

Candidate Profile

Executive Chef
Mission Hills Country Club
Mission Hills, Kansas
www.missionhillsccl.com



MISSION HILLS
COUNTRY CLUB

Organization

Mission Hills Country Club is located in the town of Mission Hills, KS, an upscale bedroom community in the heart of Kansas City. Kiplinger Magazine has rated Kansas City as one of the 50 Smart Places in America to Live! It is a community of good schools, cultural amenities, acclaimed dining (particularly the BBQ), and affordable living. It has major league sports teams, with the Superbowl champions KC Chiefs and MLB Royals, multiple recognized performing art centers, the nationally renowned Albrecht-Kemper Museum of Art, the American Jazz Museum, and the Kansas City Art Institute. Most importantly, Kansas City is a heart-friendly, easy-going, and forward-thinking community. Its metropolitan area is the second in size only to St. Louis in the central mid-west, with nearly 2.2 million residents.

Mission Statement

Mission Hills Country Club is a family-oriented, private community located in a beautiful natural setting in the heart of Kansas City. Founded in 1914, the Club's rich traditions of excellence, mutual respect, and integrity continue to be the foundation for a gracious, welcoming culture. Our members enjoy enriching family experiences and treasured friendships for a lifetime of pleasure and cherished memories.

Core Values

Integral to the Club's Mission are the Club's Core Values: **Quality, Social Behavior, and Character**. The Club expresses these values in the context of **Excellence, Mutual Respect, Hospitality, and Integrity**.

A **Culture of Excellence** – MHCC members expect excellence in all aspects of the Club, Facilities, Service, Activities, Employees, and quality Members.

Mutual Respect – MHCC is a respect-driven environment. We treat all people, employees, members, and guests as we wish to be treated, with good humor. We also treat the facilities and grounds respectfully as our own.

Gracious Heartland Hospitality – The hallmark of MHCC is a comfortable, positive, and welcoming atmosphere created through the mutual goodwill of its members, guests, and employees that is experienced and enjoyed by all.

Integrity – Integrity is about always doing the right thing, following the rules, and keeping your word.

The Club is seeking an Executive Chef who will report to the General Manager/COO and work as a team with the AGM, Food & Beverage Manager, and Director of Events. The successful Chef candidate will become the Club's culinary thought leader who will engage with the Club's membership, become familiar with their palates, and develop a relationship with them through their menus. The Chef will understand that the consistency of its offerings, tastes, flavors, presentation, deliciousness, and timeliness of delivery are the critical components of success.

The Club values its Food and Beverage amenity as essential to the Club's success as all other Club amenities. It

will provide the necessary resources to fulfill the Club's mission of achieving excellence. It believes the restaurant at Mission Hills CC should be considered a dining destination equal in prominence to all other upscale eateries in Kansas City. It should achieve Favorite Place Status by its members where consistency, reliability, and value are commonplace.

By the Numbers

- 565 Total Member Families
- \$9 MM Total Revenue
- \$80,000 Initiating Fee
- \$1,200/Month Full Dues
- \$3 MM Total F&B Revenue with 60-40 blend a la carte – banquets
- Three a la carte dining rooms, the 1914 Grill and Bar, the Club Room for family dining, Men's Grill, and an outdoor patio
- Ballroom for 275 sit down and 400 receptions
- 40% Food Cost – 42% Bar Cost
- 18 Hole Championship Golf Course
- 4 Tennis Courts and 4 Pickle Balls Courts
- Resort-Style Family and Recreational Pool
- Fitness Center with Personal Training
- Childcare along with year-round Youth Programming
- Men's and Women's Locker Rooms

Position Summary

Mission Hills Country Club Executive Chef (EC) candidates must possess a charismatic, coach training, "heart of a teacher" leadership style. Must be proficient and skilled in culinary leadership and production, including setting standards, best practices, standardized recipes, team development, and member and guest customer relations. The EC will be the leader known to the employees and the membership as the responsible party for all culinary offerings at the Club. The EC must be visible and present in all Food & Beverage operations on a regular daily basis. The EC must demonstrate an open-door, approachable demeanor that leads and guides all culinary team members equally and proactively. The EC must be structured and organized to implement defined goals and initiatives to achieve the culinary brand, vision, and standard of offering an unparalleled Club dining experience in the Mission Hills marketplace.

The EC will manage all culinary aspects of the Club's restaurants, bars, private events, special events, cooking demonstrations, and member cooking event instruction. The EC will lead, motivate, and inspire a fun and thriving culinary mentorship culture while overseeing all team members' hiring, onboarding, training, supervision, continuous professional development, and performance. They will have complete responsibility for all back-of-the-house operations, including but not limited to purchasing, inventory, sanitation, and equipment maintenance.

Mission Hills members are world-traveled, have dined in some of the world's finest restaurants, and expect no less at their Club. The critical talent characteristics that the General Manager/COO and the Club seek are consistency through training, mentoring, standardized recipes, plating guides, proper food timing, taste, and finish.

The EC's top goal is to develop and maintain a best-of-class culinary and service experience for Mission Hills CC members and their guest's exclusive use while fostering a working environment in keeping with the mission, values, and statement of Mission Hills CC – “treating others the way you would like to be treated” for all members, guests, teammates, and vendor partners.

Education, Experience, and Qualifications

- 5-10 years of experience as an Executive Chef at a private Club or high-end restaurant, resort, or hotel, preferably in the Mid-West.
- Culinary Arts Degree from an accredited College / University apprenticeship program (Culinary Institute, Johnson and Wales, or European apprentice programs or University preferred).
- Earned CEC designation from the ACF.
- Safe Serv Certified.
- Requires a high degree of administrative and executive ability, especially in problem-solving and decision-making.
- Must have the ability to work with the Club Controller to build and manage a department budget.
- Must have the ability to communicate with excellent oral and written communication skills.
- Must possess working proficiency in computer skills and knowledge of all Mission Hills Software – MS Exchange, Word, Excel, PowerPoint, Recipe and Cost Control software, and POS / Club Software Programs (Mission Hills uses Clubessentials POS software).
- Excellent human relations skills, with a talent for motivating staff.
- Good organizational skills with the ability to work independently and with a team.
- Ability to function under pressure, set priorities, and adjust to changing conditions.
- Has a demonstrated high work ethic, patience, coach training leadership style, with a sense of responsibility for the EC leadership position.
- Applicants must possess a passion for providing high-quality member service and a commitment to exceeding expectations.

Competitive Compensation & Benefits

- This is a full-time salaried position with a complete benefits package.
- Paid time off.
- Health, Dental, per Mission Hills Employee Benefits Package.
- Long-term Disability Insurance
- Life Insurance is equal to one year's salary.
- 401k plan with 100% match to 3% of salary.
- A base annual salary will be commensurate with qualifications and experience and range from \$125 K to \$150 K with bonus potential based on performance to budget and, most importantly, overall member satisfaction with the Club's dining amenities.
- Continuing Professional Education allowance.
- Competitive Competition allowance.

Individuals who meet or exceed the established criteria detailed in this position profile and posting are encouraged to send a cover letter and resume.

Note: The preferred method of contact is email. Please send your cover letter and resume in PDF format, attached via email with the subject line: Executive Chef Search, Mission Hills, Kansas. If sending via regular mail, please mark – Executive Chef, Mission Hills, Kansas – on the outside of your envelope. Thank you.

GSI Executive Search
Richard Lareau, CCM, CCE, ECM
richard@gsiexecutivesearch.com
2301 Eagles Way
Pearland, Texas 77581
www.gsiexecutivesearch.com