

## EXECUTIVE CHEF PROFILE: TPC SAWGRASS PONTE VEDRA BEACH, FL

(To apply click the link at the bottom of this file)

### THE EXECUTIVE CHEF OPPORTUNITY AT TPC SAWGRASS

World-renowned TPC Sawgrass is searching for an executive chef to lead their five-star culinary operations. The successful candidate can ensure that the culinary program matches the level of notoriety of THE PLAYERS Stadium Course's famous #17 island green. If you have a successful track record of leading high-volume, high-quality culinary operations in a luxury hotel/resort or Platinum club, read on!

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

### TPC SAWGRASS

TPC Sawgrass is home to [THE PLAYERS Championship](#), the birthplace of the [TPC Network](#), and the backdrop to the [PGA TOUR](#) headquarters. The history of TPC Sawgrass is synonymous with the history of the TPC Network itself. The club was born from the dream of then PGA TOUR Commissioner Deane Beman to create a special and unique host site for THE PLAYERS Championship.

The TPC Sawgrass golf course is perhaps the world's most famous golf course. Golf enthusiasts will find not one, but two PGA TOUR championship courses at the club, both designed by world-renowned architect Pete Dye. THE PLAYERS Stadium Course and Dye's Valley Course offer two perfectly balanced game experiences.

TPC Sawgrass is not only one of the top Florida golf resorts, but it is recognized nationally by multiple golf publications as a destination. THE PLAYERS Stadium Course is ranked the No. 2 golf course in Florida by *Golf Digest* magazine and it ranks consistently among *Golf Digest's* top 50 golf courses in the country.

The Mediterranean-style, 77,000-square-foot clubhouse provides PGA TOUR players, families, executives, members and guests with truly memorable culinary and service experiences within multiple dining outlets, beautifully appointed banquet and meeting spaces, and an expansive gallery.

TPC Sawgrass is located in picturesque Ponte Vedra Beach, Florida. Situated between Jacksonville and St. Augustine. The area provides the perfect blend of small town charm and big city sophistication. Ponte Vedra Beach is graced with miles of white sandy beaches that provide beachgoers year-round opportunities to enjoy the abundant Florida sunshine and a variety of water sports.

### TPC MISSION

The PGA TOUR's TPC Network is the golf industry leader that passionately supports the efforts of the PGA TOUR by engaging TOUR partners, hosting TOUR events, and serving TOUR players, members and guests at the highest level, all while making a financial contribution back to the PGA TOUR.

### TPC CORE VALUES

**LEADERSHIP:** Our clubs and courses represent the leaders of the game of golf- the people who are a part of the PGA TOUR. We continually innovate and evolve to ensure that the experience at every TPC extends and enhances the stature of the TOUR. We are engaged and committed to doing the work that it takes to be great, ensuring that we accomplish more together than as individuals.

**COMMUNITY:** The TPC Network is committed to adding value to our communities. Whether it is generating revenue, being a meaningful philanthropic force, or simply creating the experiences that turn into lasting memories, our success is measured by our impact on the communities we serve.

**EXCELLENCE:** This is the standard we live up to, and all of our efforts are driven to achieve it. From the condition of our courses and how we respond to a member request, to the smallest detail associated with the clubhouse experience, everything we do is underscored by our pursuit of excellence. We will surround ourselves with people who share this passion for greatness, and will hold each other accountable for delivering excellence every day.

**SERVICE:** We are here to serve. We serve the PGA TOUR by generating financial support that adds value to the members of the TOUR and by acting as the public voice of the TOUR in our local communities. We serve our members and guests by creating outstanding experiences every time they visit one of our clubs. We also serve each other, collaborating, supporting, and helping one another accomplish our goals.

**THE GAME:** Golf's rich heritage is steeped in tradition. The game embodies many positive values, including integrity, honesty, responsibility and fair play- ideals that can be applied to every aspect of one's life. Through the PGA TOUR, we represent golf at its highest level – this is at the heart of who we are and what we do every day. We create environments and experiences that encourage this reverence. We live the values of the game through our actions and remember that it is a privilege to be a part of this game every day.

