and athletic activities. The Wianno Club is committed to fostering congenial member relationships, developing attractive programs and services, and attending to the needs of employees and the community.

Ultimately, the Executive Chef of the Wianno Club is a critical and positive 'face' of culinary operations at the Club. He/She is an integral part of the overall success of the operation, and is a strong 'influencer' on each constituency he/she interfaces with while performing his/her duties. 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.

Organizational Structure

The Wianno Club operates under the General Manager (GM/COO) organizational structure. The Executive Chef reports to Wianno Club GM/COO, Peter Davies, CCM. See page 4 for more information about Mr. Davies.

Direct reports to the Executive Chef position include:

- Executive Sous Chef
- Culinary team that is recruited every season.

The EC coordinates closely with other key Department Heads, primarily as it relates to cooperative efforts surrounding planning, scheduling, special events and implementation of Club functions.

General Qualifications & Experience

- *A strong and passionate leader and culinary professional with a proven track record of providing high-level services with a personality that is commensurately appropriate to the Wianno Club membership.*
- Has a minimum of *five years prior management experience as an Executive Chef* in similarly-styled kitchen operations and at least eight years of diversified kitchen and hospitality industry experience to include banquet, fine dining, café and theme restaurant operations.
- Strong preference will be given to those candidates who have successfully lead dynamic culinary operations in highly seasonal environments. Additionally those with success in 'farm-to-table,' locally grown or procured provisions, and with a proclivity for healthy, New England-centric menus are likely to be favored.
- Has exceptionally strong food and beverage credentials, and *most importantly, the ability to consistently define and achieve goals and objectives.* This includes proven and verifiable leadership qualities with demonstrated ability to direct, coordinate and control all facets of an active food and beverage operation with revenues of approximately \$1.4M.
- Has at least two years of private club experience as the Executive Chef.
- A professional with a *verifiable, positive career track, unblemished by inappropriate behavior of any sort that would be potentially detrimental or embarrassing to the membership of Wianno Club.*
- Must be in compliance with and actively support a drug-free workplace.
- Must possess verifiably strong written and oral communications skills.
- Must have computer skills including but not limited to Microsoft Outlook, Word, and Excel. This position also requires technical skills to effectively manage multiple

restaurants in one location. Experience with the Northstar software system is a plus.

Education and Certification

- Culinary arts degree from an accredited school or equivalent experience.
- Certified in food safety.

Traits, Skills and Competencies

- Must understand and practice the member service philosophy at the Club and be fully engaged in and fulfilled by providing members with consistent, high quality food and innovative plate presentation.
- Is meticulous about food handling, cleaning, and organizing the kitchen and insists that all BOH staff do the same.
- Continually looks for opportunities to improve BOH service and learns and incorporates lessons from prior experiences. Must be willing to listen to staff and members for input and understands that the EC and entire BOH department are there to fulfill members' needs.
- Is a well-respected, pro-active member of the management team and is able to generate thoughts and ideas that result in increased sales and improved member satisfaction.
- Possesses exemplary technical skills as they relate to organizing multiple kitchen operations, culinary skills, and people and management skills.
- Excellent financial skills, with the ability to quickly assimilate numbers and reports. Is knowledgeable regarding typical club BOH F & B critical benchmarking and financial metrics that lead to proactive responses to trending curves.
- Exceptionally strong communication and facilitation skills, both written and verbal, with the appropriate personal presence, and a desire and ability to interact effectively before diverse constituencies of members, staff, vendors and others who are part of the success of Wianno Club.



Scenic dining venues abound at the Wianno Club.

(Continued on page 4)

Miscellaneous

- Proactively solves problems, develops and proposes solutions to problems that occur, anticipates the needs of staff and members, and can react quickly to it.
- Manages time and establishes priorities. Is a self-starter and well organized.
- Someone who has been a “difference maker” wherever he/she has been in the past.
- A person of proven integrity and honesty.
- A person who is committed to professional growth and development, for him/herself and his/her team of associates.

GM/COO Profile

Peter Davies, CCM, the GM/COO of the Wianno Club, has been at the helm for four years. He is a consummate professional and a leader and mentor to a cohesive team of service-driven, high performing staff. His previous club experience includes the Heritage Club, Four Bridges Country Club and Ivy Hills Country Club; all located in Ohio. He is currently a national board member of the Club Managers Association of America.



Peter Davies, CCM, is the GM/COO of the Wianno Club.

Learn More

For more information or inquiries, or to make your interest known to the firm, please present your credentials along **with a cover letter detailing your interest as well as your alignment with the above noted qualifications and expectations to:**

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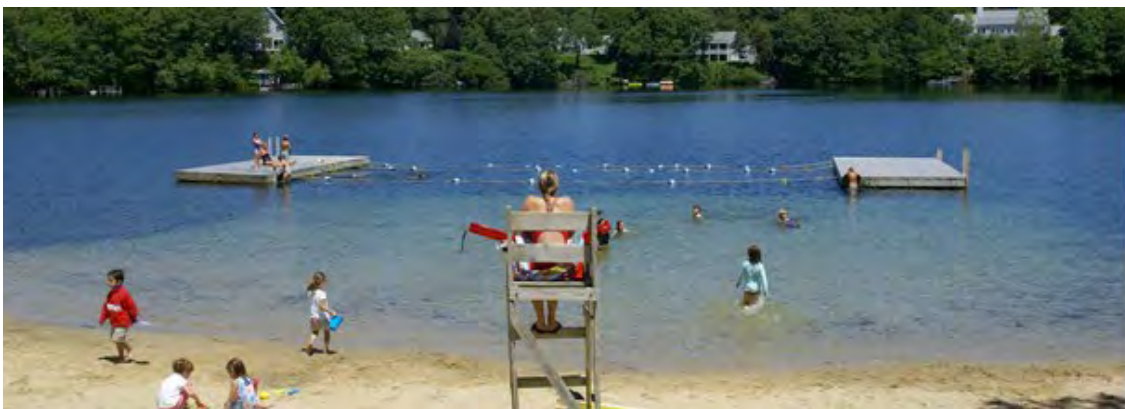
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Swimming, paddle boarding, and kayaking are popular activities at Wianno Club's Crystal Lake.