



EXECUTIVE CHEF POSITION: CEDAR RAPIDS COUNTRY CLUB CEDAR RAPIDS, IOWA



Nicknamed the “*City of Five Seasons*,” Cedar Rapids is a vibrant city, encompassing unique attractions, exciting events, specialty shopping, and a dynamic arts scene. (According to locals, the fifth season is time to enjoy the other four.) The Cedar Rapids/Iowa City corridor is home to 423,353 people. Cedar Rapids lies on both banks of the scenic Cedar River, 20 miles north of Iowa City and 100 miles east of Des Moines.

Carved from the oak woods lining Indian Creek, the Cedar Rapids Country Club ranks among the Midwest's best private clubs. CRCC was founded in 1904 and has remained the area's premier club for golf, dining, business and family activities for more than a century. This vibrant and picturesque club has approximately 550 members.

To ensure that the clubhouse, dining, and golf facilities remain the best, CRCC members invested over \$5 million in renovations in 1999. The traditional charm of the original architecture was preserved including large rooms, mullioned windows and high ceilings. The remodeling retained the stately elegance of the Club, while updating all dining rooms, lobby areas, locker rooms and kitchen. The heating, air conditioning, plumbing and electrical services also underwent substantial upgrades during the remodeling to prepare the club for the years to come.



The Patio is an *al fresco* dining experience among stately oak trees.

Throughout its history, the club's contributions to civic affairs, athletics and the cultural heritage of Cedar Rapids have gained immense recognition throughout the region, especially due to its renowned Donald Ross-designed golf course.

CRCC is widely regarded as one of the finest private clubs in Iowa. Members enjoy an aquatic center with an Olympic-size pool, an active summer kids camp program, and a large array of activities throughout the year.

CRCC has an active *ala carte* dining program that is rich in gourmet tradition. Members of CRCC enjoy culinary creations that transcend locale and expectations. Food and Beverage revenues are approximately \$2M at the Club which has several dining outlets.

The Club Room seats 120 people in an atmosphere of refined informality. It includes a cocktail lounge area, private dining room and spectacular views of the golf course.

The Grill, a throwback to the oak-paneled, cigar-smoking, and card playing days, is a popular luncheon spot for golfers and tennis players before and after their games; and a perfect location for informal private parties. It also hosts Hawkeye and Cyclone fan gatherings during televised games.

The John Fischer Room is a richly appointed room at the crest of the hill with the best views of the golf course. The Fischer Room seats 40 for dinner and provides a more formal and intimate setting and is perfect for special occasions and business meetings. It maintains the tradition of a coat and tie for men.

The most beautiful setting in the city can be found on The Patio, an *al fresco* dining experience among the stately oak trees. Approximately 150 diners can enjoy lunch and dinner here from Memorial Day to Labor Day.

The CRCC Lounge was completed during the expansion of 2007 along with extension of the lower patio area. Both offer a stunning view of the 18th fairway, the 10th tee and the shimmering blue water of the swimming pool. The Lounge is a comfortable, beautiful place to refresh after a round of golf, game of tennis, or a busy day at work.

CRCC members enjoy the only Donald Ross-designed course in the state of Iowa. This historic and scenic 18-hole course features 6,601 yards of golf from the longest tees for a par of 72.

The tennis program at CRCC continues to grow significantly. CRCC's seven courts include three traditional clay courts. The three lower courts enjoy amphitheater seating as well as court-side gazebos. The "pro" court is lighted for 24-hour play.

The swimming pool at the Cedar Rapids Country Club is both an engineering marvel and a hub of summer family and social

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The CRCC pool is a hub of summer family and social activities.

activities. Nestled into a bluff overlooking Indian Creek, it was Iowa's first outdoor pool. It was originally constructed in 1923 and rebuilt in 1993 at a cost of \$1M, and remains Iowa's largest zero-entry pool. The pool is equipped with two diving boards and lanes for adult lap swimming. The middle of the pool provides a large area for children and families to play and swim. A large walk-in shallow end with several fountains provides a wonderful and safe playground for young families.

The Fitness Center, located on the first level of the Clubhouse, is equipped with both aerobic equipment and weight machines to accommodate all fitness needs.

For more information, please visit Cedar Rapids Country Club's website at: www.thecrcc.org.

Executive Chef (EC) Position

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

The EC leads, manages, motivates and directs kitchen staff, including three Sous Chefs, 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 CRCC is a team builder who mentors kitchen staff and develops a pipeline of talented and creative staff 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 yearly 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 CRCC 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 and '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.

Ultimately, the Executive Chef of the Cedar Rapids Country 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 constituent.

Cedar Rapids Country Club Mission Statement

To be the premier club in the Midwest; exceeding the expectations of members, their families and guests, through the delivery of excellence in dining, recreation, and social activities.

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cy 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

Cedar Rapids operates under the General Manager (GM/COO) organizational structure. The Executive Chef reports to CRCC GM/COO, Christophe Granger, CCM. See page 4 for more information about Mr. Granger.

Direct reports to the Executive Chef position include:

- 3 Sous Chefs
- Culinary team including 17 full-time, 3 part-time and some seasonal staff

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 Platinum-level services with a personality that is commensurately appropriate to the Cedar Rapids Country 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.
- 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 \$2 M.*
- Has at least two years of private club experience in a culinary management capacity.
- 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 Cedar Rapids Country 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 Jonas 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 Cedar Rapids Country Club.

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.



CRCC's Donald Ross-designed golf course.

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GM/COO Profile

Christophe Granger, CCM, is the GM/COO of Cedar Rapids Country Club and has 32 years of experience in the hospitality industry with 20 years in private club management. His strengths include financial management, food and beverage operations, and golf management. His strong food and beverage background comes from formal training in France



Christophe Granger, CCM, is the GM/COO of CRCC.

combined with almost ten years at the top-rated Jonathan Club in Los Angeles. His club experience also includes Green Gables Country Club in Denver, Annandale Golf Club in Pasadena, and Sherwood Country Club in Thousand Oaks. He focuses on a team approach to club management to provide the highest quality services and benefits to the CRCC members. Mr. Granger is also a Certified Sommelier and an active member of the *Chaîne des Rôtisseurs*.

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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An aerial view of Cedar Rapids Country Club