#### TPC SAWGRASS EMPLOYEE CORE VALUES - SPIRIT

**SINCERE:** We provide caring and thoughtful service to all members and guests.

**PROFESSIONAL:** We handle all responsibilities in a poised and thoughtful manner.

**INSPIRED:** We always make members' and guests' satisfaction our top priority.

**RESPECTFUL:** We treat everyone as honored guests or respected colleagues.

**IN THE MOMENT:** We go above and beyond to deliver an experience that is remarkable.

**TEAM PLAYERS:** We work together to achieve common goals that satisfy members and guests.

#### TPC SAWGRASS BY THE NUMBERS:

- \$8.38M annual F&B
- 40% a la carte vs. 60% banquet business
- 356 employees
- 40 kitchen employees
- 2 kitchens – Main level and second floor banquet kitchen
- 8 dining outlets plus small meeting rooms
- 91,787 covers per year
- 45-55 weddings a year
- 60 average age of members
- 72,000 rounds of golf per year

#### FOOD & BEVERAGE OPERATIONS

The food and beverage experience is on par with the two PGA TOUR championship courses, featuring outstanding dining venues offering delicious fare. It is the perfect place to host special events and celebrations in an upscale and gorgeous locale, overlooking the famous fairways of THE PLAYERS Stadium Course.

The Clubhouse was built in 2007 and, over the last 3+ years, \$75,000 to \$100,000+ has been invested per year back into culinary equipment and renovations.

*NINETEEN*, which is open from 7:00 a.m. to 9:00 p.m., seats 136 and features a creative array of freshly prepared American and Continental cuisine in a warm, inviting ambiance. Menus change seasonally to take advantage of the freshest local fare, with options ranging from wasabi crusted tuna and Florida grouper to filet mignon. The 2,550

square-foot restaurant's outdoor veranda offers panoramic views of the expansive presentation lawn and both the 9th and 18th holes.

In addition to its extensive breakfast, lunch and dinner menus, the daily Happy Hour is available Monday through Saturday and is the best in town, featuring a 5 for \$5 Chef's choice menu that is updated monthly. Every Sunday is Family Day at TPC Sawgrass, and *NINETEEN* invites families to come for their Sunday traditional meal together during their breakfast and Sunday Supper.

*NINETEEN* was awarded the coveted "Award of Excellence" by Wine Spectator 2008 – 2012 for having one of the most outstanding restaurant wine lists in the world, featuring more than 230 varieties. Locally, Jacksonville Magazine has voted *NINETEEN* one of Jacksonville's Top 25 Restaurants for the past two years.

The Traditions restaurant is open from 7:00 a.m. to 9:00 p.m. and seats 136. Traditions offers a fine-dining experience open to the public for lunch and exclusively to members for dinner. Adorned with timeless furnishings and all of the beauty and extravagance of the classic Clubhouse at TPC Sawgrass, Traditions offers delicious fare and the same award-winning wine list as *NINETEEN*.

Pub 17 is located in the Member Locker Room and seats 77.

There are several banquet rooms located on the second level including Ponte Vedra which seats 266, Blue Heron which seats 93, Osprey which seats 93 and Sunset which seats 131. Additional private dining rooms include Live Oak, Presidents Cup Library, Commissioners Board Room. and Champions.

## ORGANIZATIONAL STRUCTURE

The Executive Chef reports to the F&B Director. Managers that report directly to the Executive Chef include a chef de cuisine, two sous chefs, the banquet chef, stewarding manager, and purchasing manager.

**Please visit the TPC SAWGRASS website [here](#).**

## EXECUTIVE CHEF JOB DESCRIPTION

The Executive Chef (EC) at TPC Sawgrass is responsible for planning and managing all aspects of food and pastry production for the Club's restaurants, lounges, snack bars, banquets, and employee dining room. He or she establishes and develops culinary strategies to meet business needs and exceed member and guest expectations. The EC has the vision and the ability to lead and maximize team members' potentials by mentoring and inspiring both heart-of-house and front-of-house staff. He or she lives TPC's core values of leadership, community, excellence, service, and "the game."

