

# CLUB DETAILS

## Hermitage Country Club

1248 Hermitage Road  
Manakin Sabot, VA 23103

<b>Age of Club</b>	<b>Number of Members</b>	<b>Average Age of Member</b>	<b>Club Ownership</b>
119	1100+	57	Member-Owned
<b>Gross Dollar Volume</b>	<b>Annual Dues Volume</b>	<b>Annual Food/Bev Sales</b>	
\$10.5M	\$6.1M	\$2.7M	

### Golf Facilities

36 holes of Championship golf, Manakin and Sabot courses

### Tennis Facilities

4 indoor tennis courts, 8 outdoor courts (6 Har-Tru)

### Swimming Facilities

- 1 outdoor pool with kitchen facility

### Other Athletic Facilities

2 Spa treatment rooms

Large fitness, class and cardio areas

## Dining Facilities

- 1 Member's Grill that seats 139
- 1 Outdoor Dining that seats 60
- 1 Men's Grill that seats 60
- 1 Pool snack bar that seats 75
- 5 Banquet Room that seats 400
- 1900 Tavern Bar that seats 56

Our mission at Hermitage Country Club is to consistently anticipate and exceed our members' expectations by providing outstanding facilities and superior service at our club. We strive for constant improvement and will conduct ourselves according to the highest standards of integrity and professionalism. We seek to make a meaningful contribution to the well-being of our community, our members and the game of golf.

## Special Club Features

### HERMITAGE COUNTRY CLUB

Hermitage Country Club is a traditional, family oriented private club. Their focus is to consistently provide exceptional service to all Hermitage members and their guests. Their objective is to ensure continuous improvement in providing excellent well-maintained facilities featuring quality golf, tennis, fitness, swimming, athletic, superb dining venues and a variety of family programs and social events; all for the benefit and camaraderie of their members in a home away from home atmosphere.

An oasis nestled on 480 pristine acres; Hermitage is 25 miles west of downtown Richmond. A vibrant capitol city located on the historic James River, Richmond is a 90-minute drive to the Atlantic Ocean, Washington D.C. and the beautiful Blue Ridge Mountains. With a metropolitan statistical area of over 1,000,000 people, it is the largest city in Virginia. Richmond and surrounding communities are economically diverse with industries, including corporate hubs for Altria, CarMax, Capital One, and Owens and Minor among others. The city boasts a world-renowned art scene, well respected cultural attractions, world class craft breweries, renowned dining, fascinating museums and historic sites.

Club is open 6 days per week, 12 months per year.

# JOB DETAILS

## Date Posted

12/19/2019

## Job Title

Executive Chef

## Brief Job Description

The Executive Chef is responsible for all food and pastry production; developing concepts, menus, recipes and food purchase specifications; supervising all culinary team members; maintaining the highest professional food quality and sanitation standards. The candidate must have exceptional skills in maximizing a member-focused environment. The Executive Chef is an important and positive face of the culinary operations; integral part of the overall success of the operation. This position will work closely with other departments to ensure the club's strategic plan and goals are met.

**Position Overview:** The Executive Chef will always look for improvement while continuing to maintain the high standards of excellence already instilled into the kitchen operation. The ideal candidate will possess a true passion for professional cooking and have a proven and stable track record of culinary excellence.

The Executive Chef is a servant leader who leads by example and serves as coach and mentor to the staff. He/She must be able to develop and challenge the next generation of culinarians in a positive manner. While the current culinary team has many long-tenured staff, they are open to new and exciting challenges.

### **Initial Priorities:**

- Establish working relationship with Culinary team in place.
- Establish relationships and learn the membership and communicate with committees.
- Develop a culture of high standards and excellence.
- Evaluate culinary team and provide training, coaching and professional development opportunities for kitchen staff.
- Learn and embrace member dining preferences.
- Evaluate recipes, standards and techniques for food preparation and presentation. Initiates frequent menu changes and creativity for events.
- The new Chef will evaluate current operations and equipment and will provide recommendations for enhanced systems and controls.

## Candidate Qualifications

### **Job Requirements:**

- Organized, detail-oriented and possessing solid culinary skills coupled with a passion for the profession and excellence.
- Staff relations and team building are important aspects of the position.
- A skilled communicator, professional and personable demeanor and approachable manner are important pre-requisite qualities.
- Energized with the opportunity to continuously improve.
- Menu development diversity, changing integral parts of culinary culture through establishment of desired standards and clear expectations.
- Working in conjunction with the Food & Beverage Manager and General Manager to continuously evaluate business model and trends to ensure relevance to meet the Club's financial needs in a competitive marketplace.
- Understanding of P&L and budgeting required.
- Ability to maintain budgeted costs while still offering "new & exciting" is critical.
- The new EC is visible walking the dining rooms and will actively engage with the membership through newsletter articles, cooking classes and commentary at food related events.
- Ensures that all employees maintain high standards of sanitation, cleanliness and safety throughout all kitchen areas at all times.
- The ability to demonstrate good judgment, problem solving and decision-making skills.
- The Chef understands the demands from a Club Membership.
- Working knowledge of food and wine pairings is preferred.
- The Executive Chef position is hands-on and cooks or directly supervises the cooking of items that require skillful preparation.
- Knowledge of POS systems, Outlook, Word and Excel.

## Educational Requirements

### **Education and Certification Requirements**

- A degree in culinary arts is preferred.
- Certified Executive Chef (CEC) certification (that is kept current) with the American Culinary Federation (ACF) is preferred.
- Certification in food safety is required.

## Date Position Available

JANUARY 2020

## Other Benefits

The Club offers a competitive compensation plan including a base salary, performance bonus, continuing educations, 401K with employer match and other standard perks and benefits for this executive position.

## Please send resume and thoughtful cover letter to:

Stephen Burkhart, CCM

General Manager

Hermitage Country Club

Email [stephenb@hermitagecountryclub.com](mailto:stephenb@hermitagecountryclub.com)