## LEADERSHIP

The EC is responsible for all food and beverage Heart-of-the-House (HOH) operations while working closely with Front-of-the-House (FOH) staff to ensure the delivery of **quality** and **consistency** in innovative services, products and offerings to members and guests.

The EC leads, manages, motivates, and directs kitchen staff to achieve the objectives set by the General Manager, F&B Director, and the EC. He or she creates the standards for kitchen policies and procedures, communicates these policies, and ensures that the policies are adhered to by all HOH staff throughout the Club.

The EC leads the HOH 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 HOH staff approach the standards with the same level of focus.

The EC holds himself or herself accountable for achieving strategic goals and objectives and, ultimately, results.

The EC ensures that the team creates and updates menus often, incorporating daily features. The EC should also be flexible and adaptable to making changes.

The EC has a proven track record of budgeting and controlling food and labor costs. He or she is adept at creating and managing multiple budgets and provides food purchase specifications to control food quality and costs. He or she also keeps a close watch on minimizing waste. The EC pays close attention and takes corrective action as needed to ensure that financial goals are met.

The EC works as a strategic and operational partner with TPC Sawgrass managers and staff to develop information sharing, good communication, superior internal and external customer relationships and high-performance teamwork to achieve objectives.

The EC demonstrates business ethics and personal integrity. He or she is widely trusted and is a direct and truthful leader.

The EC provides oversight and leadership of food operation for the Players Club and players' dining during THE PLAYERS Championship.

The EC and his or her team are responsible for planning and providing quality and healthy employee meals for over 350 employees.

## COMMUNITY

Philanthropy and providing an impact on the communities it serves are integral to TPC. The EC leads the process of identifying and supporting the community culinary outreach efforts of TPC Sawgrass.

## EXCELLENCE

The EC is responsible for maintaining five-star quality in food preparation and presentation through active participation in all functions from planning to plating, ensuring that all food is consistently outstanding. The EC understands that quality and consistency in producing and delivering TPC Classics such as "The Burger" are just as important to the TPC Sawgrass experience as producing an innovative wine dinner; and is responsible to ensure that his or her team approaches each activity with the same focus.

The EC proactively ensures that his or her team has the accountability, authority and resources necessary to manage, plan and execute the culinary program's culture of excellence. He or she approaches work with a sense of urgency and purpose and instills that into the team and those around them, allocates time and resources effectively when facing competing demands and deadlines, overcomes obstacles to accomplish challenging objectives that contribute to the member experience, and promotes feedback and ideas from team members.

The EC is someone who looks at mistakes as opportunities for improvement, and instills this mindset and outcome into his or her team, while at the same time epitomizing the perspective of being readily open and embracing of input.

## SERVICE

The EC is responsive to guest and team member requests and strives to find creative ways to accommodate reasonable requests. He or she believes in the service philosophy: "the answer is 'yes,' what is the question" and instills that culture in his or her staff. He or she is interested in others' views, even if they counter their own.

The EC is a team builder who mentors kitchen staff and develops a pipeline of talented and creative individuals by building a reputation as an excellent learning and training ground for up and coming culinarians.

The EC builds a culture of respect and requires that of his or her team; treating people fairly and with dignity and respect. He or she addresses conflict in a timely and proactive manner. The EC makes decisions and commits to a

course of action with available information in a practical manner; he or she communicates that action as appropriate and ensures that it is executed in a timely fashion.

The EC is the face of culinary operations and should be comfortable conversing and interacting in both HOH and FOH settings as he or she interfaces with multiple and diverse constituencies (members, staff, vendors, etc.) throughout the day. The EC is visible and approachable to both members and staff. The EC must also be comfortable in front of the camera for media interviews, social media, membership communications, etc.

The EC proactively identifies and develops talent within and outside the Club while working closely with TPC's HR department. He or she analyzes candidates' job-related skills and competencies to ensure each placement decision maximizes team dynamics and talent utilization, as well as fits within the high performing team culture.

The EC is recognized and respected by his or her peers and can generate a following of cooks, students, and chefs that want to work at the Club and be a part of the EC's high-performing team.

The EC actively pursues learning and self-development and shares learning, innovations, and best practices with others. He or she promotes the professional development of the team and is willing to learn from others. He or she also performs, if needed, all methodology, technical and procedural requirements of the job.

## THE GAME

The EC embodies the values that form the foundation of the game of golf including integrity, honesty, responsibility and fair play; and ensures that his or her team members reflect these values through their actions as well.

Ultimately, the Executive Chef of TPC Sawgrass is an important and positive face of culinary operations. He or she is an integral part of the overall success of the operation, and is a strong influencer on each constituency he or she interfaces with while performing his or 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.

## INITIAL PRIORITIES OF THE EXECUTIVE CHEF

- Evaluate train and mentor the culinary staff. Build an effective and cohesive team.
- Deliver consistency and high quality in *a la carte* and banquet operations.
- Listen to guests, members and staff and learn names as well as culinary and dining requirements (allergies, etc.) and preferences. Ensure that this information is recorded and used at all dining outlets.
- Evaluate, create, document and execute standards of operation and delivery; taking ownership for the entire experience from production to final delivery of the end-product, while working closely with the FOH management team.
- Review and evaluate menus and dining outlets and make changes as needed to embody the "TPC Sawgrass culinary experience."
- Manage to budgeted food and labor goals.

## CANDIDATE QUALIFICATIONS

The successful candidate:

- Is 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 TPC Sawgrass.
- Has successfully led dynamic and high-volume culinary operations with multiple dining outlets.
- Consistently defines and achieves goals and objectives. This includes proven and verifiable leadership qualities with the demonstrated ability to direct, coordinate and control all facets of an active, high-volume food and beverage operation.
- Has strong management skills with verifiable strengths in inspirational leadership, financial performance, and people skills.

- Has thorough knowledge of menu planning for both restaurants and banquets, providing modern and current food preparation based on a solid foundation of cookery; and can plan and execute high-volume buffet and banquet cuisine that exceeds expectations.
- Is a confident, proactive team builder with a history of attracting, developing and retaining high performing staff.
- Has a solid reputation as a high quality chef, mentor, teacher, operator, and “game changer.” Has developed successful and sustainable apprenticeship programs.
- Possesses strong written and oral communications skills.
- Has a thorough knowledge of business and management principles involved in strategic planning, resource allocation, and production methods.
- Has exceptional craft skills and is well-versed in cuisine, baking and pastry.
- Organizes, prioritizes, delegates and follows-through on assignments.
- Motivates and maintains a cohesive team while managing and directing their performance.
- Promotes positive work relationships with other departments.
- Is a clear thinker, analyzing and resolving problems and exercising good judgement.
- Works well under pressure.
- Manages change effectively.
- Exhibits strong communication skills including verbal, listening and writing.
- Has strong presentation skills.
- Has excellent technical skills including Microsoft Office and POS systems.
- Makes decisions effectively and influences others positively.
- Has a track record of community involvement and outreach.

#### **EDUCATIONAL & CERTIFICATION QUALIFICATIONS**

- A minimum of eight years’ prior management experience at a high-volume, five-star hotel or resort and/or a highly-rated Platinum Club as an executive chef is required.
- A culinary degree from an accredited school is preferred.
- A certified executive chef from a professional certifying body is preferred.
- Certified in food safety is required.

#### **SALARY & BENEFITS**

Salary is open and commensurate with qualifications and experience. TPC Sawgrass offers an excellent bonus and benefit package including ACF membership as well as matching 401(k) and pension plans.

#### **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.

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

“Last Name, First Name Resume” &

“Last Name, First Name Cover Letter”

(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.

[For directions on how to upload your resume and cover letter click here.](#)

**To apply for this position and upload your resume and cover letter [click here.](#)**

If you have any questions please email Nan Fisher: nan@kkandw.com

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